

ABSTRACT

YETTI S. NIM. 8106132046. **Relations Professional Ability, Communication Climate and Cultural Commitment Working with Teachers Working in Sub Private SMP Sunggal Deli Serdang regency. Thesis. Graduate Program in Medan State University.**

This study aimed to determine: (1) relations professional with the ability to work commitments, (2) communication climate correlations with work commitments, (3) the correlation work culture with work commitments, and (4) the correlation professional skills, communication climate, and culture with work commitments.

Subjects were private junior high school teacher in District Sunggal Deli Serdang Regency to the total sample of 79 people. Sampling is done by proportionate stratified random sampling. Descriptive research method aimed at obtaining information about the symptoms during the study.

Prior to this research instrument research first tested, followed by testing the validity and reliability testing. Instruments of work commitments valid questionnaires obtained 30 points from 36 points questionnaires were tested, and has a reliability of 0.919. Questionnaire instrument valid professional skills gained 31 points from 36 questionnaire items were tested, and the reliability coefficient of 0.935. Communication climate questionnaire instrument obtained 32 valid items from 36 items tested questionnaire, and reliability coefficient of 0.925. Questionnaire instrument valid work culture obtained 29 points out of 36 questionnaire items were tested, and the reliability coefficient of 0.860.

Based on the hypothesis testing can be concluded: (1) there is a significant correlation between the ability of professionals to work commitments amounting $r_{y1,23} = 0.359 > r_{table} = 0.220$ and $t_{count} = 4.8496 > t_{table} = 1.67$, (2) there is a correlation means of communication between the climate of work commitments $r_{y2,13} = 0.472 > r_{table} = 0.220$ and $t_{count} = 7.738 > t_{table} = 1.67$, (3) there is a significant correlation between work culture with a commitment to work for $r_{y3,12} = 0.290 > r_{table} = 0.220$ and $t_{count} = 3.561 > t_{table} = 1.67$, and (4) there is a significant correlation between professional skills, communication climate, and culture with a commitment to work for $R_{y(123)} = 0.332 > r_{table} = 0.220$ and $F_{count} = 12.410 > F_{table} = 2.65$.

The results obtained professional skills, communication climate, and culture together contributed 57.6% of the commitment amount of work, and the rest other specified circumstances.

ABSTRAK

YETTI S. NIM. 8106132046. **Hubungan Kemampuan Profesional, Iklim Komunikasi, dan Budaya Kerja dengan Komitmen Kerja Guru SMP Swasta di Kecamatan Sunggal Kabupaten Deli Serdang. Tesis. Program Pasca Sarjana Universitas Negeri Medan.**

Penelitian ini bertujuan untuk mengetahui: (1) hubungan kemampuan profesional dengan komitmen kerja; (2) hubungan iklim komunikasi dengan komitmen kerja; (3) hubungan budaya kerja dengan komitmen kerja; dan (4) hubungan kemampuan profesional, iklim komunikasi, dan budaya kerja dengan komitmen kerja.

Subjek penelitian adalah Guru SMP Swasta di Kecamatan Sunggal Kabupaten Deli Serdang dengan jumlah sampel sebanyak 79 orang. Pengambilan sampel dilakukan dengan *proportionate stratified random sampling*. Metode penelitian bersifat deskriptif yang bertujuan untuk memperoleh informasi tentang suatu gejala pada saat penelitian dilakukan.

Sebelum penelitian ini dilakukan instrumen penelitian terlebih dahulu diujicobakan, dilanjutkan dengan uji validitas dan uji reliabilitas. Instrumen angket komitmen kerja yang valid diperoleh 30 butir dari 36 butir angket yang diujicobakan, dan mempunyai reliabilitas sebesar 0,919. Instrumen angket kemampuan profesional yang valid diperoleh 31 butir dari 36 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,935. Instrumen angket iklim komunikasi yang valid diperoleh 32 butir dari 36 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,925. Instrumen angket budaya kerja yang valid diperoleh 29 butir dari 36 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,860.

Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat hubungan yang berarti antara kemampuan profesional dengan komitmen kerja sebesar $r_{y1,23} = 0,359 > r_{tabel} = 0,220$ dan $t_{hitung} = 4,8496 > t_{tabel} = 1,67$; (2) terdapat hubungan yang berarti antara iklim komunikasi dengan komitmen kerja sebesar $r_{y2,13} = 0,472 > r_{tabel} = 0,220$ dan $t_{hitung} = 7,738 > t_{tabel} = 1,67$; (3) terdapat hubungan yang berarti antara budaya kerja dengan komitmen kerja sebesar $r_{y3,12} = 0,290 > r_{tabel} = 0,220$ dan $t_{hitung} = 3,561 > t_{tabel} = 1,67$; dan (4) terdapat hubungan yang berarti antara kemampuan profesional, iklim komunikasi, dan budaya kerja dengan komitmen kerja sebesar $R_{y(123)} = 0,332 > r_{tabel} = 0,220$ dan $F_{hitung} = 12,410 > F_{tabel} = 2,65$.

Hasil penelitian diperoleh kemampuan profesional, iklim komunikasi, dan budaya kerja secara bersama-sama memberikan sumbangan sebesar 57,6% terhadap komitmen kerja, dan sisanya ditentukan keadaan lain.