ABSTRACT

DANIEL PAOLOROSI. NIM. 8116132003. *The Influence Perceptions About Principal Academic Supervision, Learning Ability, and Work Motivation on Teacher's Performance SMA Labuhanbatu District. Thesis. Graduate Program, State University of Medan*.

This study aims to determine: (1) influence the perception of principal academic supervision on work motivation; (2) the influence of learning ability on work motivation; (3) influence perceptions about principal academic supervision on teacher performance; (4) the influence of learning ability on teacher performance; and (5) the effect of work motivation on teacher's performance. The subjects were teachers in SMA Labuhanbatu District with a total sample of 142 people. Sampling was done by simple random sampling proportional. The research method is analytical path aimed to test the theory and obtain information about the study. Based on hypothesis testing can be concluded: (1) there is a direct influence perceptions of academic supervision by school principals work motivation expressed by tcount ρ_{31} > t_{table} (2.158 > 1.645); (2) there is a direct influence of learning ability with work motivation expressed by t_{count} ρ_{32} > t_{table} (2.237 > 1.645); (3) there is a direct influence perceptions of academic supervision by the school head teacher performance productive expressed by t_{count} ρ_{41} > t_{table} (1.968 > 1.645); (4) there is a direct influence on the performance of teachers' learning abilities expressed by t_{count} ρ_{42} > t_{table} (2.821 > 1.645); and (5) there is a direct influence on the performance of teacher's work motivation expressed by t_{count} ρ_{43} > t_{table} (2.005 > 1.645). Results of the study provides an overview of perception of academic supervision principal, learning ability, and motivation affect the performance of teacher's by 16.6% and the remainder other specified circumstances.

ABSTRAK

DANIEL PAOLOROSI. NIM. 8116132003. **Pengaruh Persepsi Tentang Supervisi Akademik Kepala Sekolah, Kemampuan Pembelajaran, dan Motivasi Kerja terhadap Kinerja Guru SMA Negeri Kabupaten Labuhanbatu**. **Tesis**. **Program Pascasarjana Universitas Negeri Medan**.

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh persepsi tentang supervisi akademik kepala sekolah terhadap motivasi kerja; (2) pengaruh kemampuan pembelajaran terhadap motivasi kerja; (3) pengaruh persepsi tentang supervisi akademik kepala sekolah terhadap kinerja guru; (4) pengaruh kemampuan pembelajaran terhadap kinerja guru; dan (5) pengaruh motivasi kerja terhadap kinerja guru. Subjek penelitian adalah guru SMA Negeri Kabupaten Labuhanbatu dengan jumlah sampel sebanyak 142 orang. Pengambilan sampel dilakukan dengan *proportionate simple random sampling*. Metode penelitian bersifat analisis jalur yang bertujuan untuk menguji teori dan memperoleh informasi tentang penelitian. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh langsung persepsi tentang supervisi akademik kepala sekolah dengan motivasi kerja dinyatakan dengan $t_{hitung}\rho_{31} > t_{tabel}$ (2,158 > 1,645); (2) terdapat pengaruh langsung kemampuan pembelajaran dengan motivasi kerja dinyatakan dengan $t_{hitung}\rho_{32} > t_{tabel}$ (2,237 > 1,645); (3) terdapat pengaruh langsung persepsi tentang supervisi akademik kepala sekolah dengan kinerja guru produktif dinyatakan dengan $t_{hitung}\rho_{41} > t_{tabel}$ (1,968 > 1,645); (4) terdapat pengaruh langsung kemampuan pembelajaran dengan kinerja guru dinyatakan dengan $t_{hitung}\rho_{42} > t_{tabel}$ (2,821 > 1,645); dan (5) terdapat pengaruh langsung motivasi kerja terhadap kinerja guru dinyatakan dengan $t_{hitung}\rho_{43} > t_{tabel}$ (2,005 > 1,645). Hasil penelitian memberikan gambaran persepsi tentang supervisi akademik kepala sekolah, kemampuan pembelajaran, dan motivasi kerja mempengaruhi kinerja guru sebesar 16,6% dan sisanya ditentukan keadaan lain.