

## ABSTRACT

Benny Nainggolan. NIM (Reg. No) 809132027. **The Influence of Consultative Leadership Style of Principal, The Power of Culture of School Organization, and Self Discipline to the Performance of Productive Teacher of SMK of Business Management in Tebing Tinggi City. Thesis. Postgraduate Program of State University of Medan.**

This research aims to study (1) the influence of consultative leadership style of Principal to the self discipline; (2) the influence of power of culture of school organization to the self discipline; (3) the influence of consultative leadership style of Principal to the performance of productive teacher; (4) the influence of power of culture of school organization to the performance of productive teacher; and (5) the influence of self discipline to the performance of productive teacher. The subject of study is the teacher of SMK (vocational school) in Business Management in Tebing Tinggi city with 61 respondents as samples. The sample is taken by total sampling method. This research is a descriptive study to collect information about the symptoms in a research.

Based on the hypothesis testing it concluded that (1) there is significant influence between the consultative leadership style of Principal and the self discipline for 0.29; (2) there is a significant influence between the power of culture of school organization and self discipline for 0.36; (3) there is a significant influence between the consultative leadership of principal and the performance of productive teacher for 0.26; (4) there is a significant influence on the power of culture of school organization and the performance of productive teacher for 0.18; and (5) there is a significant influence between the self discipline and performance of productive teacher for 0.13. The results of research indicates that the consultative leadership style of principal, the power of culture of school organization, self discipline influence the performance of productive teacher for 75% and its remain determined by other condition.

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Benny Nainggolan. NIM. 809132027. **Pengaruh Kepemimpinan Konsultatif Kepala Sekolah, Budaya Yang Kuat Organisasi Sekolah, dan Disiplin Diri terhadap Kinerja Guru Produktif SMK Bisnis Manajemen di Kota Tebing Tinggi. Tesis. Program Pasca Sarjana Universitas Negeri Medan.**

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh kepemimpinan konsultatif kepala sekolah terhadap disiplin diri; (2) pengaruh budaya yang kuat organisasi sekolah terhadap disiplin diri; (3) pengaruh kepemimpinan konsultatif kepala sekolah terhadap kinerja guru produktif; (4) pengaruh budaya yang kuat organisasi sekolah terhadap kinerja guru produktif; dan (5) pengaruh disiplin diri terhadap kinerja guru produktif. Subjek penelitian adalah guru SMK Bisnis Manajemen di Kota Tebing Tinggi dengan jumlah sampel sebanyak 61 orang. Pengambilan sampel dilakukan dengan *total sampling*. Metode penelitian bersifat deskriptif yang bertujuan untuk memperoleh informasi tentang suatu gejala pada penelitian.

Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh yang berarti antara kepemimpinan konsultatif kepala sekolah dengan disiplin diri sebesar 0,29; (2) terdapat pengaruh yang berarti antara budaya yang kuat organisasi sekolah dengan disiplin diri sebesar 0,36; (3) terdapat pengaruh yang berarti antara kepemimpinan konsultatif kepala sekolah dengan kinerja guru produktif sebesar 0,26; (4) terdapat pengaruh yang berarti antara budaya kuat organisasi sekolah dengan kinerja guru produktif sebesar 0,18; dan (5) terdapat pengaruh yang berarti antara disiplin diri terhadap kinerja guru produktif sebesar 0,13. Hasil penelitian diperoleh kepemimpinan konsultatif kepala sekolah, budaya kuat organisasi sekolah, dan disiplin diri terhadap kinerja guru produktif sebesar 37% dan sisanya ditentukan keadaan lain.

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