

ABSTRAK

Bambang Gulyanto, Hubungan Harapan Berkarir, Penilaian Lingkungan Sekolah, dan Pelaksanaan Pembelajaran dengan Prestasi Kerja Guru SMA Negeri di Kabupaten Asahan. Program Pascasarjana Universitas Negeri Medan, 2005.

Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara harapan berkarir, penilaian lingkungan sekolah, dan pelaksanaan pembelajaran dengan prestasi kerja guru SMA Negeri di Kabupaten Asahan. Penelitian ini dilaksanakan pada SMA Negeri di Kabupaten Asahan. Metode penelitian yang digunakan adalah metode survei. Populasi penelitian adalah seluruh guru SMA Negeri di Kabupaten Asahan yang berjumlah 339 orang yang diberasal dari 22 sekolah. Sampel penelitian berjumlah 30 orang guru yang diambil secara proposional acak berstrata. Dari 22 SMA Negeri dipilih 3 SMA Negeri yang memiliki jumlah guru negeri terbanyak untuk dijadikan sampel. Responden penelitian adalah guru SMA Negeri yang berasal dari SMA Negeri 1 Kisaran, SMA Negeri 2 Kisaran, dan SMA Negeri 3 Kisaran dipilih secara acak (*simple random sampling*).

Data prestasi kerja diperoleh dengan menggunakan lembar observasi, sedangkan data harapan berkarir, penilaian lingkungan sekolah, dan pelaksanaan pembelajaran dikumpulkan dengan menggunakan angket skala Likert yang terdiri dari empat opsi.

Hasil penelitian ini menemukan bahwa : (1) terdapat hubungan positif antara harapan berkarir dengan prestasi kerja guru dengan koefisien korelasi $r_{y1} = 0,64$ dengan persamaan regresi $\hat{Y} = 48,36 + 0,53X_1$; (2) terdapat hubungan positif antara penilaian lingkungan sekolah dengan prestasi kerja guru dengan koefien korelasi $r_{y2} = 0,74$ dengan persamaan regresi $\hat{Y} = 57,20 + 0,47X_2$; (3) terdapat hubungan positif antara pelaksanaan pembelajaran dengan prestasi kerja guru dengan koefisien korelasi $r_{y3} = 0,69$, persamaan regresi $\hat{Y} = 52,78 + 0,48 X_3$; (4) terdapat hubungan positif antara harapan berkarir, penilaian lingkungan sekolah dan pelaksanaan pembelajaran dengan koefisien korelasi $r_{y123} = 0,687$ dengan persamaan regresi ganda $\hat{Y} = 36,34 + 0,42X_1 + 0,26X_2 + 0,34X_3$. Disimpulkan bahwa prestasi kerja guru SMA Negeri di Kabupaten Asahan dipengaruhi oleh variabel harapan berkarir, penilaian lingkungan sekolah, dan pelaksanaan pembelajaran, baik secara sendiri-diri maupun secara bersama.

ABSTRACT

Bambang Gulyanto,, The Relationship Between Career Expectation, School Environment Evaluation, Learning Process and Teachers' Teaching performance of Public Senior High School in Asahan Region. Magister's Program of Medan State University, 2005.

This research was aimed to know whether there was a relationship between career's expectation, school environment evaluation, learning process and the teacher's work prestige of public Senior High School in Asahan region. This research was held in Senior High School in Asahan region. The method used was survey method. The population of this research was all of the government teachers in Asahan Region with the local of the respondents are 339 person from 22 school. The sample of research are 30 person teachers from sample random sampling strata. Out of 22 public senior high school, were chosen 3 government senior high school which have more government teachers for taking sample. Respondent research is government senior high school from public senior school 1, public senior high school 2, and public senior high school 3 Kisaran, by using sample random.

The data of teachers' teaching performance was found using the observation sheet, and the data of career expectation, school environment evaluation, and learning process were collected using forms of Likert's scale which is consisted of four options.

The result of this research were: (1) there was a positive relationship between career expectation and teachers' teaching performance with the correlation coefficient $r_{y1} = 0.64$ and linear regression $\hat{Y} = 48.36 + 0.53 X_1$ (2) There was a positive relationship between school's environment evaluation and teachers' teaching performance with the correlation coefficient $r_{y2} = 0.74$ and linear regression $\hat{Y} = 52.20 + 0.47 X_2$; (3) There was a positive relationship between the learning process and the teachers work prestige with the correlation coefficient $r_{y3} = 0.69$ and linear regression $\hat{Y} = 52.78 + 0.48 X_3$; (4) There was a positive relationship between career school environment evaluation and learning processes with the correlation coefficient $r_{y123} = 0.687$ with regression multiple $\hat{Y} = 36.34 + 0.42 X_1 + 0.26 X_2 + 0.34 X_3$. Conclusion that the working of the teachers' teaching performance government senior high school in Asahan region were influenced by the variables of the career expectation, the school environment evaluation and learning process, either individually are together.