

## ABSTRACT

**OMPUSUNGGU GILBERTO, 2004. The Contribution of the Knowledge of Communication and the Ability of Decision Making toward the Principals' Performance of the State Junior High Schools in Medan. Thesis. Medan. Post Graduate Program, Educational Administration, the State University of Medan (UNIMED).**

The research is aimed to know the description of the knowledge of communication, the ability of decision making, and the principals' performance of the State Junior High Schools (SMP) in Medan. Besides, it is to know the contribution of the knowledge of communication, and the ability of decision making toward the principals' performance. To answer the problem there are three hypotheses proposed. First, the knowledge of communication gives the contribution positively and significantly to the principals' performance. Second, the ability of decision making gives the contribution positively and significantly to the principals' performance. Third, both of the knowledge of communication and the ability of decision making give the positive and significant contribution simultaneously.

The population of this research were the principals at the State Junior High Schools (SMP) in Medan. They were 45 principals, and the samples were 38 persons by using Nomogram Harry King technique, it is 85 % from population, and then used the stratified random sampling technique based on the working time, leadership training and education, and location of school. The instruments of this research were two types: questionnaire was used to measure the performance and the ability of decision making, and a multiple choice test was used to measure the knowledge of communication. To know the description of the three variables were done by analysing a level tendency to every variable. It was used by mean ideal ( $M_i$ ) and standard deviation ( $SD_i$ ) which was categorized into four categories such as high, enough, bad, and low. Then, the research data were analyzed by means of the correlation and regression techniques with  $\alpha = .05$ .

This research found that the knowledge of communication of the principals at the State Junior High Schools (SMP) in Medan is high, the ability of decision making is enough, and the performance is enough. It was also found that the three hypotheses are supported by the data as indicated by  $r_{y1.2}$  and  $r_{y2.1}$  (.560, and .612) respectively for the first and the second hypotheses, in addition to that by an  $R = .728$  for the third hypotheses. It means that the two independent variables (the knowledge of communication and the ability of decision making) give the contribution positively and significantly 31.36% and 37.45% respectively to the principal's performance. Both of them give the contribution simultaneously 53 % to the performance.

It can be concluded that variables of the knowledge of communication and the ability of decision making can be used as predictors to find out the degree of the principal's performance.

## ABSTRAK

**GILBERTO OMPUSUNGGU, 2004. Kontribusi Pengetahuan Komunikasi dan Kemampuan Pengambilan Keputusan terhadap Kinerja Kepala SMP Negeri di Kota Medan. Tesis. Medan. Program Studi Administrasi Pendidikan Pascasarjana Universitas Negeri Medan (UNIMED).**

Penelitian ini bertujuan untuk mengetahui deskripsi pengetahuan komunikasi, kemampuan pengambilan keputusan, dan kinerja kepala SMP Negeri di Kota Medan, serta besarnya kontribusi pengetahuan komunikasi dan kemampuan pengambilan keputusan terhadap kinerja kepala SMP Negeri di Kota Medan. Untuk menjawab permasalahan penelitian, tiga hipotesis diajukan yaitu : *Pertama*, pengetahuan komunikasi memberi kontribusi yang positif dan signifikan terhadap kinerja kepala sekolah. *Kedua*, kemampuan pengambilan keputusan memberi kontribusi yang positif dan signifikan terhadap kinerja kepala sekolah. *Ketiga*, pengetahuan komunikasi dan kemampuan pengambilan keputusan secara bersama-sama memberi kontribusi yang positif dan signifikan terhadap kinerja kepala sekolah.

Populasi penelitian ini adalah kepala SMP Negeri di Kota Medan sebanyak 45 orang, sedangkan jumlah sampel sebanyak 38 orang yang ditentukan dengan menggunakan teknik Nomogram Harry King yaitu 85 % dari jumlah populasi, dan selanjutnya dilakukan pengambilan sampel dengan teknik *stratified proportional random sampling*, dengan memperhatikan strata masa kerja kepala sekolah, diklat kepemimpinan, dan lokasi sekolah. Teknik pengumpulan data yang digunakan adalah dengan dua jenis instrumen penelitian yaitu : kuesioner untuk kinerja dan kemampuan pengambilan keputusan, dan tes pilihan ganda untuk pengetahuan komunikasi. Untuk mengetahui deskripsi ketiga variabel dilakukan analisis tingkat kecenderungan setiap variabel dengan menggunakan rata-rata ideal ( $M_i$ ) dan standard deviasi ideal ( $SD_i$ ) yang dikategorikan menjadi empat kelompok yaitu tinggi, cukup, kurang, dan rendah. Selanjutnya untuk menguji hipotesis dilakukan analisis terhadap data dengan teknik korelasi dan regresi pada taraf kepercayaan 95 % atau  $\alpha = 0,05$

Temuan penelitian ini adalah bahwa pengetahuan komunikasi kepala SMP Negeri di Kota Medan cenderung tinggi, kemampuan pengambilan keputusan cenderung cukup, dan kinerja cenderung cukup. Penelitian ini juga mendukung hipotesis dengan  $r_{y1} = 0,560$ ,  $r_{y2} = 0,612$ , dan  $R_{y12} = 0,728$ , dengan besarnya kontribusi pengetahuan komunikasi dan kemampuan pengambilan keputusan terhadap kinerja kepala SMP Negeri di Kota Medan masing-masing sebesar 31,36% dan 37,45%, dan secara bersama-sama sebesar 53 %.

Hasil penelitian ini mengindikasikan bahwa variabel pengetahuan komunikasi dan kemampuan pengambilan keputusan dapat dijadikan sebagai prediktor dalam menentukan kinerja kepala sekolah.