

ABSTRAK

Saut Maratur Silaban. Hubungan Perilaku Kepemimpinan Kepala Sekolah Dan Motivasi Berprestasi Dengan Kinerja Guru Di SMK Negeri Kabupaten Humbang Hasundutan. Tesis, Medan : Program Pascasarjana Universitas Negeri Medan, 2009.

Permasalahan dalam penelitian ini adalah mengenai hubungan antara kepemimpinan kepala sekolah dan motivasi berprestasi dengan kinerja guru. Penelitian ini bertujuan untuk mengetahui dan mendeskripsikan hubungan antara perilaku kepemimpinan kepala sekolah dengan kinerja guru, hubungan motivasi berprestasi dengan kinerja guru, hubungan perilaku kepemimpinan kepala sekolah dan motivasi berprestasi secara bersama-sama dengan kinerja guru di SMK Negeri Kabupaten Humbang Hasundutan

Variabel yang diteliti yaitu perilaku kepemimpinan kepala sekolah (X_1), motivasi berprestasi (X_2) dan kinerja guru (Y). Populasi penelitian ini yaitu seluruh guru SMK Negeri Kabupaten Humbang Hasundutan yang berjumlah 136 orang, dan diambil sampel penelitian sebanyak 56 orang. Instrumen yang digunakan angket, terlebih dahulu diujicobakan. Hasil uji coba angket perilaku kepemimpinan kepala sekolah diperoleh 2 butir yang tidak valid dengan koefisien reliabilitas 0,919. Hasil uji coba angket motivasi berprestasi diperoleh 3 butir yang tidak valid dengan koefisien reliabilitas 0,875. Hasil uji coba angket kinerja guru diperoleh 2 butir yang tidak valid dengan koefisien reliabilitas 0,999.

Teknik analisis data menggunakan analisis deskripsi dan inferensial yang meliputi analisis korelasi dan regresi. Hasil penelitian menunjukkan bahwa perilaku kepemimpinan kepala sekolah dan motivasi berprestasi termasuk kategori tinggi atau kuat serta kinerja guru termasuk kategori tinggi atau kuat. Kemudian terdapat hubungan antara perilaku kepemimpinan kepala sekolah dengan kinerja guru dengan $r_{y.1} = 0,69$; motivasi berprestasi mempunyai hubungan dengan kinerja guru dengan $r_{y.2} = 0,63$; dan terdapat hubungan antara perilaku kepemimpinan kepala sekolah dan motivasi berprestasi secara bersama-sama dengan kinerja , dimana $R_{y.12} = 0,77$ pada taraf $\alpha = 5\%$. Persamaan garis regresi ganda antara kinerja guru dengan perilaku kepemimpinan kepala sekolah dan motivasi berprestasi yaitu $\hat{Y} = 53,74 + 0,51 X_1 + 0,86 X_2$

Berdasarkan hasil penelitian dapat disimpulkan bahwa : (1) terdapat hubungan positif yang berarti antara perilaku kepemimpinan kepala sekolah dan motivasi berprestasi baik secara sendiri-sendiri maupun secara bersama-sama dengan kinerja guru SMK Negeri Kabupaten Humbang Hasundutan, (2) perilaku kepemimpinan kepala sekolah dan motivasi berprestasi signifikan menjelaskan (mempengaruhi) kinerja guru dengan koefisien determinasi sebesar 60 %.

ABSTRACT

Saut Maratur Silaban. The Relationship of Behavior of Leadership of Principal and Motivation of Achievement with Teacher Performance in SMK Negeri Kabupaten Humbang Hasundutan. Thesis, Field: Program Pascasarjana Universitas Negeri Medan, 2009.

The problems in this study were about the relationship between leadership of principal and achievement motivation with the performance of teachers. This research aim was to know and describe relation between behavior of leadership of principal with teacher performance, the relation of motivation of achievement with teacher performance, the relation of behavior of leadership of principal and motivation of achievement together with teacher performance in SMK Negeri Kabupaten Humbang Hasundutan

The research variable was the behavior of principal leadership (X_1), motivation of achievement (X_2) and teacher performance (Y). Population of this research was all teachers of SMK Negeri Kabupaten Humbang Hasundutan which amounts to 136, and taken research sample was 56. Instrument applied by questionnaire, beforehand had been tested. Test result questionnaire behavior of leadership of principal was obtained by 2 items which was not valid with reliability coefficient 0.919. Test result motivation questionnaire of achievement was obtained by 3 items which was not valid with reliability coefficient 0.875. Test result of teacher performance questionnaire was obtained by 2 items which was not valid with reliability coefficient 0.999.

Analyzing data technique used description analysis and inferential covering correlation analysis and regression. Result of research indicates that behavior of leadership of principal and motivation of achievement was including high category and teacher performance was high. Then there was relation between behavior of leadership of principal with teacher performance with $r_{y1} = 0.69$; motivation of achievement had relationship with teacher performance with $r_{y2} = 0.63$; and there was relation between behavior of leadership of principal and motivation of achievement together with teacher performance, where $R_{y12} = 0.77$ at level $\alpha = 5\%$. Double regression equation of a line between teacher performances with behavior of leadership of principal and motivation of achievement that was $\hat{Y} = 53.74 + 0.51 X_1 + 0.86 X_2$

Based on result of inferential research that: (1) there was a positive relationship between behavior of leaderships of principal and motivation of achievement either itself or together with teacher performances SMK Negeri Kabupaten Humbang Hasundutan, (2) behavior of leadership of principal and motivation of achievement significant explanation (affect) teacher performance with the coefficient of determination 60 %.