

## ABSTRACT

WIDYA SARI. NIM. 08116132017. *The Relationship Teacher Perceptions Against Principal Leadership Styles, Incentives, and Job Stress with Work Commitment of SMP Private Teachers in Labuhan Batu. Thesis. Graduate Program, State University of Medan.*

This study aimed to determine: (1) the relationship of the teachers' perceptions of school leadership styles with work commitments; (2) the relationship of incentives to work commitments; (3) the relationship of job stress with work commitments; and (4) the relationship of teachers' perceptions of the style school leadership, incentives, and job stress with work commitments. Subjects were private junior high school teacher in Labuan Batu district with a total sample of 159 people. Sampling was done by proportionate stratified random sampling. Descriptive correlational research method that aims to obtain information about the symptoms in the study.

Based on the hypothesis testing can be concluded: (1) there is a significant relationship between teachers' perceptions of the principal's leadership style with a work commitment of  $r_{y1.23} = 0.567 > r_{table} = 0.266$  and  $t_{count} = 9.515 > t_{table} = 1.67$ ; (2) there is a relationship which means that the incentive to work commitments amounting  $r_{y2.13} = 0.309 > r_{table} = 0.266$  and  $t_{count} = 3.261 > t_{table} = 1.67$ ; (3) there is a significant relationship between work stress with work commitments amounting  $r_{y3.12} = 0.432 > r_{table} = 0.266$  and  $t_{count} = 5.530 > t_{table} = 1.67$ ; and (4) there is a significant relationship between teachers' perceptions of the principal's leadership style, incentives, and job stress with work commitments of  $R_{y(123)} = 0.602 > r_{table} = 0.266$  and  $F_{count} = 10.034 > F_{table} = 2.65$ .

The results were obtained teachers' perceptions of the principal's leadership style, incentives, and job stress together provide a contribution of 23.5% of the work commitment, and the rest of other specified circumstances.

## ABSTRAK

WIDYA SARI. NIM. 08116132017. **Hubungan Persepsi Guru Terhadap Gaya Kepemimpinan Kepala Sekolah, Pemberian Insentif, dan Stres Kerja dengan Komitmen Kerja Guru SMP Swasta di Kabupaten Labuhan Batu. Tesis. Program Pascasarjana Universitas Negeri Medan.**

Penelitian ini bertujuan untuk mengetahui: (1) hubungan persepsi guru terhadap gaya kepemimpinan kepala sekolah dengan komitmen kerja; (2) hubungan pemberian insentif dengan komitmen kerja; (3) hubungan stres kerja dengan komitmen kerja; dan (4) hubungan persepsi guru terhadap gaya kepemimpinan kepala sekolah, pemberian insentif, dan stres kerja dengan komitmen kerja. Subjek penelitian adalah guru SMP Swasta di Kabupaten Labuhan Batu dengan jumlah sampel sebanyak 159 orang. Pengambilan sampel dilakukan dengan *proportionate stratified random sampling*. Metode penelitian bersifat deskriptif korelasional yang bertujuan untuk memperoleh informasi tentang suatu gejala pada penelitian.

Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat hubungan yang berarti antara persepsi guru terhadap gaya kepemimpinan kepala sekolah dengan komitmen kerja sebesar  $r_{y1.23} = 0,567 > r_{tabel} = 0,266$  dan  $t_{hitung} = 9,515 > t_{tabel} = 1,67$ ; (2) terdapat hubungan yang berarti antara pemberian insentif dengan komitmen kerja sebesar  $r_{y2.13} = 0,309 > r_{tabel} = 0,266$  dan  $t_{hitung} = 3,261 > t_{tabel} = 1,67$ ; (3) terdapat hubungan yang berarti antara stres kerja dengan komitmen kerja sebesar  $r_{y3.12} = 0,432 > r_{tabel} = 0,266$  dan  $t_{hitung} = 5,530 > t_{tabel} = 1,67$ ; dan (4) terdapat hubungan yang berarti antara persepsi guru terhadap gaya kepemimpinan kepala sekolah, pemberian insentif, dan stres kerja dengan komitmen kerja sebesar  $R_{y(123)} = 0,602 > r_{tabel} = 0,266$  dan  $F_{hitung} = 10,034 > F_{tabel} = 2,65$ .

Hasil penelitian diperoleh persepsi guru terhadap gaya kepemimpinan kepala sekolah, pemberian insentif, dan stres kerja secara bersama-sama memberikan sumbangan sebesar 23,5% terhadap komitmen kerja, dan sisanya ditentukan keadaan lain.