

## ABSTRACT

*YUSMARIONO. NIM. 8156131013. The Impact of Teachers' Perceptions of Principal's Persuasive Communication, Self-Actualizations, and Job Satisfactions of Junior High Schools Teachers' Performances in Sub-District Labuhan Deli of District Deli Serdang. Thesis. Postgraduate Program State University of Medan.*

*Purpose of the study is to discover: (1) the impact of Teachers' Perceptions of Principal's Persuasive Communication on Teachers' Job Satisfactions; (2) the impact of Self-Actualizations on Teachers' Work Satisfactions; (3) the impact of Teachers' Perceptions of Principal's Persuasive Communication on Teachers' Performances; (4) the impact of Self-Actualizations on Teachers' Performances; and (5) the impact of Job Satisfactions on Teachers' Performances. Subjects of the study are junior high schools teachers in Subdistrict Labuhan Deli of District Deli Serdang with samples of 148 persons in total. Sampling was performed with proportionate simple random sampling. Characteristic of the research method is path analysis aiming to examine theory and obtain information about research. Based on the hypothesis examination, we can conclude that: (1) there is direct positive impact of Teachers' Perceptions of Principal's Persuasive Communication on Teachers' Job Satisfactions, each 0,378; (2) there is a positive direct impact of Self-Actualizations on Teachers' Work Satisfactions, each 0,261; (3) there is direct positive impact of Teachers' Perceptions of Principal's Persuasive Communication on Teachers' Performances, each 0,345; (4) there is direct positive impact of Self-Actualizations on Teachers' Performances. Each 0,220; and (5) there is positive direct impact of Job Satisfactions on Teachers' Performances, each 0,328. Results of the study give an idea that Teachers' Perceptions of Principal's Persuasive Communication, Self-Actualizations, and Job Satisfactions impacting Teachers' Performances consecutive by 14,29%, 6,81%, 11,90%, 4,28%, while the rests are determined by other circumstances.*

*Keywords : Perceptions, Persuasive Communication, Self-Actualizations, Job Satisfactions, Performances.*



## ABSTRAK

YUSMARIONO. NIM. 8156131013. Pengaruh Persepsi Guru Tentang Komunikasi Persuasif Kepala Sekolah, Aktualisasi Diri, dan Kepuasan Kerja Terhadap Kinerja Guru SMP di Kecamatan Labuhan Deli Kabupaten Deli Serdang. Tesis. Program Pascasarjana Universitas Negeri Medan.

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh Persepsi Guru Tentang Komunikasi Persuasif Kepala Sekolah terhadap Kepuasan Kerja Guru; (2) pengaruh Aktualisasi Diri terhadap Kepuasan Kerja Guru; (3) pengaruh Persepsi Guru Tentang Komunikasi Persuasif Kepala Sekolah terhadap Kinerja Guru; (4) pengaruh Aktualisasi Diri terhadap Kinerja Guru; dan (5) pengaruh Kepuasan Kerja terhadap Kinerja Guru. Subjek penelitian adalah guru SMP di Kecamatan Labuhan Deli Kabupaten Deli Serdang dengan jumlah sampel sebanyak 148 orang. Pengambilan sampel dilakukan dengan *proportionate simple random sampling*. Metode penelitian bersifat analisis jalur yang bertujuan untuk menguji teori dan memperoleh informasi tentang penelitian. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh langsung positif Persepsi Guru Tentang Komunikasi Persuasif Kepala Sekolah dengan Kepuasan Kerja Guru sebesar 0,378; (2) terdapat pengaruh langsung positif Aktualisasi Diri dengan Kepuasan Kerja Guru sebesar 0,261; (3) terdapat pengaruh langsung positif Persepsi Guru Tentang Komunikasi Persuasif Kepala Sekolah dengan Kinerja Guru sebesar 0,345; (4) terdapat pengaruh langsung positif Aktualisasi Diri dengan Kinerja Guru sebesar 0,220; dan (5) terdapat pengaruh langsung positif Kepuasan Kerja terhadap Kinerja Guru sebesar 0,328. Hasil penelitian memberikan gambaran Persepsi Guru Tentang Komunikasi Persuasif Kepala Sekolah, Aktualisasi Diri, dan Kepuasan Kerja mempengaruhi Kinerja Guru berturut-turut 14,29%, 6,81%, 11,90%, 4,28%, dan 10,76% sisanya ditentukan keadaan lain.

Kata Kunci : *Persepsi, Komunikasi Persuasif, Aktualisasi Diri, Kepuasan Kerja, Kinerja*