

## ABSTRAK

### **Josepin Harianja. NIM. 8136132027. Pengaruh Disiplin Kerja, Persepsi Guru Tentang Kepemimpinan Kepala Sekolah, dan Motivasi Kerja Terhadap Komitmen Afektif Guru Di SMA Negeri Kabupaten Samosir**

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja terhadap motivasi kerja guru, pengaruh persepsi guru tentang kepemimpinan kepala sekolah terhadap motivasi kerja, pengaruh disiplin kerja terhadap komitmen afektif guru, pengaruh persepsi guru tentang kepemimpinan kepala sekolah terhadap komitmen afektif guru, dan pengaruh motivasi kerja terhadap komitmen afektif guru di SMA Negeri Kabupaten Samosir.

Penelitian ini menggunakan analisis jalur dengan sampel sebanyak 110 guru di SMA Negeri Kabupaten Samosir, yang diambil 40 % dari 274 populasi. Pengumpulan data diperoleh melalui instrumen angket. Tehnik analisis data yang digunakan adalah teknik statistic inferensial.

Hasil temuan penelitian adalah disiplin kerja berpengaruh langsung positif terhadap motivasi kerja guru. Hal ini dapat diketahui dari hasil perhitungan koefisien jalur antara disiplin kerja dengan motivasi kerja yaitu  $\rho_{31} = 0,374$  dengan harga  $t_{hitung} = 4,155 > t_{tabel} = 1,560$ .

Persepsi guru tentang kepemimpinan kepala sekolah berpengaruh langsung positif terhadap motivasi kerja guru. Hal ini dapat diketahui dari hasil perhitungan koefisien jalur antara persepsi guru tentang kepemimpinan kepala sekolah dengan motivasi kerja guru yaitu  $\rho_{32} = 0,416$  dengan harga  $t_{hitung} = 4,706 > t_{tabel} = 1,560$ .

Disiplin kerja berpengaruh langsung positif terhadap komitmen afektif guru. Hal ini dapat diketahui dari hasil perhitungan koefisien jalur antara disiplin kerja dengan komitmen afektif guru yaitu  $\rho_{41} = 0,228$  dengan harga  $t_{hitung} = 2,411 > t_{tabel} = 1,560$ .

Persepsi guru tentang kepemimpinan kepala sekolah berpengaruh langsung positif terhadap komitmen afektif guru. Hal ini dapat diketahui dari hasil perhitungan koefisien jalur antara persepsi guru tentang kepemimpinan kepala sekolah dengan komitmen afektif guru yaitu  $\rho_{42} = 0,269$  dengan harga  $t_{hitung} = 2,872 > t_{tabel} = 1,560$ .

Motivasi kerja berpengaruh langsung positif terhadap komitmen afektif guru. Hal ini dapat diketahui dari hasil perhitungan koefisien jalur antara motivasi kerja dengan komitmen afektif guru yaitu  $\rho_{43} = 0,242$  dengan harga  $t_{hitung} = 2,570 > t_{tabel} = 1,560$ .

## ABSTRACT

***Josepin Harianja. NIM. 8136132027. Effect of Work Discipline, Teacher Perceptions About Leadership Principals and Work Motivation on Affective Commitment Teacher's SMA Samosir***

*This study aims to determine the effect of labor discipline on work motivation of teachers, the influence of teachers' perceptions of school leadership on work motivation, work discipline influence on the affective commitment of teachers, teachers' perceptions about the effects of school leadership on affective commitment of teachers, and the effect of work motivation on commitment affective teacher in SMA Samosir.*

*This study used path analysis with sampel as many as 110 teachers in SMA Samosir, taken 40% of the 274 population. The collection of data obtained through questionnaires. The data analysis technique used is the technique statistic inferensial.*

*The findings of the research is the work discipline directly influence the work motivation of teachers. It can be seen from the calculation of the path coefficient between the discipline of work with job motivation is  $\rho_{31} = 0.374$  at a price  $t = 4.155 > t_{table} = 1.560$ .*

*Teachers' perceptions of principal leadership directly influence the work motivation of teachers. It can be seen from the calculation of the path coefficient between teachers' perceptions about school leadership with teachers' work motivation is  $\rho_{32} = 0.416$  at a price  $t = 4.706 > t_{table} = 1.560$ .*

*Labor discipline directly influence the affective commitment of teachers. It can be seen from the calculation of the path coefficient between the discipline of teachers working with affective commitment is  $\rho_{41} = 0.228$  at a price  $t = 2,411 > t_{table} = 1.560$ .*

*Teachers' perceptions of principal leadership directly influence the affective commitment of teachers. It can be seen from the calculation of the path coefficient between teachers' perceptions about school leadership with teachers' affective commitment is  $\rho_{42} = 0.269$  at a price  $t = 2.872 > t_{table} = 1.560$ .*

*Motivation to work directly influence the affective commitment of teachers. It can be seen from the calculation of the path coefficient between work motivation and affective commitment of teachers is  $\rho_{43} = 0.242$  at a price  $t = 2,570 > t_{table} = 1.560$ .*