

ABSTRACT

Muhammad Yusuf Ritonga. NIM 8126132023 *The Effect of Work Environment, Work Motivation and Job Satisfaction To Work Teacher Effectiveness. In Medan District Tembung. Thesis. Graduate Program, State University of Medan. August .2013.*

This study aimed to determine: (1) the effect of work environment on job satisfaction of teachers; (2) the effect teachers' work motivation on job satisfaction of teachers; (3) the effect of work environment on the effectiveness of teachers' work; (4) the effect of work motivation of teachers on the effectiveness of teachers' work; and (5) the effect on the effectiveness of the teacher job satisfaction of teachers working.

Subjects were Extraordinary School teacher in the city of Medan with a total sample of 108 people. Sampling was conducted with a stratified sampling. Path analysis research method is aimed to test the theory and to obtain information about the study. Based on hypothesis testing can be concluded: 1) there is the effect the work environment on job satisfaction of teachers expressed with $p_{31} t_{count} > t_{table} \alpha = 5\%$ ($3.786 > 1.659$); (2) there are significant motivational teacher work on job satisfaction of teachers expressed with $p_{32} t_{count} > t_{table} \alpha = 5\%$ ($3.324 > 1.659$); (3) there is the effect the work environment on the effectiveness of teachers' work expressed by $t_{hitung} p_{41} > t_{table} \alpha = 5\%$ ($5.198 > 1.659$); (4) there is the effect work motivation of teachers to teacher effectiveness is expressed by $t_{hitung} p_{42} > t_{table} \alpha = 5\%$ ($1.722 > 1.659$), and (5) there is an influence on the effectiveness of teachers job satisfaction expressed by teachers working $t_{hitung} p_{43} > t_{table} \alpha = 5\%$ ($1.868 > 1.659$). The results of the study provide an overview of work environment, work motivation and job satisfaction of teachers on the effectiveness of teachers working at 51.26% and the remaining variables are determined another.

ABSTRAK

Muhammad Yusuf Ritonga. NIM. 8126132023 Pengaruh Lingkungan Kerja, Motivasi Kerja Guru dan Kepuasan Kerja Guru Terhadap Efektivitas Kerja Guru di SMA Kecamatan Medan Tembung. Tesis. Program Pascasarjana Universitas Negeri Medan Agustus 2014.

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh lingkungan kerja terhadap kepuasan kerja guru; (2) pengaruh motivasi kerja guru terhadap kepuasan kerja guru; (3) pengaruh lingkungan kerja terhadap efektivitas kerja guru; (4) pengaruh motivasi kerja guru terhadap efektivitas kerja guru; dan (5) pengaruh kepuasan kerja guru terhadap efektivitas kerja guru. Subjek penelitian adalah guru di SMA Kecamatan Medan Tembung. Dengan jumlah sampel sebanyak 108 orang. Pengambilan sampel dilakukan dengan *stratified sampling*. Metode penelitian bersifat analisis jalur yang bertujuan untuk menguji teori dan memperoleh informasi tentang penelitian. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh lingkungan kerja terhadap kepuasan kerja guru dinyatakan dengan $t_{hitung} \rho_{31} > t_{tabel \alpha=5\%}$ ($3,786 > 1,659$); (2) terdapat pengaruh motivasi kerja guru terhadap kepuasan kerja guru dinyatakan dengan $t_{hitung} \rho_{32} > t_{tabel \alpha=5\%}$ ($3,324 > 1,659$); (3) terdapat pengaruh lingkungan kerja terhadap efektivitas kerja guru dinyatakan dengan $t_{hitung} \rho_{41} > t_{tabel \alpha=5\%}$ ($5,198 > 1,659$); (4) terdapat pengaruh motivasi kerja guru terhadap efektivitas kerja guru dinyatakan dengan $t_{hitung} \rho_{42} > t_{tabel \alpha=5\%}$ ($1,722 > 1,659$); dan (5) terdapat pengaruh kepuasan kerja guru terhadap efektivitas kerja guru dinyatakan dengan $t_{hitung} \rho_{43} > t_{tabel \alpha=5\%}$ ($1,868 > 1,659$). Hasil penelitian memberikan gambaran lingkungan kerja, motivasi kerja guru dan kepuasan kerja guru terhadap efektivitas kerja sebesar 51,26% dan sisanya ditentukan variabel lain.