

Abstrak

Betty Arli Sonti Pakpahan, **Hubungan Sikap Inovasi, Motif Berprestasi dan Pemberian Kompensasi dengan Prestasi Kerja Guru SLTP Negeri Kecamatan Tarutung**. Tesis Medan, Program Pasca Sarjana Universitas Medan, September 2004.

Penelitian ini bertujuan untuk mengetahui hubungan antara sikap inovasi, motif berprestasi dan pemberian kompensasi dengan prestasi kerja guru SLTP. Untuk menjawab permasalahan penelitian, empat hipotesis diajukan. Pertama, Sikap inovasi memberikan sumbangan yang berarti terhadap prestasi kerja. Kedua, Motif berprestasi memberikan sumbangan yang berarti terhadap prestasi kerja. Ketiga, pemberian kompensasi memberikan sumbangan yang berarti terhadap prestasi kerja. Keempat, Sikap inovasi, motif berprestasi dan pemberian kompensasi secara bersama-sama memberikan sumbangan yang berarti terhadap prestasi kerja.

Data dikumpulkan dari 57 orang responden yang ditetapkan dengan teknik *stratified proporsional random sampling* dari 187 populasi. Ada dua jenis instrumen penelitian yaitu kuesioner untuk sikap inovasi, motif berprestasi dan pemberian kompensasi, dan observasi untuk prestasi kerja. Data dianalisis dengan korelasi dan regresi pada taraf kepercayaan 95% atau $\alpha = 0,05$. Untuk data uji coba dilakukan uji validitas dan uji reliabilitas untuk menghasilkan butir pertanyaan dari keempat variabel kuesioner yang sah dan andal. Dari uji validitas dan reliabilitas diperoleh; untuk variabel sikap inovasi dari 40 butir pernyataan, gugur 1 butir, variabel motif berprestasi dari 52 butir pernyataan, gugur 3 butir dan untuk variabel pemberian kompensasi dari 40 butir pernyataan, gugur 1 butir. Untuk analisis data dilakukan pengujian persyaratan analisis seperti uji normalitas, uji homogenitas, dan uji linearitas. Sedangkan untuk uji hipotesis digunakan teknik korelasi, regresi linier sederhana dan regresi ganda.

Interpretasi hasil analisis data mendukung hipotesis dengan korelasi sederhana $r_{y_1} = 0,979$, $r_{y_2} = 0,982$, $r_{y_3} = 0,983$. Juga hasil korelasi parsial dengan salah satu variabel dikontrol $r_{1y_{2,3}} = 0,3642$, $r_{2y_{1,3}} = 0,0608$ dan $r_{3y_{1,2}} = 0,2132$. Sedangkan hasil regresi ganda $r_{y_{1,2,3}} = 0,985$. Selanjutnya juga ketiga variabel memberikan sumbangan sumbangan efektif yaitu sikap inovasi memberi sumbangan efektif yang berarti sebesar 53,66%, motif berprestasi sebesar 9,26% dan pemberian kompensasi 16,82% sedangkan sisanya sebesar 20,25% ditentukan oleh faktor-faktor lain yang tidak termasuk dalam penelitian ini.

Berdasarkan hasil penelitian di atas dapat dinyatakan bahwa variabel sikap inovasi, motif berprestasi dan pemberian kompensasi secara bersama-sama memberi sumbangan yang berarti terhadap prestasi kerja guru. Ini menunjukkan bahwa ketiga variabel tersebut dapat menjadi prediktor yang baik dalam peningkatan prestasi kerja guru.

Abstract

Betty Arli Sonti Pakpahan. **The Relationship Between Innovation Attitude, Achievement motive, compensation given state Junior High School Teacher' Performance at Tarutung District.** Thesis Medan. Graduate Program of Medan State University, September 2004.

This research is aimed to find out the relationship between innovation attitude, achievement motive and compensation given with the high school teacher's performance. Four hypothesis were raised. In order to answer the problems. First, There is significant relationship between innovation attitude with teachers' performance. Second, There is significant relationship between achievement motive with teachers' performance. Third, There is significant relationship between compensation given with teachers' performance. Forth, There is simultanewslly significant relationship between innovation attitude, achievement motive, and compensation given with teachers' performance.

The data were collected from 57 specified respondets of 187 teacher who previously taken by applying stratified proportional random sampling technique. There were two kinds of instruments were developed for this study. Questinaire for taking data of innovation attitude and achievement motive and observation for taking data of teachers' performance. Data then were analyzed with correlation and regression with 95 % of significance level or $\alpha = 0,05$. Those two instruments were previously analyzed - by giving them to respondents who were not involved as the sample in order to find out their reliability and validity. It was found that there was 1 item of 40 items, of innovative attitude failed. There were 3 items of 52 items of achievement motive failed. There was 1 item of 40 items of compentation given, failed. Afterwords, the collected data were analyzed in order to find out their normality, homogeneity and linearity. Then the hypothesis were analyzed by applying correlation, regression and multiple reression techniques.

The findings shaw that all hypothesis are accepted whith partial regression of $ry_1 = 0,979$, $ry_2 = 0,982$, $ry_3 = 0,983$. It was also found that partial regression with one of variable, controlled shawed $r_{1y_{2,3}} = 0,3642$, $r_{2y_{1,3}} = 0,0608$, and $r_{3y_{1,2}} = 0,2132$. Mean while multiple regression was $ry_{1,2,3} = 0,985$. Those three variables gave had given effective contribution that is; the attitude of innovation give effective relationshipsuch as 53,66%, of innovative attitude, 9,26% of achievement motive and 16,82%, of compensation given while the rest, 20,25% was determined by other factors which were not included in this research.

Based on this research, it can be stated that innovative, attitude, achievement motive and compensation given variables simultanewslly gave significant relationship to tha teachers' performance. This shaws that those variables could be used as the predictors in increasing teachers' performance.