

ABSTRAK

Bahrizal, Kontribusi Kepemimpinan dan Pembinaan Kepala Sekolah terhadap Unjuk Kerja Guru dalam Pengelolaan Proses Belajar Mengajar di SD Negeri Kota Binjai. Tesis, Program Pasca Sarjana Universitas Negeri Medan, Desember 2004.

Penelitian ini bertujuan mengetahui: (1) kontribusi kepemimpinan kepala sekolah terhadap unjuk kerja guru dalam pengelolaan proses belajar mengajar, (2) kontribusi pembinaan kepala sekolah terhadap unjuk kerja guru dalam pengelolaan proses belajar mengajar, (3) kontribusi antara kepala sekolah secara bersama-sama terhadap unjuk kerja guru dalam pengelolaan proses belajar mengajar.

Data dikumpulkan dari 90 orang responden yang diambil berdasarkan *stratified random sampling*. Instrumen yang digunakan dalam pengumpulan ketiga data adalah kuesioner. Instrumen sebelum diberikan kepada responden terlebih dahulu diujicobakan. Uji validitas butir instrumen dilakukan dengan menggunakan teknik korelasi product moment dan untuk reliabilitas butir digunakan *Alpha Cronbach*. Sebelum analisis terhadap data penelitian dilakukan, terlebih dahulu dilakukan persyaratan analisis seperti uji normalitas, dan linieritas. Selanjutnya untuk menguji hipotesis dilakukan analisis terhadap data dengan teknik korelasi dan regresi pada taraf kepercayaan 95 % atau $\alpha = 0,05$.

Temuan ini mendukung hipotesis: (1) Terdapat kontribusi kepemimpinan kepala sekolah terhadap unjuk kerja guru dalam pengelolaan proses belajar mengajar dengan $r_{y1} = 0,557$, dengan persamaan regresi $\hat{y} = 108,084 + 306 X_1$. Koefisien determinasi sebesar 0,3102 yang bermakna 31,02% variasi unjuk kerja guru ditentukan oleh variasi kepemimpinan (2) Terdapat kontribusi pembinaan kepala sekolah terhadap unjuk kerja guru dengan $r_{y21} = 0,404$ dengan persamaan regresi $\hat{y} = 85,170 + 0,531 X_2$. Koefisien determinasi sebesar 0,1632 yang bermakna 16,32% variasi unjuk kerja guru ditentukan oleh variasi pembinaan kepala sekolah (3) Terdapat kontribusi kepemimpinan dan pembinaan kepala sekolah secara bersama-sama terhadap unjuk kerja guru dalam pengelolaan proses belajar mengajar dengan $R_{y12} = 0,622$ dengan persamaan regresi $\hat{y} = 60,117 + 0,266 X_1 + 0,426 X_2$. Koefisien determinasi sebesar 0,387 yang bermakna 38,70% variasi unjuk kerja guru ditentukan oleh variasi kepemimpinan dan pembinaan kepala sekolah.

Dengan demikian hasil penelitian ini merekomendasikan bahwa variabel kepemimpinan kepala sekolah dan pembinaan kepala sekolah dapat dijadikan prediktor dalam menentukan unjuk kerja guru dalam pengelolaan proses belajar mengajar.

ABSTRACT

Bahrizal, The Contribution of Principal Leadership and Principal Guidance Toward Teachers' Performance Appraisal in Teaching Learning Process Management at State Primary School of Binjai City. Thesis, Post Graduate Program of Medan State University, December 2004.

This study is aimed to find out: (1) the contribution of principal leadership towards teachers' performance appraisal in teaching learning process management, (2) the contribution of principal guidance towards teachers' performance in teaching learning process management and (3) the simultaneously contribution of principal leadership and principal guidance toward teachers' performance appraisal in teaching learning process management.

Data were collected from 90 respondents who previously selected based on stratified random sampling. The instruments used for collecting the data were questionnaires. These questionnaires have been tested to respondents who are not involved the sample of this research in order to decide their validity and reliability by applying product moment and alpha cronbach analysis.

Before all data of research analyzed, they previously have passed the test of normality and linearity. Then, the research data were analyzed by means of the correlation and regression techniques with $\alpha = 0,05$.

These findings support the hypothesis: (1) There is contribution of principal leadership towards teachers' performance appraisal in teaching learning process management by the correlation $r_{y1} = 0,557$, with $\hat{y} = 108,084 + 306 X_1$. the determination coefecient = 0,3102 which means 31,02% of Teachers' Performance Appraisal is determined by Principal Leadership (2) There is a contribution of principal guidance towards teachers' performance appraisal in teaching learning process management by the correlation $r_{y2} = 0,404$, with $\hat{y} = 85,170 + 0,531 X_2$. The determination coefficient = 0,1632 which means 16,32% of Teachers' Performance Appraisal is determined by Principal Guidance (3) There is a simultaneously correlation between principal leadership and principal guidance toward teachers' performance appraisal in teaching learning process management, shown by the correlation $R_{y12} = 0,622$. with $\hat{y} = 60,117 + 0,266 X_1 + 0,426 X_2$. The determination coefficient = 0,387 which means 38,70% of Teachers' Performance Appraisal is determined by Principal Leadership and Principal Guidance.

Based on the findings, it can be concluded that principal leadership and principal guidance variables can be used as the predictors of teachers' performance appraisal in teaching learning process management.