

## ABSTRAK

Zulkifli, Hubungan Pengawasan dan Perilaku Komunikasi Kepala Sekolah Dengan Kinerja Guru SMP Negeri di Kecamatan Merbau. Tesis Program Pascasarjana Universitas Negeri Medan. 2005.

Penelitian ini bertujuan untuk mengetahui hubungan antara; Pertama, pengawasan kepala sekolah dengan kinerja guru SMP Negeri di Kecamatan Merbau. Kedua, perilaku komunikasi kepala sekolah dengan kinerja guru SMP Negeri di Kecamatan Merbau. Ketiga, pengawasan dan perilaku komunikasi kepala sekolah secara bersama-sama dengan kinerja guru SMP Negeri di Kecamatan Merbau.

Populasi penelitian ini adalah seluruh guru SMP Negeri di Kecamatan Merbau berjumlah 92 orang terdiri dari 3 SMP Negeri pada tahun ajaran 2004/2005. Sampel penelitian berjumlah 41 orang yang dilakukan dengan teknik *Stratified Proportional Random Sampling*.

Ada tiga hipotesis yang diajukan dalam penelitian ini, Pertama, terdapat hubungan yang signifikan antara pengawasan kepala sekolah dengan kinerja guru. Kedua, terdapat hubungan yang signifikan antara perilaku komunikasi kepala sekolah dengan kinerja guru. Ketiga terdapat hubungan yang signifikan antara pengawasan dan perilaku komunikasi kepala sekolah secara bersama-sama dengan kinerja guru. Instrumen penelitian adalah kuesioner untuk variabel pengawasan kepala sekolah ( $X_1$ ) untuk variabel perilaku komunikasi kepala sekolah ( $X_2$ ) dan variabel kinerja guru SMP Negeri di Kecamatan Merbau ( $Y$ ). Untuk menguji validitas dilakukan analisis butir soal, sedangkan reliabilitas instrumen dianalisis dengan teknik Alpha Cronbach. Hasil uji coba untuk instrumen variabel pengawasan kepala sekolah. ( $r = 0,8992$ ), variabel perilaku komunikasi kepala sekolah ( $r = 0,8916$ . ) dan untuk variabel kinerja guru ( $r = 0,8714$ ).

Hasil penelitian ini menemukan bahwa (1) terdapat hubungan yang signifikan antara pengawasan kepala sekolah ( $X_1$ ) dengan kinerja guru ( $Y$ ) dengan koefisien korelasi sebesar 0,516 dan (2) terdapat hubungan yang signifikan antara perilaku komunikasi kepala sekolah ( $X_2$ ) dengan kinerja guru ( $Y$ ) dengan koefisien korelasi sebesar 0,663. (3) terdapat hubungan yang signifikan antara pengawasan dan perilaku komunikasi kepala sekolah secara bersama-sama dengan kinerja guru SMP Negeri di Kecamatan Merbau dengan koefisien korelasi sebesar 0,726. Persamaan regresi ganda adalah  $\hat{Y} = -5,050 + 0,307X_1 + 0,794X_2$ .

Penelitian menyimpulkan bahwa semakin baik pengawasan kepala sekolah, maka semakin baik pula kinerja guru, dan semakin baik perilaku komunikasi kepala sekolah maka semakin baik pula kinerja guru SMP Negeri di Kecamatan Merbau.

## ABSTRACT

**Zulkifli, The Corelation of the Control and Communicative Attitude of the Principal and Performance of the state Junior High School teachers at Merbau Sub-district. The thesis of Postgraduate Programs at Medan State University, 2005.**

This research is aims at finding out the Corelation between ; First, Control of the principal and performance of the State Junior High School teachers in Merbau Sub-district. Second, Communicative attitude of the principal and performance of the junior high school teachers in Merbau Sub-district. Third, Control and communicative attitude of the principal simultaneously and performance of the state junior high school teachers in Merbau Sub-district.

The population of this research is all the 92 State Junior High School teachers at Merbau Sub-district from 3 State Junior High Schools in academic year 2004/2005. It included 41 samples taken by using Stratified Proportional Random Sampling

There are three hypothesis proposed in this research. First, there is a significant Corelation between control of principal and teachers' performance. Second, there is a significant Corelation between communicative attitude of the principal and teachers' performance. Third, there is a significant corelation between the control and communicative attitude of the principal simultaneously and teachers' performance . The instruments included questionnaire for control variable of principal (X1), for variable of communicative attitude of principal (X2), and for variable performance of the state junior high school teachers in Merbau Sub-district (Y). For validation test, problem-item analysis was done whereas for reliability of instrument, Alpha Cronbach analysis was used. The results of testing for control variable of principal ( $r=0,8992.$ ), and for variale communicative attitude of the principal ( $r=0,8916.$ ), and for variable performance of the principal ( $r=0,8714$ ).

The results of the research showed that (1). There was a significant corelation between control of principal (X1) and the teachers' performance (Y) and the correlation coefficient of 0.516 and (2). There was a significant corelation between communicative attitude of the principal(X2) and teachers' performance(Y) and the correlation coefficient of 0.663. (3). There was a significant corelation between the control and communicative attitude of the principal simultaneously and teachers' performance of the State Junior High School at Merbau Sub-district and corelation coefficient of 0.726. The multiple regression equation  $Y = -.5050 + 0,307 X_1 + 0.794X_2$ .

The result of the research concludes that the better of control of the principal is the better the teachers' performance will be, and the better of communicative attitude of the principal and the better of the teachers' performance of state Junior High School at Merbau Sub-district.