

## ABSTRACT

ZELFRIYAN. NIM. 8106132047. **Teacher Perceptions of the Employment Relationship, Supervising Principal, and Motivations Working with Secondary Schools Teacher Job Satisfaction in the District Percut Sei Tuan Deli Serdang regency. Thesis. Graduate Program in Medan State University.**

This study aimed to determine: (1) the teacher's perception of the work relationship with job satisfaction, (2) the principal supervisory relationship with job satisfaction, (3) work motivation relationship with job satisfaction, and (4) the relationship of the teacher's perception of the work, supervision principals, and motivation with job satisfaction.

Subjects were junior high school teacher in District Percut Sei Tuan Deli Serdang Regency to the total sample of 168 people. Research sampling technique used random sampling method. 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. Job satisfaction questionnaire instrument valid points obtained 26 of the 30 questionnaire items were tested, and has a reliability of 0.839. Teacher perceptions questionnaire instrument to obtain a valid work item 26 of the 30 questionnaire items were tested, and the reliability coefficient of 0.902. Questionnaire instrument supervision valid principals earned 25 points out of 30 questionnaire items were tested, and the reliability coefficient of 0.809. Instruments are valid motivation questionnaire obtained 26 of the 30 items tested questionnaire items, and the reliability coefficient of 0.919.

Based on the hypothesis testing can be concluded: (1) there is a significant relationship between the perception of teachers to work with job satisfaction for  $r_{y1, 23} = 0.388 > r_{table} = 0.148$  and  $t = 8.110 > t_{table} = 1.645$ , (2) there is a significant relationship the supervision of the school principal job satisfaction for  $r_{y2, 13} = 0.189 > r_{table} = 0.148$  and  $t = 2.974 > t_{table} = 1.645$ , (3) there is a significant relationship between motivation and job satisfaction of working with  $r_{y3, 12} = 0.282 > r_{table} = 0.148$  and  $t = 5.029 > t_{table} = 1.645$ , and (4) there is a significant relationship between teachers' perceptions of the job, supervising principals, and motivation with job satisfaction for  $R_y (123) = 0.175 > r_{table} = 0.148$  and  $F_{count} = 11.605 > F_{table} = 2.65$ .

The results obtained by the perception of teachers on the job, supervising principals, and motivation to work together giving a contribution of 41.9% on job satisfaction, and the rest other specified circumstances.

## ABSTRAK

ZELFRIYAN. NIM. 8106132047. **Hubungan Persepsi Guru terhadap Pekerjaan, Supervisi Kepala Sekolah, dan Motivasi Kerja dengan Kepuasan Kerja Guru SMP Negeri di Kecamatan Percut Sei Tuan Kabupaten Deli Serdang. Tesis. Program Pasca Sarjana Universitas Negeri Medan.**

Penelitian ini bertujuan untuk mengetahui: (1) hubungan persepsi guru terhadap pekerjaan dengan kepuasan kerja; (2) hubungan supervisi kepala sekolah dengan kepuasan kerja; (3) hubungan motivasi kerja dengan kepuasan kerja; dan (4) hubungan persepsi guru terhadap pekerjaan, supervisi kepala sekolah, dan motivasi kerja dengan kepuasan kerja.

Subjek penelitian adalah guru SMP Negeri di Kecamatan Percut Sei Tuan Kabupaten Deli Serdang dengan jumlah sampel sebanyak 168 orang. Teknik pengambilan sampel penelitian digunakan cara *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 kepuasan kerja yang valid diperoleh 26 butir dari 30 butir angket yang diujicobakan, dan mempunyai reliabilitas sebesar 0,744. Instrumen angket persepsi guru terhadap pekerjaan yang valid diperoleh 26 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,953. Instrumen angket supervisi kepala sekolah yang valid diperoleh 25 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,885. Instrumen angket motivasi kerja yang valid diperoleh 26 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,859.

Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat hubungan yang berarti antara persepsi guru terhadap pekerjaan dengan kepuasan kerja sebesar  $r_{y1,23} = 0,388 > r_{\text{tabel}} = 0,148$ ; (2) terdapat hubungan yang berarti antara supervisi kepala sekolah dengan kepuasan kerja sebesar  $r_{y2,13} = 0,188 > r_{\text{tabel}} = 0,148$ ; (3) terdapat hubungan yang berarti antara motivasi kerja dengan kepuasan kerja sebesar  $r_{y3,12} = 0,282 > r_{\text{tabel}} = 0,148$ ; dan (4) terdapat hubungan yang berarti antara persepsi guru terhadap pekerjaan, supervisi kepala sekolah, dan motivasi kerja dengan kepuasan kerja sebesar  $R_{y(123)} = 0,499 > r_{\text{tabel}} = 0,148$ .

Hasil penelitian diperoleh persepsi guru terhadap pekerjaan, supervisi kepala sekolah, dan motivasi kerja secara bersama-sama memberikan sumbangan sebesar 24,9% terhadap kepuasan kerja, dan sisanya ditentukan keadaan lain.