ABSTRACT

Rismawati Purba, *Correlation Between Achievement Motivation and Created by Hpd Working Atmosphere with Sub-district of Medan Kota Teachers' Performance.* Postgraduate Program of State University of Medan. June 2005.

This study is intended to find out (1) the correlation between achievement motivation and teachers' performance, (2) the correlation between working atmosphere and teachers' performance and (3) the correlation between achievement motivation, and working atmosphere with teachers' performance. For these purposes the data of the study were collected by administering questionnaires to seventy five teachers, as sample of this study, that were randomly derived from the population, namely from 266 teachers state SMA 5, SMA 6, SMA 10 and SMA 18. Simple randomization and cluster sampling were applied to obtain the 75 teachers.

The data were analyzed by applying simple correlation, simple regression and multiple correlation. The results of the analysis show that (1) there is a positive and significant correlation between achievement motivation and teachers' performancec (r_{x1y} = 0,572; α = 0,05), (2) there is a positive and significant correlation between working atmosphere and teachers' performance (r_{x2y} = 0,582; α = 0,05), and (3) there is a positive and significant correlation between achievement motivation, and working atmosphere with teachers' performance (r_{x1x2y} = 0,433; α = 0,05). The analysis also shows that the coefficient of determination (R^2) is 0,4653 or 46,53%, and the coefficient of multiple correlation is 0,682. These results lead to inferences that (1) the effective contribution of achievement motivation to teachers' performance is 22,55%, while its relative contribution is 48,47%, and (2) the effective contribution of working atmosphere to teachers' performance is 23,98%, while its relative contribution is 51,53%.

Based on the results of the study it is concluded that both achievement motivation and working atmosphere are very important variables that should be considered in the process of teachers' performance improvement.

ABSTRAK

RISMAWATY PURBA. Hubungan Motivasi Berprestasi dan Iklim Kerja dengan Kinerja Guru SMA Negeri Di Kecamatan Medan Kota. Tesis Medan. Program Pasca Sarjana Universitas Negeri Medan, Juni 2005.

Penelitian ini bertujuan untuk melihat hubungan antara Motivasi Berprestasi dan Iklim Kerja dengan Kinerja Guru SMA Negeri di Kecamatan Medan Kota. Instrumen yang digunakan dalam penelitian ini adalah angket, yang disebarkan terhadap para guru SMA Negeri di Kecamatan Medan Kota yang meliputi 4 (empat) sekolah yaitu SMA Negeri 5, SMA Negeri 6, SMA Negeri 10 dan SMA Negeri 18. Jumlah populasi keseluruhan guru SMA Negeri di Kecamatan Medan Kota sebanyak 266 orang, dengan mempergunakan sampel secara acak proportional dan didapatkan dari jumlah sampel 75 orang.

Untuk menguji hipotesis digunakan teknik korelasi, regresi sederhana dan ganda pada taraf signifikansi 0,05. Hasil penelitian ini memperlihatkan bahwa (1) terdapat hubungan antara Motivasi Berprestasi dengan Kinerja Guru ($r_{x1y} = 0,572$), (2) terdapat hubungan antara Iklim Kerja dengan Kinerja Guru ($r_{x2y} = 0,582$) dan (3) terdapat hubungan antara Motivasi Berprestasi dan Iklim Kerja dengan Kinerja Guru, Koefisien determinasi (R^2) sebesar = 0,4653 atau 46,53 %, sehingga koefisien korelasi ganda R = 0,682 berhubungan dengan Kinerja Guru. Bila dirinci masing-masing variabel bebas, ternyata Motivasi Berprestasi memberikan sumbangan efektif sebesar = 22,55 % dan sumbangan relatif sebesar = 48,47 % sedangkan Iklim Kerja memberikan sumbangan efektif sebesar = 23,98 % dan sumbangan relatifnya sebesar = 51,53 %.

Penelitian ini menyimpulkan, bahwa Motivasi Berprestasi dan Iklim Kerja merupakan hal yang sangat penting dipahami para guru khususnya guru SMA Negeri di Kecamatan Medan Kota.