

## ABSTRAK

Agus Letwing Manik, NIM. 8176132001 Pengaruh Komunikasi Interpersonal, Kepemimpinan Transformasional dan Motivasi Berprestasi Terhadap Komitmen Afektif Guru SMK Negeri Kecamatan Doloksanggul Humbang Hasundutan. Tesis. Program Studi Administrasi Pendidikan, Medan : Pascasarjana Universitas Negeri Medan, 2019.

Tujuan penelitian ini untuk mengetahui pengaruh komunikasi interpersonal, motivasi berprestasi, kepemimpinan transformasional guru terhadap komitmen afektif. Penelitian ini dilakukan di SMK Negeri Kecamatan Doloksanggul Kabupaten Humbang Hasundutan. Populasi penelitian ini 169 orang guru dan untuk menentukan jumlah sampel digunakan tabel Krejcie, sehingga diperoleh sampel sebanyak 118 orang. Pengumpulan data dilakukan, menggunakan angket setelah lebih dahulu dilakukan uji coba instrument, dengan koefisien reliabilitas yang sangat tinggi yaitu : Komunikasi Interpersonal 0,951, Kepemimpinan Transformasional 0,922, Motivasi Berprestasi 0,948 dan Komitmen Afektif 0,937. Hasil penelitian menunjukkan komunikasi interpersonal berpengaruh langsung positif terhadap motivasi berprestasi guru, kepemimpinan transformasional berpengaruh langsung positif terhadap motivasi berprestasi guru, komunikasi interpersonal berpengaruh langsung positif terhadap komitmen afektif guru, kepemimpinan transformasional berpengaruh langsung positif terhadap komitmen afektif guru dan motivasi berprestasi berpengaruh langsung positif terhadap komitmen afektif guru SMK Negeri Kecamatan Doloksanggul Humbang Hasundutan. Untuk meningkatkan Komitmen Afektif Guru dapat dilakukan dengan meningkatkan Komunikasi Interpersonal, Kepemimpinan Transformasional dan Motivasi Berprestasi guru.

**Kata Kunci : Komunikasi Interpersonal, Kepemimpinan Transformasional, Motivasi Berprestasi, Komitmen Afektif**



*The Effect of Interpersonal Communication, Transformational Leadership and Achievement Motivation on the Affective Commitment of Doloksanggul District Vocational School Teachers in Humbang Hasundutan*

*Abstact*

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*The purpose of this study was to determine the effect of interpersonal communication, motivation for achievement, teacher transformational leadership on affective commitment. This research was conducted at Doloksanggul District Vocational School, Humbang Hasundutan District. The population of this study was 169 teachers and to determine the number of samples used Kreijcie tables, so that a sample of 118 people was obtained. Data collection was conducted, using a questionnaire after the instrument trial was conducted, with a very high reliability coefficient, namely: Interpersonal Communication 0.951, Transformational Leadership 0.922, Achievement Motivation 0.948 and Affective Commitment 0.937. Research results show that interpersonal communication has a positive direct effect on teacher achievement motivation, transformational leadership has a positive direct effect on teacher achievement motivation, interpersonal communication has a positive direct effect on teacher's affective commitment, transformational leadership has a positive direct effect on teacher's affective commitment and achievement motivation has a direct positive effect on commitment the affective teacher of the Doloksanggul District Vocational School in Humbang Hasundutan. To improve the Teacher's Affective Commitment can be done by improving Interpersonal Communication, Transformational Leadership and Teacher Achievement Motivation.*

**Keywords:** *Interpersonal Communication, Transformational Leadership, Achievement Motivation, Affective Commitment*