

## ABSTRAK

Tuah Manurung, NIM : 0811881301--, **Pengaruh Persepsi Gaya Kepemimpinan Kepala Sekolah, Motivasi Kerja dan Kepuasan Kerja terhadap Tingkat Kompetensi Profesional Guru SMA Negeri se-Kota Tanjungbalai.**  
Tesis, Program Pascasarjana Universitas Negeri Medan.

Penelitian ini bertujuan untuk mengetahui pengaruh: 1) Persepsi Gaya Kepemimpinan Kepala Sekolah terhadap Kepuasan Kerja, 2) Motivasi Kerja terhadap Kepuasan Kerja, 3) Persepsi Gaya Kepemimpinan Kepala Sekolah terhadap Tingkat Kompetensi Profesional Guru, 4) Motivasi Kerja terhadap Tingkat Kompetensi Profesional Guru, 5) Kepuasan Kerja terhadap Tingkat Kompetensi Profesional Guru. Subjek penelitian adalah Guru SMA Negeri se-Kota Tanjungbalai, dengan jumlah sampel sebanyak 155 responden.

Hasil uji coba instrumen penelitian angket Tingkat Kompetensi Profesional Guru diperoleh harga  $r_{hitung}$  antara 0,277 s/d 0,684 dan harga  $r_{tabel}$  diperoleh 0.361 Maka dari 28 butir angket yang diuji cobakan terdapat 1 butir angket yang tidak valid yaitu butir nomor 10. Motivasi Kerja Guru diperoleh harga  $r_{hitung}$  antara 0,151 s/d 0,714 dari 31 butir angket yang diuji cobakan terdapat 2 butir angket yang tidak valid yaitu butir nomor 8 dan 17, Kepuasan Kerja Guru diperoleh harga  $r_{hitung}$  antara 0,043 s/d 0,668 dari 21 butir angket yang diuji cobakan terdapat 1 butir angket yang tidak valid yaitu butir nomor 11 dan Persepsi Gaya Kepemimpinan Kepala Sekolah diperoleh harga  $r_{hitung}$  antara 0.020 s/d 0.763 dari 29 butir angket yang diuji cobakan terdapat 2 butir angket yang tidak valid yaitu butir nomor 4 dan 22.

Reliabilitas angket Tingkat Kompetensi Profesional Guru sebesar 0,871, Motivasi Kerja Guru sebesar 0,907, Kepuasan Kerja Guru sebesar 0,852 dan Persepsi Gaya Kepemimpinan Kepala Sekolah diperoleh koefisiennya sebesar 0,888. Dengan demikian instrument angket tersebut termasuk dalam angket berkategori sangat tinggi.

Hasil uji hipotesis yang diajukan dalam penelitian ini, digunakan teknik korelasi dan koefisien jalur. Berdasarkan pengujian hipotesis dapat disimpulkan bahwa terdapat pengaruh langsung dan signifikan antara : (1) Persepsi Gaya Kepemimpinan Kepala Sekolah terhadap Kepuasan Kerja Guru, besar koefisien jalur  $\rho_{31} = 0,326$ , dan besar  $t_{hitung} > t_{tabel}$  ( $5,788 > 1,96$ ), (2) Motivasi Kerja terhadap Kepuasan Kerja Guru besar koefisien jalur  $\rho_{32} = 0,483$ , dan besar  $t_{hitung} > t_{tabel}$  ( $8,576 > 1,96$ ), (3) Persepsi Gaya Kepemimpinan Kepala Sekolah terhadap Tingkat Kompetensi Profesional Guru, besar koefisien jalur  $\rho_{41} = 0,273$ , dan besar  $t_{hitung} > t_{tabel}$  ( $4,403 > 1,96$ ), (4) Motivasi Kerja Guru terhadap Tingkat Kompetensi Profesional Guru besar koefisien jalur  $\rho_{42} = 0,283$ , dan besar  $t_{hitung} > t_{tabel}$  ( $4,564 > 1,96$ ), (5) Kepuasan Kerja Guru terhadap Tingkat Kompetensi Profesional Guru besar koefisien jalur  $\rho_{43} = 0,183$ , dan besar  $t_{hitung} > t_{tabel}$  ( $2,952 > 1,96$ ).

Hasil peirelitian ini hendaknya berguna bagi para guru, kepala sekolah, seluruh SMA Negeri se-kota Tanjungbalai serta dinas pendidikan dalam upaya meningkatkan kinerja guru.

## ABSTRACT

Tuah Manurung, NIM: 0811881301, *Influence Perception of Principal Leadership Style, Work Motivation and Job Satisfaction of the Teacher Professional Competency Levels SMA as the city Tanjungbalai.*  
Thesis, Graduate Program, State University of Medan.

*This study aimed to determine the effect of: 1) Perception of Principal Leadership Style on Job Satisfaction, 2) Work Motivation on Job Satisfaction, 3) Perceptions of Principal Leadership Style on Teacher Professional Competency Levels, 4) Work Motivation for Teacher Professional Competency Levels, 5) Job Satisfaction on Teachers' Professional Competence Level. Subjects were se-Senior High School Teacher Tanjungbalai City, with a total sample of 155 respondents.*

*The trial results Work Teacher Professional Competency Level  $r_{count}$  price obtained between 0,277 s/d 0,684 of the 28 items tested questionnaire contained 1 grains questionnaire invalid item number is 10. Motivation  $r_{count}$  price obtained between 0,151 s/d 0,714 of the 31 items tested questionnaire contained 2 invalid item questionnaire that item numbers 8 and 17, Teacher Job Satisfaction  $r_{count}$  price obtained between 0,043 s/d 0,668 of 21 items tested questionnaire contained 1 invalid item questionnaire that item number 11 and Perceptions questionnaire research instruments Principal Leadership Styles obtained  $r_{count}$  prices between 0.020 s/d 0.763 and obtained 0.361  $r_{tabel}$  price. Then a questionnaire of 29 items tested contained 2 invalid item questionnaire that item number 4 and 22.*

*Teacher Professional Competency Levels at 0,871, 0,907 Master's Work Motivation, Job Satisfaction and Teacher of 0.852, Perception questionnaires reliability Principal Leadership Styles coefficients obtained by 0.888. Thus the questionnaire instrument included in the questionnaire very high category.*

*Test results hypothesis proposed in this study, the technique used and the correlation coefficient of the path. Based on the hypothesis testing can be concluded that there is a direct and significant influence between: (1) Perception of Principal Leadership Style on Teacher Job Satisfaction, large  $\rho_{31}$  path coefficient = 0.326, and  $t_{count} > t_{table}$  (5.788 > 1.96), (2) Motivation Work on Job Satisfaction Professor path coefficient  $\rho_{32} = 0.483$ , and  $t_{count} > t_{table}$  (8.576 > 1.96), (3) Perceptions of Principal Leadership Style on Teacher Professional Competency Levels, large  $\rho_{41}$  path coefficient = 0.273,  $t_{count} > t_{table}$  (4.403 > 1.96), (4) Work Motivation Teacher to Teacher Professional Competency Level of the path coefficients  $\rho_{42} = 0.283$ , and  $t_{count} > t_{table}$  (4.564 > 1.96), (5) the level of Teacher Job Satisfaction of Professional Competence professor of path coefficients  $\rho_{43} = 0.183$ , and  $t_{count} > t_{table}$  (2,952 > 1,96).*

*This peirelitan results should be useful for teachers, principals, all high schools as well as Tanjungbalai city education department in an effort to improve teacher performance.*