

ABSTRACTION.

Syurya Darma, **the Contribution of Headmasters' Leadership Style and the Teachers' Work Satisfaction toward the Performance of Teachers of State SMAs in Kabupaten Asahan 2005.** Thesis, Medan. Post Graduate Program of State University of Medan, 2005.

This research aims to know the contribution of the style of headmasters' leadership, teachers' work satisfaction towards the performance of teachers themselves individually or together.

The research method used is survey method, which is done with the quantitative approach and conducted to the teachers of state SMAs under Office of Education of Asahan Regency, North Sumatera. The technique of Intake sample is using proportional stratified random sampling. The totals of sampels are 85 teachers who have Civil Servant (PNS) status and non PNS status with graduate and undergraduate educational backgrounds and with 5 years or less teaching experiences. Data collected by using instrument of style of headmaster leadership (X_1), the teachers' work satisfaction (X_2) and teachers' performance (Y) compiled by the author with the form of alternative using the likert scale.

The data analyses use the simple and partial correlation technique, simple regression equation and also double regression. The results of the research indicated that it is found: (1) positive contribution between the style of headmaster leadership (X_1) with the teachers' performance (Y) up to 70,6 % with the correlation coefficient of $r_{x_1-y} = 0,840$ and the equation of regression $\hat{Y} = 37,709 + 1,025. X_1$, (2) positive contribution between the teachers' work satisfaction (X_2) with the teachers' performance (Y) up to 47,9 % with the correlation coefficient $r_{x_2-y} = 0,692$ and the equation of its regression $\hat{Y} = 49,309 + 0,687.X_2$, (3) the contribution of style of headmasters' leadership (X_1) together with the teachers' work satisfaction (X_2) with teachers' performance (Y) up to 73,0 % with the correlation coefficient 0,855 and double regression equation of $\hat{Y} = 32,549 + 0,843.X_1 + 0.215.X_2$.

After paying attention to above data, the implication of the research result is the styles of headmasters' leadership applied have to be suitable with the level of their teachers' maturity. Therefore, it is very expected that a headmaster has to possess an ability to inquire the maturity level of his teachers also he has to know some implication of his leadership style applied.

Then, to improve the performance of teachers, it is considered to improve the teachers' work satisfaction with the fair implication is the increasing of salary, positional promotion, working atmosphere, clinical supervision visit, and also the increasing of teaching competence.

ABSTRAK

Syurya Darma, **Kontribusi Gaya Kepemimpinan Kepala Sekolah dan Kepuasan Kerja Guru terhadap Kinerja Guru SMA Negeri di Kabupaten Asahan Tahun 2005**. Tesis, Medan. Program Pasca sarjana Universitas Negeri Medan, 20005.

Penelitian ini bertujuan untuk mengetahui kontribusi antara gaya kepemimpinan kepala sekolah, kepuasan kerja guru terhadap kinerja guru, baik sendiri-sendiri maupun bersama-sama.

Metode penelitian yang digunakan adalah metode survey, yang dilaksanakan dengan pendekatan kuantitatif dan dilakukan terhadap guru-guru SMA Negeri di lingkungan Dinas Pendidikan dan Pengajaran Kabupaten Asahan, Sumatra utara. Teknik pengambilan sampel menggunakan metode *proportional stratified random sampling*. Jumlah sampel sebanyak 85 orang guru yang berstatus PNS ataupun non PNS. Data dikumpulkan dengan menggunakan instrument gaya kepemimpinan kepala sekolah (X_1), kepuasan kerja guru (X_2) dan kinerja guru (Y) yang disusun sendiri oleh penulis dengan bentuk alternatif jawaban menggunakan skala likert.

Analisis data menggunakan teknik korelasi sederhana dan parsial, persamaan regresi sederhana serta regresi ganda. Hasil penelitian menunjukkan bahwa terdapat (1) kontribusi positif antara gaya kepemimpinan kepala sekolah (X_1) terhadap kinerja guru (Y) sebesar 70,6 % dengan koefisien korelasi $r_{x_1-y} = 0,840$, dan persamaan regresi $\hat{Y} = 37,709 + 1,025.X_1$, (2) kontribusi positif antara kepuasan kerja guru (X_2) terhadap kinerja guru (Y) sebesar 47,9 % dengan koefisien korelasi $r_{x_2-y} = 0,692$ dan persamaan regresinya $\hat{Y} = 49,309 + 0,687.X_2$, (3) kontribusi gaya kepemimpinan kepala sekolah (X_1) secara bersama-sama dengan kepuasan kerja guru (X_2) terhadap kinerja guru (Y) sebesar 73,0 % dengan koefisien korelasi 0,855 dan persamaan regresi ganda $\hat{Y} = 49,309 + 0,843.X_1 + 0,215.X_2$.

Setelah memperhatikan data di atas maka implikasi dari hasil penelitian adalah gaya kepemimpinan kepala sekolah yang diterapkan harus sesuai dengan tingkat kematangan guru. Oleh karena itu sangat diharapkan kepala sekolah memiliki kemampuan mengetahui tingkat kematangan guru serta mengetahui beberapa implikasi gaya – gaya kepemimpinan.

Kemudian untuk meningkatkan kinerja guru juga harus ditingkatkan tingkat kepuasan kerja guru dengan implikasi meningkatkan penghasilan, promosi jabatan, suasana pergaulan di lingkungan kerja, kunjungan supervisi yang bersifat klinis, serta meningkatnya kompetensi dalam mengajar.