

ABSTRAK

MARNAIKE SIBURIAN. NIM. 8146131010. Pengaruh Gaya Kepemimpinana Transformasional Kepala Sekolah, Motivasi Berprestasi dan Kepuasan Kerja terhadap Komitmen Organisasi Guru SMP Negeri di Kecamatan Tanjung Morawa. Tesis. Program Pascasarjana Universitas Negeri Medan.

Penelitian ini bertujuan untuk mengetahui: (1) Pengaruh gaya kepemimpinan transformasional kepala sekolah terhadap motivasi berprestasi; (2) Pengaruh gaya kepemimpinan transformasional kepala sekolah terhadap kepuasan kerja; (3) Pengaruh gaya kepemimpinan transformasional kepala sekolah terhadap komitmen organisasi; (4) Pengaruh motivasi berprestasi terhadap komitmen organisasi; dan (5) pengaruh kepuasan kerja terhadap komitmen organisasi guru pada penelitian adalah guru SMP Negeri di Kecamatan Tanjung Morawa dengan jumlah sampel sebanyak 131 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 gaya kepemimpinan transformasional kepala sekolah terhadap motivasi berprestasi dengan $t_{hitung} \rho_{31} > t_{tabel \alpha=5\%}$ ($10,78 > 1,98$); (2) Pengaruh gaya kepemimpinan transformasional kepala sekolah terhadap kepuasan kerja dengan $t_{hitung} \rho_{32} > t_{tabel \alpha=5\%}$ ($11,01 > 1,98$); (3) Pengaruh gaya kepemimpinan transformasional kepala sekolah terhadap komitmen organisasi dinyatakan dengan $t_{hitung} \rho_{41} > t_{tabel \alpha=5\%}$ ($4,65 > 1,98$); (4) terdapat Pengaruh motivasi berprestasi terhadap komitmen organisasi dengan $t_{hitung} \rho_{42} > t_{tabel \alpha=5\%}$ ($2,97 > 1,98$); dan (5) terdapat pengaruh kepuasan kerja terhadap komitmen organisasi guru dengan $t_{hitung} \rho_{43} > t_{tabel \alpha=5\%}$ ($2,65 > 1,98$).

Kata Kunci: Gaya Kepemimpinana Transformasional Kepala Sekolah, Motivasi Berprestasi, Kepuasan Kerja dan Komitmen Organisasi



ABSTRACT

MARNAIKE SIBURIAN. NIM : 8146131010. Influence Transformational Leadership Style The Principal, Achievement Motivation, Job Satisfaction to The Organizational Commitment State Junior High School of Tanjung Morawa Teachers. Thesis. Education Administration Program. Post Graduate Program Medan State University.

This study aims to determine: (1) influence The Transformational Leadership Style the Principal to the Achievement Motivation; (2) influence the Transformational Leadership Style the Principal to Job Satisfaction; (3) influence Transformational Leadership Organizational Commitment; (4) influence the Achievement Motivation to Organizational Commitment; and (5) influence Job Satisfaction to the Organizational Commitment. of State Junior High School of Tanjung Morawa Teachers.

Regency with a total sample of 131 people. Sampling was done by proportionate simple random sampling. The research method is the path analysis aimed to test the theory and obtain information about the research. Based on hypothesis testing can be concluded: (1) influence the transformational leadership style the Principal to the achievement motivation by $t_{count} \rho_{31} > t_{table \alpha = 5\%}$ ($10,78 > 1.98$); (2) there is influence the transformational leadership style the Principal to Job Satisfaction by $t_{count} \rho_{32} > t_{table \alpha = 5\%}$ ($11,01 > 1.98$); (3) there influence transformational leadership Organizational Commitment by $t_{count} \rho_{41} > t_{table \alpha = 5\%}$ ($4,65 > 1.98$); (4) there is influence the achievement motivation to Organizational Commitment by $t_{count} \rho_{42} > t_{table \alpha = 5\%}$ ($2.97 > 1.98$); and (5) there is influence Satisfaction to the Organizational Commitment. by $t_{count} \rho_{43} > t_{table \alpha = 5\%}$ ($2.65 > 1.98$).

Key Words : Transformational Leadership Style The Principal, Achievement Motivation, Job Satisfaction and The Organizational Commitment