

ABSTRAK

SABAR SITOANG. *Pengaruh Iklim Organisasi Sekolah, Kompetensi Pedagogik, dan Motivasi Kerja terhadap Kinerja Guru di SMP Negeri Kecamatan Pancur Batu Kabupaten Deli Serdang. Tesis. Medan: Prodi Administrasi Pendidikan Program Pascasarjana. UNIMED. 2015.*

Penelitian ini bertujuan untuk mendeskripsikan dan mengetahui: (1). Pengaruh iklim organisasi sekolah terhadap motivasi kerja guru SMP Negeri di Kecamatan Pancur Batu Kabupaten Deli Serdang. (2) Pengaruh kompetensi pedagogik terhadap motivasi kerja SMP Negeri di Kecamatan Pancur Batu Kabupaten Deli Serdang. (3) Pengaruh iklim organisasi terhadap kinerja guru. (4) Pengaruh kompetensi pedagogik terhadap kinerja guru SMP Negeri di Kecamatan Pancur Batu Kabupaten Deli Serdang. (5) Pengaruh motivasi kerja terhadap kinerja guru SMP Negeri di Kecamatan Pancur Batu Kabupaten Deli Serdang.

Penelitian ini menggunakan metode kuantitatif, model yang digunakan adalah model analisis jalur atau hubungan sebab akibat, teknik analisis data yang digunakan adalah deskriptif dan inferensial. Populasi dalam penelitian ini adalah semua guru SMP Negeri di Kecamatan Pancur Batu Kabupaten Deli Serdang yang aktif bertugas berjumlah 173 orang, Sampel berjumlah 120 orang yang ditentukan dengan menggunakan *proporsional random sampling*. Teknik pengumpulan data dilakukan dengan menggunakan angket Instrument di uji validitas dengan Product Moment dengan tingkat penerimaan 95% atau pada taraf signifikan 0,05. Reliabilitas dihitung dengan rumus koefisien alpha (r_{11}) diperoleh angket sebanyak 28 butir yang valid dan reliabel dari 30 butir yang di validasi.

Data penelitian ini terlebih dahulu diuji normalitas distribusi variabelnya dengan rumus Lilifors, untuk menguji linieritas dan keberartian persamaan regresi diuji dengan analisis varians (ANOVA). Untuk menguji hipotesis digunakan analisis korelasi parsial jenjang pertama dan keberartiannya diuji dengan uji-t. Korelasi ganda diuji dengan analisis regresi ganda, homogenitas diuji dengan rumus Bartlett, uji independensi dilakukan dengan rumus Product Moment.

Hasil uji analisis jalur menyatakan bahwa seluruh variabel yang dihitung dianalisis dengan menggunakan uji F dngan taraf signifikan 0,05 dan hasilnya menyatakan $F_h > F_t$. dari itu dapat dikatakan hasil penelitian ini menjelaskan bahwa variabel iklim organisasi, kompetensi pedagogik, dan motivasi kerja dapat dijadikan untuk meningkatkan kinerja guru di SMP Negeri Kecamatan Pancur Batu, Kabupaten Deli Serdang.

Saran kepada guru dan komponen yang terkait untuk berupaya meningkatkan iklim organisasi sekolah, kompetensi pedagogik, dan motivasi kerja agar kinerja guru semakin meningkat.

ABSTRACT

SABAR SITO HANG. *The influence of School Organizational Climate, Pedagogic Competence, Motivation and Work against the performance of Junior High School teachers in the Country Pancur Batu sub district of Deli Serdang. Thesis. Terrain: Prodi Education Administration Graduate Program. UNIMED. 2015.*

This research aims to describe and find out: (1) the influence of the school organizational climate on working motivation of Junior High School teachers in Pancur Batu sub district of Deli Serdang . (2) the influence of pedagogic competencies on working motivation of Junior High School teachers in Pancur Batu sub district of Deli Serdang .(3) organizational climate Influence on performance of teachers. (4) the influence of pedagogic competencies on performance of Junior High School teachers in Pancur Batu sub district of Deli Serdang. (5) the influence of working motivation on performance of Junior High School teachers in Pancur Batu sub district of Deli Serdang .

This research uses quantitative methods, the model used is path analysis model or causal relationships, data analysis techniques used are descriptive and inferential. Population in this study is State school teachers who are still active in sub district Pancur Batu, Deli Serdang totalling 173 people, the samples of 120 people were determined by using proportional random sampling. A sample of 120 people who were determined by using a questionnaire instrument tested for validity by Product Moment with 95% acceptance rate. Reliability alpha coefficient is calculated by the formula (r_{11}) gained as many as 28 item that is valid and reliable with the validation of 30 items.

In this research, the data was first tested to know the normality of the distribution of the variables with Lilifors formula, the linearity and value regression equation were tested by using analysis of variance (ANOVA). To test the hypothesis was used partial correlation analysis of the first level and the value was tested with t- test. Double correlation was tested with multiple regression analysis, the homogeneity was tested by using Bartlett formula, independent test was conducted by using Product Moment formula.

The results of the path analysis states that the entire calculated variables were analyzed by using the F test and the result declared $F_h > f_t$. From the research, we can say that this research explains climatic variables pedagogic competence, organization climate, and working motivation could be made to improve the performance of State Junior High School teachers in the land of the Sub-District of Pancur Batu, Deli Serdang.

It is recommended that teachers and related components should improve school organizational climate, pedagogic competence, and working motivation so that teachers' performance can be better and better.



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