

## ABSTRACT

**DAL IMAN NOTATEMA GEA, 8146132007.** *The effect of teacher's perception towards headmaster's Transformational Leadership, organizational culture and teachers job satisfaction of the effectiveness in the Gunungsitoli's Senior High School. Thesis. Medan. Post-Graduate Education Administration Study Program, State University of Medan, 2016.*

The aims of this research are to determine: (1) the effect of the perception of transformational leadership of headmasters towards teachers job satisfaction in National Senior High School in Gunungsitoli. (2) the effect of organizational culture towards job satisfaction of teachers National Senior High School in Gunungsitoli. (3) the effect of the perception of transformational leadership of headmasters towards the effectiveness of National Senior High School in Gunungsitoli. (4) the effect of organizational culture towards the effectiveness of National Senior High School in Gunungsitoli. (5) the effect of teachers job satisfaction towards the effectiveness of National Senior High School in Gunungsitoli. This research uses a quantitative method with using *expost facto* design with approach path analysis. The population that is used in this study are teachers with the status of State Civil Servants in all National High School in Gunungsitoli, with the total of 156 people. With using Yamane formula, the researcher determines the number of samples of 112 people. The instrument that is used to collect data to complete this research is questionnaire. The result shows that: (1) there is a positive and significant direct effect on the perception of transformational leadership of school principals towards teachers job satisfaction with the path coefficient  $\rho_{31} = 0.294$  and propotional effect by 9%. (2) there is a positive and significant direct influence of organizational culture towards teachers job satisfaction with the path coefficient  $\rho_{32} = 0.330$  and propotional effect by 11%. (3) there is a positive and significant direct effect on the perception of transformational leadership of headmasters towards the effectiveness of school with the path coefficient  $\rho_{41} = 0.168$  and proportional effect of 3%. (4) there is a positive and significant direct influence of organizational culture towards the effectiveness of school by the path coefficient  $\rho_{42} = 0.183$  and proportional effect of 3%. (5) there is a positive and significant direct effect of teachers job satisfaction towards the effectiveness of school with the path coefficient  $\rho_{43} = 0.389$  and proportional effect of 15%.

## ABSTRAK

**DAL IMAN NOTATEMA GEA, 8146132007. Pengaruh Persepsi tentang Kepemimpinan Transformasional Kepala Sekolah, Budaya Organisasi dan Kepuasan Kerja Guru terhadap Keefektifan SMA Negeri di Kota Gunungsitoli. Tesis. Medan: Program Studi Administrasi Pendidikan Pasca Sarjana Universitas Negeri Medan, 2016.**

Penelitian ini bertujuan untuk mengetahui : (1) pengaruh persepsi tentang kepemimpinan transformasional kepala sekolah terhadap kepuasan kerja guru SMA Negeri di Kota Gunungsitoli. (2) pengaruh Budaya organisasi terhadap kepuasan kerja guru SMA Negeri di Kota Gunungsitoli. (3) pengaruh persepsi tentang kepemimpinan transformasional kepala sekolah terhadap keefektifan SMA Negeri di Kota Gunungsitoli. (4) pengaruh Budaya organisasi terhadap keefektifan SMA Negeri di Kota Gunungsitoli. (5) pengaruh Kepuasan kerja guru terhadap keefektifan SMA Negeri di Kota Gunungsitoli. Jenis penelitian ini menggunakan metode penelitian kuantitatif dengan desain *expost facto* dengan pendekatan analisis jalur. Populasi dalam penelitian ini adalah seluruh guru SMA Negeri yang berstatus Pegawai Negeri Sipil di Kota Gunungsitoli yang berjumlah 156 orang. Untuk menentukan jumlah sampel menggunakan rumus *yamane* sehingga didapat sampel sebanyak 112 orang. Instrumen penelitian yang digunakan untuk mengumpulkan data persepsi tentang kepemimpinan transformasional kepala sekolah, budaya organisasi dan kepuasan kerja guru terhadap keefektifan sekolah menggunakan angket. Hasil penelitian menunjukkan bahwa : (1) terdapat pengaruh langsung positif dan signifikan persepsi tentang kepemimpinan transformasional kepala sekolah terhadap kepuasan kerja guru dengan koefisien jalur  $\rho_{31}=0,294$  dan pengaruh proporsional sebesar 9%. (2) terdapat pengaruh langsung positif dan signifikan budaya organisasi terhadap kepuasan kerja guru dengan koefisien jalur  $\rho_{32}= 0,330$  dan pengaruh proporsional sebesar 11%. (3) terdapat pengaruh langsung positif dan signifikan persepsi tentang kepemimpinan transformasional kepala sekolah terhadap keefektifan sekolah dengan koefisien jalur  $\rho_{41}= 0,168$  dan pengaruh proporsional sebesar 3%. (4) terdapat pengaruh langsung positif dan signifikan budaya organisasi terhadap keefektifan sekolah dengan koefisien jalur  $\rho_{42}= 0,183$  dan pengaruh proporsional sebesar 3%. (5) terdapat pengaruh langsung positif dan signifikan kepuasan kerja guru terhadap keefektifan sekolah dengan koefisien jalur  $\rho_{43}= 0,389$  dan pengaruh proporsional sebesar 15%.