

## ABSTRAK

**Rustam Efendie.** Hubungan Persepsi Guru Tentang Pelaksanaan Supervisi Kepala sekolah dan Etos Kerja Guru dengan Kompetensi Profesional Guru.

Studi Empiris di Sebelas SMK Teknologi Industri Pada Sub Rayon 12 Kota Medan.

Tesis: Program Pascasarjana Universitas Negeri Medan. 2016

Penelitian untuk mengetahui dan menjawab permasalahan dari tiga hipotesis yang diajukan, yakni hubungan langsung persepsi guru tentang pelaksanaan supervisi kepala sekolah dan etos kerja guru dengan kompetensi profesional guru di SMK Rumpun Teknologi Industri pada Sub Rayon 12 Kota Medan.

Teknik pengumpulan data menggunakan sampel 161 responden guru dari 287 orang populasi sebagai sumber data. Teknik penentuan responden menggunakan teknik proporsional random sampling. Teknik analisis yang digunakan adalah teknik analisis statistik deskriptif dan teknik analisis statistik inferensial dengan analisis regresi ganda.

Hasil penelitian menunjukkan bahwa terdapat hubungan yang positif antara persepsi guru tentang pelaksanaan supervisi kepala sekolah dan etos kerja secara bersama-sama dengan kompetensi profesional guru SMK Kota Medan program teknologi dan industri di Sub rayon 12 Kota Medan.

Hubungan dua variabel independen terhadap variabel dependen terima  $R = 0,27$ . It berarti hubungan antara persepsi variabel guru pada pelaksanaan pokok supervisi (  $X_1$  ) dan etos kerja (  $X_2$  ) dengan kompetensi profesional guru (  $Y$  ) dari 0,27 . nilai ini menunjukkan bahwa hubungan antara variabel variabel bebas terikat terlihat lemah karena mereka belum didekati 1. In Selain diperoleh tekad untuk  $0,27 \times 100 \% = 27 \%$  . Nilai ini menunjukkan bahwa kontribusi semua variabel bebas terhadap variabel terikat oleh 27 % saja, sedangkan sisanya 73% disumbangkan oleh faktor lain di luar ini research. Thus hubungan yang positif dan berarti antara persepsi guru tentang pelaksanaan pokok pengawasan dan etos kerja dengan kompetensi guru profesional yang dapat diterima dan diuji kebenaran .

Semakin tinggi persepsi guru tentang pelaksanaan supervisi kepala sekolah dan etos kerja guru semakin kompeten pula kompetensi profesional guru di SMK Teknologi Industri pada Sub Rayon 12 Kota Medan, maka untuk megoptimalkan kompetensi profesional guru perlu meningkatkan persepsi guru tentang pelaksanaan supervisi kepala sekolah dan etos kerja guru.

**Kata Kunci:** Kompetensi Profesional Guru.

## ABSTRACT

**Rustam Efendie** . Relations Perception Teachers on Implementation Supervision Work Ethic Principals and Teachers by Teachers Professional Competence .

Eleven Empirical Study on Technological Industries In Sub Rayon 12 Medan.

Thesis : Graduate School , State University of Medan. 2016

Research to identify and address the problem of the three hypothesis, which is a direct correlation teachers' perceptions about the implementation of the supervision of the school principal and teachers work ethic with the professional competence of teachers in vocational clumps of Industrial Technology in Sub Rayon 12 Medan.

The data collection technique using a sample of 161 respondents from 287 people pulasi teacher as a data source . Techniques to determine the respondents using proportional random sampling. Teknik analysis technique used is descriptive statistical analysis techniques and inferential statistical analysis techniques with multiple regression analysis.

The results showed that there is a positive relationship between teachers' perceptions about the implementation of the supervision of the school principal and the work ethic together with the professional competence of teachers of SMK Kota Medan and industrial technology programs in Sub- rayon 12 Medan.

Relation of two independent variable terhadap dependent variable receive is  $R = 0,27$ . It means relations between variables teacher perception on the implementation of supervision principal ( $X_1$ ) and work ethic ( $X_2$ ) with competence professional teacher ( $Y$ ) of  $0,27$ . This value shows that relations between variables free variable bound is seen weak because they had not been approached 1. In addition to be obtained the determination to  $0,27 \times 100 \% = 27 \%$ . This value shows that the contribution of all the variables free on variables bound by  $27 \%$  course, while the rest of  $73 \%$  was contributed by other factors out this research. Thus a positive relationship and means between teacher perception on the implementation of supervision principal and work ethic with competence professional teacher acceptable and tested the truth.

The higher the perception of teachers on the implementation of the supervision of the school principal and the work ethic teachers are increasingly competent also professional competence of teachers in the Vocational Industrial Technology in Sub Rayon 12 Medan , then to megoptimalkan professional competence of teachers need to improve teachers' perceptions about the implementation of the supervision of the head of school and work ethic teacher .

**Keywords** : Teacher Professional Competence .