

## ABSTRAK

**SYAMSURIZAL.** Hubungan Supervisi Kepala Sekolah dan Partisipasi Guru Dalam Mengambil Keputusan dengan Kinerja Guru SMP negeri di Kota Binjai. Tesis . Program Pascasarjana Universitas Negeri Medan. 2010

Penelitian ini bertujuan untuk mengetahui hubungan supervisi kepala sekolah ( $X_1$ ) dan partisipasi guru dalam mengambil keputusan ( $X_2$ ) dengan kinerja guru ( $Y$ ) baik secara sendiri – sendiri maupun secara bersama – sama. Penelitian ini dilaksanakan di SMP negeri Kota Binjai. Populasi dalam penelitian ini yaitu seluruh guru negeri berjumlah 626 orang, dengan menggunakan teknik sampling proporsional acak berstrata diperoleh sampel sebanyak 81 orang (13 %).

Data hasil penelitian dianalisis dengan menggunakan teknik analisis korelasi dan regresi sederhana dan ganda, yang terlebih dahulu dilakukan uji persyaratan yaitu uji normalitas, uji linieritas, dan uji homogenitas data. Hasil uji normalitas menyimpulkan bahwa kinerja guru, supervisi kepala sekolah, dan partisipasi guru dalam mengambil keputusan berdistribusi normal. Hasil uji homogenitas dan uji linieritas menyimpulkan bahwa kinerja guru, supervisi kepala sekolah, dan partisipasi guru dalam mengambil keputusan mempunyai data homogen dan linier.

Hasil penelitian ini memperlihatkan bahwa : (1) terdapat hubungan yang positif antara supervisi kepala sekolah dengan kinerja guru SMP negeri di Kota Binjai sebesar  $r = 0,63$ , dengan  $\hat{Y} = 409,83 + 0,15 X_1$  dan sumbangan efektif 15,28 % variasi yang terjadi pada kinerja guru ditentukan oleh supervisi kepala sekolah, (2) terdapat hubungan yang positif antara partisipasi guru dalam mengambil keputusan dengan kinerja guru SMP negeri di Kota Binjai sebesar  $r = 0,31$  dengan  $\hat{Y} = 90,61 + 0,25 X_2$  dan sumbangan efektif 12,37 % variasi yang terjadi pada kinerja guru ditentukan oleh partisipasi guru dalam mengambil keputusan, dan (3) terdapat hubungan yang positif supervisi kepala sekolah dan partisipasi guru dalam mengambil keputusan secara bersama – sama dengan kinerja guru SMP negeri di Kota Binjai, dengan  $\hat{Y} = 81,74 + 0,18X_1 + 0,16 X_2$  dan 27,65 % variasi yang terjadi pada kinerja guru ditentukan oleh supervisi kepala sekolah dan partisipasi guru dalam mengambil keputusan secara bersama – sama.

## ABSTRACT

**SYAMSURIZAL.** The correlation of Headmaster's Supevision and Teacher's Participation on Decision Making and Teacher's Performances of the State Junior High Schools in Binjai. Thesis. Post Graduate Programmed, Medan State Unversity, 2010

This research aimed at knowing and finding out (1) the correlation headmaster's supevision teacher's performances of the state junior high schools in Binjai, (2) the correlation teacher's participation on decision making and teacher's performances of the state junior high schools in Binjai, (3) the correlation headmaster's supevision, teacher's participation on decision making collectivity and teacher's performances of the state junior high schools in Binjai. The population of the state junior high schools in Binjai amount to 626 teacher's the samples of the research are 81 teacher's or the sample of quantity is obtained 13 %, and taken by using proportionally stratified random sampling system. The instrument in this research used the questioner propagated to all teacher's in of the state junior high schools in Binjai.

To test the hypothesis was done by simple and multiple regression analysis technique. The data experiment was analyzed by using regression of anlysis technique, the simple correlation and multiple regression correlation. Before the data was analyzed is to be done terms test with normality test, the data of linearity test, and homogeneity test. The result of test can be taken from conclusions, the data of the teacher's performances . the data headmaster's supevision, teacher's participation on decision making are normal distribution. The result of test headmaster's supevision and the teacher's performances are linear and homogeneous. The result of test the teacher's participation on decision making and teacher's performances are linear and homogeneous.

This research, shows that (1) There is a positive correlation headmaster's supevision and teacher's performances of the state junior high schools in Binjai, with the formula  $\hat{Y} = 409,83 + 0,15 X_1$ , and the whole contribution was effective the headmaster's supevision is 15,28%, (2) There is a positive correlation the teacher's participation on decision making and teacher's performances of the state junior high schools in Binjai, with the formula  $\hat{Y} = 90,61 + 0,25 X_2$  and the whole contribution was effective the teacher's participation on decision making is 12,37%, and (3) There is a positive correlation headmaster's supevision, teacher's participation on decision making collectivity and teacher's performances of the state junior high schools in Binjai, with the formula  $\hat{Y} = 81,74 + 0,18X_1 + 0,16 X_2$ , and the research aimed at knowing finding out the headmaster's supevision, teacher's participation on decision making all together is influeneed 27,65% varians the teacher's performances.