

ABSTRACT

HOTLIN TRIDAWATI SITORUS. NIM. 8136132021. The Effect of Transformational Principal Leadership, Achievement Motivation and Work Climate On Teacher Job Satisfaction Of State Junior High School in District Medan Tembung Medan. Thesis. Post Graduate Programme, State University of Medan

Based on the research of PISA (Programme for International Study Assessment) showed that Indonesian in grade 64 from 65 countries, the news in mass media also shown that many teachers did demonstration. These conditions shown that teachers dissatisfied with their job. This study aimed to determine: (1) the effect of transformational principal leadership on job satisfaction (2) the effect of transformational principal leadership on teachers achievement motivation ; (3) the effect of transformational principal leadership on work climate; (4) the effect of achievement motivation on job satisfaction; (5) the effect of work climate on work satisfaction. Subjects were state junior high school in District of Medan Tembung Medan with total sample of 153 people. Sampling was done by proportional random sampling. The research method is Ex Post Facto aimed to know the factor which effect something happened. Based on the hypothesis testing can be concluded : (1) there is a direct effect of transformational principal leadership on job satisfaction expressed by $t_{count} \rho_{41} > t_{table} \alpha = 0,05$ ($2,119 > 1,975$) (2) there is direct effect of transformational principal leadership on teachers achievement motivation expressed by $t_{count} \rho_{21} > t_{table} \alpha = 0,05$ ($2,202 > 1,975$) ; (3) there is direct effect of transformational principal leadership on work climate expressed by $t_{count} \rho_{31} > t_{table} \alpha = 0,05$ ($2,020 > 1,975$); (4) there is direct effect of achievement motivation on job satisfaction expressed by $t_{count} \rho_{42} > t_{table} \alpha = 0,05$ ($5,035 > 1,975$); (5) the effect of work climate on job satisfaction expressed by $t_{count} \rho_{43} > t_{table} \alpha = 0,05$ ($4,148 > 1,975$), The result of the research provide an overview of the transformational principal leadership, achievement motivation , and work climate on teachers job satisfaction of 35,7% and the rest specified circumstances.

Keywords: Transfromasional Principal Leadership, Achievement Motivation, Work Climate, Job Satisfaction

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ABSTRAK

HOTLIN TRIDAWATI SITORUS. NIM. 8136132021. **Pengaruh Kepemimpinan Transformasional Kepala Sekolah, Motivasi Berprestasi dan Iklim Kerja Terhadap Kepuasan Kerja Guru SMP Negeri Kecamatan Medan Tembung Medan. Tesis Program Pasca Sarjana Universitas Negeri Medan**

Berdasarkan hasil penelitian PISA (*Programme for International Study Assessment*) menunjukkan bahwa Indonesia berada pada rangking 64 dari 65 negara, berita-berita di media massa juga menunjukkan bahwa banyak guru-guru melakukan demonstrasi. Kedua hal ini menunjukkan bahwa guru kurang puas dengan pekerjaannya sebagai seorang guru. Penelitian ini bertujuan untuk mengetahui (1) pengaruh kepemimpinan transformasional kepala sekolah terhadap kepuasan kerja; (2) pengaruh kepemimpinan transformasional kepala sekolah terhadap motivasi berprestasi; (3) pengaruh kepemimpinan transformasional kepala sekolah terhadap iklim kerja (4) pengaruh motivasi berprestasi terhadap kepuasan kerja guru dan (5) pengaruh iklim kerja terhadap kepuasan kerja guru. Subjek penelitian adalah guru SMP Negeri Kecamatan Medan Tembung Medan dengan jumlah sampel sebanyak 153 orang. Pengambilan sampel dilakukan dengan proportional random sampling. Metode penelitian bersifat Ex Post Facto untuk mengetahui faktor-faktor yang dapat menimbulkan timbulnya suatu kejadian. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh langsung kepemimpinan transformasional kepala sekolah terhadap kepuasan kerja dinyatakan dengan $t_{hitung} \rho_{41} > t_{tabel} \alpha = 0,05$ ($2,119 > 1,975$); (2) terdapat pengaruh langsung kepemimpinan transformasional kepala sekolah terhadap motivasi berprestasi dinyatakan dengan $t_{hitung} \rho_{21} > t_{tabel} \alpha = 0,05$ ($2,202 > 1,975$); (3) terdapat pengaruh langsung kepemimpinan transformasional kepala sekolah terhadap iklim kerja dinyatakan dengan $t_{hitung} \rho_{31} > t_{tabel} \alpha = 0,05$ ($2,020 > 1,975$); (4) terdapat pengaruh langsung motivasi berprestasi terhadap kepuasan kerja dinyatakan dengan $t_{hitung} \rho_{42} > t_{tabel} \alpha = 0,05$ ($5,035 > 1,975$); (5) terdapat pengaruh langsung iklim kerja terhadap kepuasan kerja dinyatakan dengan $t_{hitung} \rho_{43} > t_{tabel} \alpha = 0,05$ ($4,148 > 1,975$). Hasil penelitian memberikan gambaran kepemimpinan transformasional kepala sekolah, motivasi berprestasi dan iklim kerja mempengaruhi kepuasan kerja sebesar 35,7% dan sisanya ditentukan oleh faktor lain

Kata Kunci: Kepemimpinan transformasional kepala sekolah, motivasi berprestasi, iklim kerja, kepuasan kerja guru