

ABSTRAK

MESIONO. Pengaruh Kekuasaan Organisasi, Kekuasaan Individu dan Kemampuan Kepemimpinan Kepala Madrasah Terhadap Efektivitas Manajemen Berbasis Madrasah di Madrasah Aliyah Provinsi Sumatera Utara. Desertasi. Medan Program Doktor Manajemen Pendidikan, Pascasarjana Universitas Negeri Medan, 2014.

Penelitian ini bertujuan untuk mengetahui pengaruh kekuasaan organisasi, kekuasaan individu dan kemampuan kepemimpinan kepala madrasah terhadap efektivitas manajemen berbasis madrasah di madrasah aliyah Provinsi Sumatera Utara. Hipotesis yang diajukan dalam penelitian adalah (1) Terdapat Pengaruh langsung variabel Kekuasaan Organisasi terhadap Kemampuan Kepemimpinan Kepala Madrasah Aliyah di Provinsi Sumatera Utara. (2) Terdapat Pengaruh langsung variabel Kekuasaan Individu terhadap Kemampuan Kepemimpinan Kepala Madrasah Aliyah di Provinsi Sumatera Utara. (3) Terdapat Pengaruh langsung variabel Kekuasaan Organisasi terhadap Efektivitas Manajemen Berbasis Madrasah di Madrasah Aliyah Provinsi Sumatera Utara. (4) Terdapat Pengaruh langsung variabel Kekuasaan Individu terhadap Efektivitas Manajemen Berbasis Madrasah di Madrasah Aliyah Provinsi Sumatera Utara. (5) Terdapat Pengaruh langsung Kemampuan kepemimpinan terhadap Efektivitas Manajemen Berbasis Madrasah di Madrasah Aliyah Provinsi Sumatera Utara.

Penelitian ini dilakukan pada Madrasah Aliyah di Provinsi Sumatera Utara Tahun 2013. Metode penelitian yang dipergunakan adalah survey. Populasi penelitian ini adalah Kepala Madrasah sebanyak 422 orang yang tersebar pada 33 kabupaten/kota. Jumlah sampel sebanyak 205 orang kepala madrasah yang ditentukan berdasarkan Taro Yamane dengan proportional random sampling. Untuk menentukan validitas instrumen diuji melalui *content validity* dan *construct validity* yang selanjutnya diujicobakan kepada 50 orang responden di luar sampel penelitian. Hasil ujicoba untuk variabel efektivitas manajemen berbasis madrasah terdiri dari 78 butir yang gugur 14 dan yang valid 64. Untuk variabel kemampuan kepemimpinan kepala madrasah terdiri dari 41 butir yang gugur 7 dan yang valid 34. Variabel kekuasaan individual terdiri dari 56 butir yang gugur 10 dan yang valid 46. Untuk variabel kekuasaan organisasi terdiri dari 38 butir yang gugur 9 dan yang valid 29 Sedangkan uji reliabilitas instrumen dianalisis dengan rumus Omega dan reliabilitas secara keseluruhan menggunakan skor komposit dengan menggunakan kaedah kombinasi Linier dari Nunnally, dengan hasil analisis menunjukkan bahwa keempat variabel berada pada tingkat reliabilitas yang tinggi. Data diolah dan dianalisis dengan menggunakan analisis deskriptif dan analisis jalur (*path analysis*). Interpretasi hasil analisis data penelitian dilakukan dengan taraf signifikansi sebesar 0,05.

Hasil penelitian menunjukkan bahwa (1) Kekuasaan Organisasi berpengaruh langsung secara signifikan terhadap Kemampuan Kepemimpinan Kepala Madrasah Aliyah di Provinsi Sumatera Utara sebesar 0,181. (2) Kekuasaan Individu berpengaruh langsung secara signifikan terhadap Kemampuan Kepemimpinan Kepala Madrasah Aliyah di Provinsi Sumatera Utara 0,173. (3) Kekuasaan Organisasi berpengaruh langsung secara signifikan terhadap efektivitas manajemen berbasis Madrasah Aliyah di Provinsi Sumatera Utara sebesar 0,240. (4) Kekuasaan Individu berpengaruh langsung secara signifikan terhadap Efektivitas Manajemen Berbasis Madrasah di Madrasah Aliyah Provinsi Sumatera Utara sebesar 0,138. (5) Kemampuan kepemimpinan berpengaruh langsung secara signifikan terhadap Efektivitas Manajemen Berbasis Madrasah di Madrasah Aliyah Provinsi Sumatera Utara sebesar 0,164.

ABSTRACT

MESIONO. The Influence of Organizational Power, Individual Power and Principals Leadership Ability towards Madrasah Based Management Effectiveness at Madrasah Aliyah in North Sumatra Province. Dissertation. Field of Management Education Doctoral Program, Graduate University of Medan, in 2014.

This study aims to determine the effect of organizational power, individual power and the Principals Leadership Ability towards Madrasah Based Management Effectiveness at Madrasah Aliyah in North Sumatra Province. The hypothesis of the study are (1) There is a direct effect of the Organizational power variable towards leadership ability of Madrasah Aliyah Principals in North Sumatra Province. (2) There is a direct effect of individual power variable towards leadership ability of Madrasah Aliyah Principals in North Sumatra Province. (3) There is a direct effect of Organizational Power towards Madrasah Based Management Effectiveness at Madrasah Aliyah in North Sumatra Province. (4) There is a direct effect of Individual power variable towards variable power of individuals towards Madrasah Based Management Effectiveness at Madrasah Aliyah in North Sumatra Province. (5) There is a direct effect of Leadership Ability towards Madrasah Based Management Effectiveness at Madrasah Aliyah in North Sumatra Province.

This research was conducted at Madrasah Aliyah in North Sumatra province in 2013. This Research used a survey method. The population was 422 Principals and spread out at 33 districts. The number of sample were 205 of Madrasah principals were taken based on Taro Yamane technique with proportional random sampling. To determine the validity of the instrument was tested through content validity and construct validity and tested on 50 respondents out of the sample. Test results for Madrasah Based Management Effectiveness variable that were consisted of 78 items. 14 items were not valid and 64 were valid. For Principal leadership ability variable consists of 41 items, 7 items were not valid and 34 items were valid. Individual power variable consists of 56 items, 10 items were not valid and 46 items were valid. For Organizational power variable consists of 38 items, 9 items were not valid and 29 items were valid, while instruments reliability test were analyzed by using Omega formula and overall reliability used composite scores using a linear combination of Nunnally formula. The results of the analysis showed that four variables are at high level of reliability. Data were processed and analyzed by using descriptive analysis and path analysis. The Interpretation of Research finding was conducted by using a significance level of 0.05.

The results showed that (1) Organizational Power has significant direct effect by 0.181 towards the leadership ability of Madrasah Aliyah Principals in North Sumatra Province. (2) Individuals Power has significant direct effect by 0.173 towards leadership ability of Madrasah Aliyah Principals in North Sumatra Province. (3) Organizational Power has significant direct effect by 0.240 towards Madrasah Based Management Effectiveness at Madrasah Aliyah in North Sumatra Province. (4) Individual power has significant direct effect by 0.138 towards Madrasah Based Management Effectiveness in Madrasah Aliyah North Sumatra Province. (5) Leadership Ability has significant direct effect by 0.164 towards Madrasah Based Management Effectiveness in Madrasah Aliyah North Sumatra Province.