

## ABSTRAK

**Lily Ermince Saragih. 8106132009. Pengaruh Persepsi Guru tentang Kualitas Kepemimpinan Kepala Sekolah, Komunikasi Antar Pribadi, dan Iklim Organisasi Terhadap Kepuasan Kerja Guru SMA Negeri di Kota Pematangsiantar. Tesis. Pasca Sarjana Universitas Negeri Medan.**

Penelitian ini bertujuan untuk mendeskripsikan dan mengetahui pengaruh langsung (1) Persepsi guru tentang kualitas kepemimpinan kepala sekolah terhadap iklim organisasi SMA Negeri di kota Pematangsiantar; (2) Komunikasi antar pribadi terhadap iklim organisasi SMA Negeri di kota Pematangsiantar; (3) Pengaruh persepsi guru tentang kualitas kepemimpinan kepala sekolah terhadap kepuasan kerja guru SMA Negeri di kota Pematangsiantar; (4) Pengaruh komunikasi antar pribadi terhadap kepuasan kerja guru SMA Negeri di kota Pematangsiantar; (5) Pengaruh iklim organisasi terhadap kepuasan kerja guru SMA Negeri di kota Pematangsiantar.

Subjek penelitian adalah guru-guru SMA Negeri di kota Pematangsiantar dengan jumlah populasi 460 orang. Yang menjadi sampel penelitian 178 orang atau 39% dari populasi dengan menggunakan Teknik Cochran yaitu *Proportional Random Sampling*. Alat ukur instrument yang digunakan dalam pengambilan data Persepsi Guru tentang Kualitas Kepemimpinan, Komunikasi Antar Pribadi, Iklim Organisasi dan Kepuasan Kerja Guru menggunakan angket berskala Likert.

Untuk menguji hipotesis yang diajukan dalam penelitian ini digunakan teknik korelasi dan koefisien jalur. Berdasarkan pengujian hipotesis, dapat disimpulkan bahwa terdapat pengaruh langsung dan berarti antara : (1) Persepsi Guru tentang Kualitas Kepemimpinan Kepala Sekolah terhadap Iklim Organisasi dengan  $\rho_{31} = 0,40$  dan  $t_{hitung} > t_{tabel}$  ( $6,15 > 1,97$ ), (2) Komunikasi Antar Pribadi terhadap Iklim Organisasi dengan  $\rho_{32} = 0,43$  dan  $t_{hitung} > t_{tabel}$  ( $7,3 > 1,97$ ), (3) Persepsi Guru tentang Kualitas Kepemimpinan terhadap Kepuasan Kerja Guru dengan  $\rho_{41} = 0,33$  dan  $t_{hitung} > t_{tabel}$  ( $6 > 1,97$ ), (4) Komunikasi Antar Pribadi terhadap Kepuasan Kerja Guru dengan  $\rho_{42} = 0,34$  dan  $t_{hitung} > t_{tabel}$  ( $6,7 > 1,97$ ), (5) Iklim Organisasi terhadap Kepuasan Kerja Guru dengan  $\rho_{43} = 0,41$  dan  $t_{hitung} > t_{tabel}$  ( $6,49 > 1,97$ ).

Hasil penelitian Pengaruh Persepsi Guru tentang Kualitas Kepemimpinan, Komunikasi Antar Pribadi, dan Iklim Organisasi Terhadap Kepuasan Kerja Guru SMA Negeri di Kota Pematang Siantar, hendaknya dapat berguna bagi para guru, Kepala Sekolah, pihak Pengawas, Dinas Pendidikan Kota dalam upaya meningkatkan kepuasan kerja guru.

## ABSTRACT

**Lily Ermince Saragih. 8106132009. The Influence of Teacher's Perceptions of The Principal's Leadership Quality, Inter Personal Communication, and Organizational Climate on Theacher's Job Satisfaction of Private Senior High School in Pematangsiantar. Educational Administration, 2013.**

The purpose of this research was to determine the direct influence of: (1) The teacher's perception of principal's leadership quality on Organizational Climate, (2) Interpersonal Communication on Organizational Climate, (3) The Teacher's Perception of Principal's Leadership Quality on Teacher's Job Satisfaction, (4) Interpersonal Communication on Teacher's Job Satisfaction, and (5) Organizational Climate on Teacher's Job Satisfaction of Private Senior High School in Pematangsiantar.

Subject of the research were teachers at Private Senior High School in Siantar City by the number of population of 460 teachers. The sample of the research were 178 persons or 38% of the population by using Nomogram's Harry King Proportional Random Sampling.

Measuring instruments used in data retrieval on Teacher's Perceptions of The Principal's Leadership Quality, Inter Personal Communication, and Organizational Climate and Theacher's Job Satisfaction was Likert's Scale Questionnaire.

To test the hypothesis presented in this study, techniques of correlation and path coefficients were used. Based on the hypothesis examination result, we could conclude that there was a direct and significant influence of : (1) Teacher's Perceptions of The Principal's Leadership Quality on Organizational Climate with  $\rho_{31} = 0,40$  and  $t_{score} > t_{table}$  ( $6,15 > 1,97$ ), (2) Inter Personal Communication on Organizational Climate with  $\rho_{32} = 0,43$  and  $t_{score} > t_{table}$  ( $7,3 > 1,97$ ), (3) Teacher's Perception of The Principal's Leadership Quality on Teacher's Job Satisfaction with  $\rho_{41} = 0,33$  and  $t_{hitung} > t_{table}$  ( $6 > 1,97$ ), (4) Inter Personal Communication on Teacher's Job Satisfaction with  $\rho_{42} = 0,34$  and  $t_{score} > t_{table}$  ( $6,7 > 1,97$ ), (5) Organizational Climate on Teacher's Job Satisfaction with  $\rho_{43} = 0,41$  and  $t_{score} > t_{table}$  ( $6,49 > 1,97$ )

Hopefully, the result of the research on The Influence of Teacher's Perceptions of The Principal's Leadership Quality, Inter Personal Communication, and Organizational Climate on Theacher's Job Satisfaction of Private Senior High School in Pematangsiantar, would be useful for the teachers, School Principals, the Super Intendants and District Office of Education in order to improve teachers's job satisfaction.