ABSTRACT

NUR AFNI, The Correlation between Situational Leadership Appearance of Headmaster and Working Environment with Teachers Motivation of Achievement at Junior High School Percut Sei Tuan. Thesis. Medan: Post Graduate Program of State University of Medan, 2009.

This research is aimed at finding out the correlation between situational leadership appearance of headmaster and working environment with teachers motivation of achievement at Junior High School Percut Sei Tuan. The number of population is 252; by using proportional sampling, as many as 53 people are taken as the sample drawn on the basis of Harry King Nomogram Table ($N \leq 2000$).

To test the hypotesis a simple correlation and double correlation analyses are used at the significance level of 0,05. The research results show the followings: (1) there is a correlation significance between situational leadership appearance of headmaster and teachers motivation of achievement ($r_{y_1} = 0,803$), (2) there is a correlation significance between working environment and teachers motivation of achievement ($r_{y_2} = 0,531$), (3) there is a correlation significance between situational leadership appearance of headmaster and working environment with teachers motivation of achievement ($r_{y12} = 0,905$), and therefore, the determination is 90,50%. Of the two independent variables, situational leadership appearance of head master gives an effective contribution of 44,87% with a relative contribution of 69,58%, where as the working environment gives an effective contribution of 8,58% with a relative contribution of 30,08%.

In conclusion, situational leadership appearance of headmaster is an essential matter to be taken into account by all the head masters of Junior High School in the Percut Sei Tuan, and working environment has to be improved at the school in order to enhance teachers motivation of achievement at Junior High School Percut Sei Tuan.

ABSTRAK

NUR AFNI, Hubungan antara Gaya Kepemimpinan Situasional Kepala Sekolah dan Lingkungan Kerja dengan Motivasi berprestasi Guru SMP Negeri di Kecamatan Percut Sei Tuan. Tesis. Medan: Program Pascasarjana Universitas Negeri Medan, 2009.

Penelitian ini bertujuan untuk melihat hubungan gaya kepemimpinan situasional kepala sekolah dan lingkungan kerja dengan motivasi berprestasi guru SMP Negeri di kecamatan Percut Sei Tuan. Instrumen yang digunakan dalam penelitian ini adalah angket yang disebarkan terhadap guru SMP Negeri di kecamatan Percut Sei Tuan. Jumlah populasi sebanyak 252 orang, dengan mempergunakan sampel secara proporsional, ukuran sampel didasarkan pada tabel Nomogram Harry King ($N \leq 2000$).

Untuk menguji hipotesis digunakan analisis korelasi sederhana dan korelasi ganda pada taraf signifikansi 0,05. Hasil penelitian memperlihatkan bahwa (1) terdapat hubungan yang signifikan antara gaya kepemimpinan situasional kepala sekolah dengan motivasi berprestasi ($r_{y_1} = 0,803$), (2) terdapat hubungan yang signifikan antara lingkungan kerja dengan motivasi berprestasi ($r_{y_2} = 0,531$), (3) terdapat hubungan yang signifikan antara gaya kepemimpinan situasional kepala sekolah dan lingkungan kerja secara bersama-sama dengan motivasi berprestasi ($r_{y12} = 0,905$), sehingga koefisien determinasinya 90,50%. Bila dirinci masing-masing variabel bebas ternyata hubungan gaya kepemimpinan situasional kepala sekolah memberikan sumbangan efektif sebesar 44,87% dan sumbangan relatif sebesar 69,58% sedangkan lingkungan kerja memberikan sumbangan efektif sebesar 8,58% dan sumbangan relatif sebesar 30,08%.

Penelitian ini menyimpulkan, bahwa gaya kepemimpinan situasional kepala sekolah merupakan hal yang sangat penting diperhatikan para kepala sekolah SMP Negeri di kecamatan Percut Sei Tuan, dan lingkungan kerja juga merupakan hal yang sangat penting untuk diperhatikan di SMP Negeri Percut Sei Tuan agar dapat meningkatkan motivasi berprestasi guru SMP Negeri di kecamatan Percut Sei Tuan.