

ABSTRAK

Jariah Lubis, Kontribusi Supervisi dan Budaya Kerja Terhadap Kinerja Guru SMA Negeri di Kota Medan. Tesis : Program Pascasarjana Universitas Negeri Medan, Februari 2006.

Rumusan permasalahan dalam penelitian ini antara lain : (1) Apakah cukup berarti kontribusi supervisi terhadap kinerja guru SMAN di Kota Medan? (2) Apakah cukup berarti kontribusi budaya kerja terhadap kinerja guru SMAN di Kota Medan? dan (3) Apakah cukup berarti kontribusi supervisi dan budaya kerja secara bersama-sama terhadap kinerja guru SMAN di Kota Medan?

Populasi penelitian ini adalah guru-guru di Kota Medan antara lain SMAN 1, SMAN 2, SMAN 3, SMAN 4, SMAN 5, dan SMAN 7 yang berjumlah 519 orang. Jumlah sampel sebanyak 130 orang yang ditentukan dengan teknik *proportional sampling*.

Instrumen telah diujicobakan kepada 30 responden dan hasil analisis mengindikasikan bahwa untuk variabel X_1 memiliki item valid dan reliabel berjumlah 30 item dengan koefisien alfa = 0,7688, variabel X_2 memiliki item valid dan reliabel berjumlah 30 item dengan koefisien alfa = 0,000 dan variabel Y memiliki item valid dan reliabel berjumlah 28 item dengan koefisien alfa = 0,2305.

Hasil penelitian ini diperoleh : (1) Terdapat kontribusi yang signifikan antara supervisi terhadap kinerja guru SMAN Negeri di Kota Medan dengan angka korelasi sebesar 0,889 dan koefisien determinasi sebesar 0,792 (79,2%). (2) Terdapat kontribusi yang signifikan antara budaya kerja terhadap kinerja guru SMAN di Kota Medan dengan angka korelasi 0,869 dan koefisien determinasi sebesar 0,756 (75,6%). (3) Terdapat hubungan yang signifikan antara supervisi dan budaya kerja secara bersama-sama terhadap kinerja guru dengan angka korelasi sebesar 0,899 dan koefisien determinasi sebesar 0,809 (80,9%) dengan persamaan regresi $Y = 12,740 + 0,5570X_1 + 0,3155X_2$.

Dapat disimpulkan bahwa semakin tinggi supervisi dan budaya kerja guru SMAN maka semakin tinggi pula kinerja guru SMAN di Kota Medan.

ABSTRACT

Jariah Lubis, The Contribution of the Work Ethos dan Supervision Toward the Performance of State High Schools (SMAN) Teachers in Medan. Thesis : Post Graduate Program of Universitas Negeri Medan, February 2006.

The problem in this research are : (1) Is there a significant contribution between supervision and the performance of State High Schools in Medan ? (2) Is there a significant contribution between work etos and the performance of State High Schools in Medan ? (3) Are there significant contribution among supervision and work ethos toward the performance of State High Schools in Medan ?

The population of this research are State Senior High Schools (SMAN) teachers in Medan include SMAN 1, SMAN 2, SMAN 3, SMAN 4, SMAN 5 and SMAN 7 totaling 519 persons. By using proportional random sampling technique, the writer uses 130 teachers as the samples.

The instrument for variable X_1 was 30 items valid and reliable as indicated by coefficient alpha = 0,7668. The instrument for X_2 was 30 item valid and reliable as indicated by coefficient alpha = 0,000. And the instrument for Y was 28 valid and reliable and as indicated by coefficient alpha = 0,2305.

The findings in this research indicate that : (1) There is significant contribution between supervision and the performance of SMAN teachers with the correlation value as 0,889 and the determinant coefficient as 0,792 (79,2%). (2) There is significant contribution between work ethos and the performance of SMAN teachers with the correlation value as 0,869 and the determinant coefficient as 0,756 (75,6%). (3) There are significant contribution of both supervision and work ethos toward the performance of SMAN teachers with the correlation value as 0,899 and the determinant coffecient as 0,809 (80,9%) and the multiple regression linear equation is $Y = 12,740 + 0,5570X_1 + 0,3155X_2$.

It is concluded that higher the level of supervision and work ethos, had been better the performance of SMAN teachers.