

ABSTRAK

Alfian Tanjung: Pengaruh Kepemimpinan Transformasional Kepala Sekolah, Iklim Organisasi Terhadap Kepuasan Kerja Guru SMP di Sub Rayon 12 Kecamatan Barus. Tesis. Program Pasca Sarjana Universitas Negeri Medan (UNIMED). 2015.

Penelitian ini bertujuan untuk mengetahui dan mendeskripsikan : (1) pengaruh langsung kepemimpinan transformasional kepala sekolah terhadap kepuasan kerja guru SMP di Sub Rayon 12 Kecamatan Barus, (2) pengaruh langsung kepemimpinan transformasional kepala sekolah terhadap iklim organisasi dan (3) pengaruh langsung iklim organisasi terhadap kepuasan kerja guru SMP di Sub Rayon 12 Kecamatan Barus. Subjek penelitian adalah guru-guru SMP di Sub rayon 12 Kecamatan Barus. Pengambilan sampel dilakukan dengan mengacu pada pengambilan sampel dari tabel Issac dan Michael dengan tingkat kesalahan 5 % dengan sampel 89. Jenis penelitian ini adalah penelitian kuantitatif dengan metode survei dengan pendekatan analisis jalur (*path analysis*). Instrumen penelitian menggunakan angket. Teknik analisis data menggunakan Analisis Korelasi dan Analisis Jalur pada taraf signifikansi $\alpha = 0,05$.

Hasil temuan penelitian adalah terdapat pengaruh langsung yang signifikan antara kepemimpinan transformasional kepala sekolah terhadap kepuasan kerja guru SMP di Sub rayon 12 kecamatan Barus dengan nilai $\rho_{31} = 0,313$ diperoleh harga $t_{hit} = 3,073$, harga dikonsultasikan dengan t_{tab} dengan $N=89$ pada taraf 5% = 1,98. Pengaruh langsung kepemimpinan transformasional kepala sekolah terhadap iklim organisasi dengan nilai $\rho_{21} = 0,389$ diperoleh harga $t_{hit} = 3,942$ harga dikonsultasikan dengan t_{tab} dengan $N=89$ pada taraf 5% = 1,98. Pengaruh langsung iklim organisasi terhadap kepuasan kerja guru SMP di Sub Rayon 12 Kecamatan Barus dengan $\rho_{32} = 0,491$ diperoleh harga $t_{hit} = 5,257$, harga dikonsultasikan dengan t_{tab} dengan $N=89$ pada taraf 5% = 1,98.

ABSTRACT

AlfianTanjung: The Effect Of The Headmaster's Transformational Leadership, Organizational Climate toward the Junior High School Teacher Work Satisfaction at Sub Rayon 12 BarusSubdistrict. Thesis Program of Post Graduate, State University Of Medan 2015.

This research is aimed to know and describe : (1) the direct effect of the headmaster's transformational leadership towards the junior high school teacher's at sub rayon 12 Barussubdistrict, (2) the direct effect of the headmaster's transformational leadership toward organizational climate. (3) the direct effect of organizational climate towards the teacher's at sub rayon 12, Barussubdistrict the subject of research is the junior high school teachers at sub rayon 12 Barussubdistrict.the sample taking is done by concerning on the sample taking from the Issac and Michael's table by 5% error with 89 samples. This kind of research is quantative research by survey method on path analysis. This research instrument is using questioner, technical analysis is using koulasi analysis and path analysis on $\alpha = 5\%$.

The finding result of research is there is direct significant effect between the headmaster' transformational leadership towards the junior high school teachers work satisfaction at sub rayon 12 Barussubdistrict the value $\rho_{31} = 0,313$, so it is obtained that T aritmatic = 3,073, the value is consulted by T aritmatic with $N = 89$ on $5\% = 1,98$. The direct of the headmaster transformational leadership toward organizational climate with the value $\rho_{21} = 0,389$, so it is obtained that T aritmatic = 3,942, the value is consulted by T aritmatic with $N = 89$ on $5\% = 1,98$. The direct effect of organizational climate towards the junior high school at sub rayon 12 Barussubdistrict with $\rho_{32} = 0,491$, so it is obtained that T aritmatic = 5,257, the value is consulted by T aritmatic with $N = 89$ on $5\% = 1,98$.