

ABSTRAK

Timan T. Ginting. *Hubungan Antara Penilaian Terhadap Kepemimpinan Kepala SKB, Motivasi Kerja Pamong Belajar, Dan Intensitas Pelatihan Pamong Belajar Dengan Kinerja Pamong Belajar Sanggar Kegiatan Belajar Se-Sumatera Utara*. Tesis, Medan: Program Pasca Sarjana Unimed Medan, Januari 2004

Penelitian ini bertujuan untuk mengetahui hubungan antara penilaian terhadap kepemimpinan kepala SKB, motivasi kerja Pamong Belajar, intensitas pelatihan Pamong Belajar dengan kinerja Pamong Belajar.

Variabel bebas dalam penelitian ini adalah (1) Penilaian terhadap kepemimpinan kepala SKB. (2) Motivasi kerja Pamong Belajar (3) Intensitas pelatihan Pamong Belajar. Variabel terikat adalah kinerja Pamong Belajar SKB. Metode penelitian yang digunakan adalah survey dengan study korelasional. Populasi dalam penelitian ini adalah Pamong Belajar SKB yang ada di Sumatera Utara. Pengambilan sampel menggunakan teknik *cluster-random sampling* bertingkat.

Uji validitas ketiga instrumen yakni instrumen penilaian terhadap kepemimpinan kepala SKB, motivasi kerja dan kinerja menggunakan *product moment* dan uji realibilitas menggunakan *alpha cronbach* yang memberikan koefisien berturut-turut 0,93, 0,92, 0,92 sedangkan data intensitas pelatihan diambil dari dokumentasi.

Hasil penelitian menunjukkan bahwa : satu, terdapat hubungan yang positif antara penilaian terhadap kepemimpinan kepala SKB dengan kinerja Pamong Belajar dengan koefisien korelasi sebesar $r = 0,296$, dan persamaan regresi linear $\hat{Y} = 64,07 + 0,21 X_1$. koefisien determinasi $r^2 = 0,087$, yang berarti 8,7 % variansi kinerja Pamong Belajar dapat dijelaskan oleh penilaian terhadap kepemimpinan kepala SKB. Dua, terdapat hubungan positif antara motivasi kerja dan kinerja Pamong Belajar dengan koefisien korelasi sebesar $r = 0,545$, dan persamaan regresi linear $\hat{Y} = 51,74 + 0,67 X_2$. Koefisien determinasi sebesar $r^2 = 0,29$ yang berarti 2,9 % variansi kinerja Pamong Belajar dapat dijelaskan oleh motivasi kerja Pamong Belajar. Tiga, terdapat hubungan yang tidak berarti antara intensitas pelatihan dan kinerja Pamong Belajar, dengan koefisien korelasi sebesar $r = 0,122$ dan persamaan regresi linear $\hat{Y} = 7,47 + 0,02 X_3$. koefisien determinasi sebesar $r^2 = 0,015$. Empat, terdapat hubungan positif antara penilaian terhadap kepemimpinan kepala dan motivasi kerja pamong dan intensitas pelatihan pamong belajar terhadap kinerja pamong dengan persamaan regresi ganda $\hat{Y} = 24,4931 - 0,1284 X_1 + 0,8354 X_2 + 6,1514 X_3$, dan koefisien korelasi ganda $R_{y12} = 0,82$, koefisien desteterminasi 0,67. Ini berarti 67 % variansi kinerja pamong dapat dijelaskan oleh penilaian terhadap kepemimpinan kepala SKB dan motivasi kerja Pamong Belajar.

Penelitian menyimpulkan bahwa kinerja pamong dapat ditingkatkan dengan menyempurnakan manajemen kepemimpinan kepala dan peningkatan motivasi kerja Pamong Belajar.

ABSTRACT

Timan T. Ginting. *The performance of the Sanggar Kegiatan Belajar (SKB) prefect. The correlation study between Evaluation the Leadership of the Head of the SKB the Motivation to work of the prefect, the Intensity of the prefect Training and the Performance of the SKB Prefect*. Thesis. Medan: Postgraduate Studies Program of Unimed Medan, Januari 2004

The objective of this research was to find out the correlation between evaluation the leadership of the head of the SKB, the motivation to work of the prefect, the intensity of the prefect training and the performance of the SKB prefect.

Independent variables of this research were (1) evaluation leadership of the head of the SKB, (2) motivation to work of the SKB prefect (3) training intensity of the SKB prefect. The dependent variable was the performance of the SKB prefect. The method of the research was correlation. The Population of the research were the SKB prefect from Sumatra Tara. The sampling technique was multi stage cluster random sampling. The validity test for the three instruments: instrument for leadership of the head, motivation to work and performance was product moment and the test with coefficient 0,93, 0,92, 0,92. Data for training intensity were taken from the document.

The result of the research indicated that: first three was positive correlation between evaluation leadership of the head and prefect performance with correlation coefficient $r = 0,087$ within the linear regression equation $\hat{Y} = 64,047 + 0,31 X_1$. Determination coefficient $r^2 = 0,087$, thus 8,7 % variance of the performance of the SKB prefect can there was positive correlation between motivation to work and prefect per fence with correlation coefficient $r = 0,545$ within the linear regression equation $\hat{Y} = 51,74 + 0,67 X_2$. determination coefficient $r^2 = 0,29$, thus 29,7 % variety of the performance of the SKB prefect can explained by motivation to work of the SKB prefect, third: there was insignificant correlation between training intensity and prefect performance with correlation coefficient $r = 0,122$ within the linear regression equation $\hat{Y} = 7,47 + 0,02 X_3$. Determination coefficient $r^2 = 0,015$. Fourth: there was positive correlation between evaluation leadership of the head and motivation to work of the prefect towards the prefect performance with multiple correlation coefficient $R_{y12} = 0,82$ within the multiple regression equation $\hat{Y} = 24,4931 - 0,1248 X_1 + 0,8354 X_2 + 6,1514 X_3$. Determination coefficient was 0,67, meaning of 67 % variance of the performance of the SKB prefect can explained by evaluation leadership of the head and the prefect work motivation.

The research concluded that improving leadership management of the head and motivation to work of the prefect could increase the performance of the prefect.