

ABSTRAK

JUMPATUAH SARAGIH. NIM: 8136114014. Pengaruh Komunikasi Interpersonal, Kemampuan Manajerial, Kepuasan Kerja, dan Motivasi Kerja terhadap Kinerja Kepala SMK Kota Medan. Disertasi, Unimed 2020.

Permasalahan dalam penelitian ini adalah apakah terdapat pengaruh komunikasi Interpersonal, Kemampuan Manajerial, Kepuasan Kerja, dan Motivasi Kerja terhadap Kinerja kepala sekolah. Populasi dalam penelitian ini adalah kepala sekolah yang ada di sekolah SMK Kota Medan baik SMK Swasta maupun SMK Negeri yang berjumlah 152 orang dan sampel sebanyak 110 orang. Hasil penelitian menunjukkan bahwa : Komunikasi interpersonal (X_1) berpengaruh langsung positif terhadap kepuasan kerja (X_3) ditunjukkan bahwa $\rho_{31} = 0,326$; Kemampuan manajerial (X_2), berpengaruh langsung dan positif terhadap kepuasan kerja (X_3) ditunjukkan bahwa $\rho_{32} = 0,315$; Komunikasi interpersonal (X_1) berpengaruh langsung positif terhadap Motivasi kerja (X_4) ditunjukkan bahwa $\rho_{41} = 0,292$; Kemampuan manajerial (X_2), berpengaruh langsung dan positif terhadap Motivasi kerja (X_4) ditunjukkan bahwa $\rho_{42} = 0,435$; Komunikasi interpersonal (X_1), berpengaruh langsung dan positif terhadap Kinerja Kepala sekolah (X_5) ditunjukkan bahwa $\rho_{51} = 0,336$; Kemampuan manajerial (X_2), berpengaruh langsung dan positif terhadap Kinerja Kepala sekolah (X_5) ditunjukkan bahwa $\rho_{52} = 0,326$; Kepuasan kerja (X_3), berpengaruh langsung dan positif terhadap Kinerja Kepala sekolah (X_5) ditunjukkan bahwa $\rho_{53} = 0,179$; dan Motivasi kerja (X_4), berpengaruh langsung dan positif terhadap Kinerja Kepala sekolah (X_5) ditunjukkan bahwa $\rho_{54} = 0,156$. Dengan demikian disimpulkan bahwa Komunikasi interpersonal (X_1), Kemampuan manajerial (X_2), Kepuasan kerja (X_3), dan Motivasi kerja (X_4) berpengaruh langsung dan positif terhadap Kinerja Kepala sekolah (X_5) teruji kebenarannya.

Kata kunci : Komunikasi interpersonal, kemampuan manajerial, kepuasan kerja, motivasi kerja, dan kinerja kepala sekolah

ABSTRACT

JUMPATUAH SARAGIH. NIM: 8136114014. The Effect of Interpersonal Communication, Managerial Ability, Job Satisfaction, and Work Motivation on the Performance of the Head of Vocational School in Medan. Dissertation, Unimed 2020.

The problem in this research is whether there is an influence of Interpersonal communication, Managerial Ability, Job Satisfaction, and Work Motivation on the Principal's Performance. The population in this study is the headmaster of the 152 vocational schools in Medan, both private and state vocational schools and sample of 110 people. The results showed that: Interpersonal communication (X_1) had a direct positive effect on job satisfaction (X_3) indicated that $p_{31} = 0.326$; Managerial ability (X_2), a direct and positive effect on job satisfaction (X_3) is shown that $p_{32} = 0.315$; Interpersonal communication (X_1) has a direct positive effect on work motivation (X_4) it is shown that $p_{41} = 0.292$; Managerial ability (X_2), a direct and positive effect on work motivation (X_4) indicated that $p_{42} = 0.435$; Interpersonal communication (X_1), a direct and positive effect on the performance of school principals (X_5) shows that $p_{51} = 0.336$; Managerial ability (X_2), a direct and positive effect on the performance of school principals (X_5) indicated that $p_{52} = 0.326$; Job satisfaction (X_3), a direct and positive effect on the performance of school principals (X_5) is shown that $p_{53} = 0.179$; and Work motivation (X_4), has a direct and positive effect on the performance of school principals (X_5) shown that $p_{54} = 0.156$. Thus it was concluded that interpersonal communication (X_1), managerial ability (X_2), job satisfaction (X_3), and work motivation (X_4) had a direct and positive effect on the performance of school principals (X_5) tested the truth.

Keywords : *Interpersonal communication, managerial ability, job satisfaction, work motivation, and the principal's performance*