

ABSTRAK

Sihombing, Mayor. Hubungan Motivasi Kerja Guru dan Efektivitas Kepemimpinan Kepala Sekolah dengan Kinerja Guru Se Kecamatan Percut Sei Tuan. Tesis, Medan Program Pascasarjana Universitas Negeri Medan, 2010.

Rumusan masalah dalam penelitian ini adalah: (1) seberapa besar hubungan motivasi kerja guru dengan kinerja guru? (2) seberapa besar hubungan efektivitas kepemimpinan kepala sekolah dengan kinerja guru? (3) seberapa besar hubungan antara motivasi kerja guru secara bersama-sama dengan efektivitas kepemimpinan kepala sekolah dengan kinerja guru?

Tujuan penelitian ini adalah untuk mengetahui: (1) hubungan motivasi kerja dengan kinerja guru, (2) hubungan efektivitas kepemimpinan kepala sekolah dengan kinerja guru, dan (3) hubungan motivasi kerja, efektivitas kepemimpinan kepala sekolah secara bersama-sama dengan kinerja guru.

Populasi penelitian ini adalah seluruh guru SMP Negeri Se Kecamatan Percut Sei Tuan yang berjumlah 310 orang dan sampel penelitian ini sebanyak 74 orang yang diambil secara *stratified random sampling*. Instrumen yang digunakan yaitu angket, dengan uji coba lebih dahulu. Hasil uji coba variabel motivasi kerja diperoleh 3 item yang tidak valid dari 32 item dengan koefisien reliabilitas 0,911. Variabel efektivitas kepemimpinan kepala sekolah diperoleh 2 item yang tidak valid dari 30 item dengan koefisien reliabilitas 0,865. Dan variabel kinerja guru diperoleh 3 item yang tidak valid dari 30 item dengan koefisien korelasi 0,845.

Teknik analisis data dilakukan dengan menggunakan analisis deskriptif dan inferensial yang meliputi analisis korelasi dan regresi. Sebelum dilakukan analisis inferensial terlebih dahulu dilakukan uji persyaratan analisis yang meliputi uji normalitas, uji homogenitas, uji linieritas dan keberartian persamaan regresi serta uji independensi. Hasil penelitian ini menunjukkan: (1) terdapat korelasi positif dan signifikan antara motivasi kerja dengan kinerja guru, koefisien korelasi 0,5335. (2) terdapat korelasi positif dan signifikan antara efektivitas kepemimpinan kepala sekolah dengan kinerja guru, koefisien korelasi 0,4084. (3) terdapat korelasi positif dan signifikan antara motivasi kerja dan efektivitas kepemimpinan kepala sekolah secara bersama-sama dengan kinerja guru SMP Negeri Se Kecamatan Percut Sei Tuan dengan koefisien korelasi 0,6438. Pengujian dilakukan pada taraf signifikansi $\alpha = 0,05$.

Hasil penelitian ini dapat bermanfaat bagi Dinas Pendidikan, kepala sekolah, dan guru dalam hal peningkatan kinerja guru, serta peneliti lainnya untuk memperdalam informasi tentang penelitian lain yang relevan.

ABSTRACT

Sihombing, Mayor. The Relationship Job Motivation of Teacher and Leadership Effectiveness of Headmaster with Teacher's Performance of Junior High School in Percut Sei Tuan. Thesis. The State Univesity of Medan, Post Graduate Studies, 2010.

This Formula issue in research is: (1) how big do relationship job motivation of teacher's with teacher's performance? (2) how big is relationship effectiveness leadership of headmaster with teacher's performance? (3) how big relation between job motivations of teacher together withly effectiveness leadership of headmaster with teacher's performance?

This study is aimed at finding out the significant correlation between: (1) job motivation with teacher's performance, (2) leadership effectiveness of headmaster with teacher's performance, and (3) job motivation of teacher and leadership effectiveness of headmaster together with teacher's performance of Junior High School in Percut Sei Tuan.

The population was all teachers of Junior High School in Percut Sei Tuan, with the total of 310 teachers and 74 of them were taken as sample by using stratified random sampling. Instruments used were questionnaires, and the instrument were first tried. Tried out showed that 3 items of the level of job motivation were not valid of 32 items, with a reliability coefficient 0.911, 2 items of leadership effectivity of headmaster was not valid of 30 items, with a reliability coefficient 0.865 and 3 item of the job motivation was not valid of 30 items with a reliability coefficient 0,845.

The data analysis technique used were description and inferential analysies correlation and regression analysis. Result of research indicates there are significant correlation between the job motivation of teacher with teacher's performance, with a correlation coefficient was 0.5335. There are significant correlation between leadership effectiveness of headmaster with teacher's performance with a correlation coefficient was 0.4084. And also, there are significant correlation between job motivations of teacher and leadership effectiveness of headmaster together with teacher's performance of Junior High School in Percut Sei Tuan, with a correlation coefficient was 0.6438. The test is done by using level of significancy at $\alpha = 0.05$. It means that the increasing teacher's performance, helping of job motivation and leadership effectivity of headmaster is well.

These result of study are very usefull for Dinas Pendidikan, headmaster, and teachers to improve teacher's performance the other researchers to deepen information about the other relevant studies.