

## ABSTRAK

*Djahanuddin*, Kontribusi Pelaksanaan Supervisi dan Kemampuan Koordinasi Kepala Madrasah Terhadap Prestasi Kerja Guru Madrasah Aliyah Negeri Se- Kabupaten Aceh Tenggara. Tesis : Program Pasca Sarjana Universitas Negeri Medan. 2006.

Pelaksanaan supervisi dan kemampuan koordinasi kepala madrasah merupakan kemampuan atau potensi yang harus dimiliki kepala madrasah. Begitu pentingnya kedua aspek ini, maka kedua variabel ini perlu dijadikan objek penelitian. Untuk melakukan pengujian secara empiris, dua variabel tersebut akan diteliti tingkat kontribusinya terhadap prestasi kerja guru Madrasah Aliyah Negeri Se - Kabupaten Aceh Tenggara. Rumusan masalah yang diajukan meliputi : (1) adakah kontribusi yang signifikan pelaksanaan supervisi terhadap prestasi kerja guru Madrasah Aliyah Negeri se-Kabupaten Aceh Tenggara ?, (2) adakah kontribusi yang signifikan kemampuan koordinasi terhadap prestasi kerja guru Madrasah Aliyah Negeri se-Kabupaten Aceh Tenggara ?, dan (3) adakah kontribusi yang signifikan pelaksanaan supervisi dan kemampuan koordinasi kepala madrasah secara bersama-sama terhadap prestasi kerja guru Madrasah Aliyah Negeri se-Kabupaten Aceh Tenggara

Tujuan penelitian ini adalah mendeskripsi hubungan pelaksanaan supervisi dan kemampuan koordinasi kepala madrasah dengan prestasi kerja guru Madrasah Aliyah Negeri Se- Kabupaten Aceh Tenggara. Populasi penelitian ini adalah guru dengan jumlah 70 orang. Untuk menentukan sampel digunakan teknik *Random Sampling* dengan mengadopsi teknik sampling ukuran random sampel sebagaimana tertera pada tabel Krejcie dan Morgan, dan berdasarkan perhitungan dan teknik tersebut diperoleh jumlah sampel 59 orang. Instrumen yang digunakan untuk mengumpulkan data ialah Angket (kuesioner) skala Likert dan diolah dengan teknik analisis Alpha Cronbach. Hasil uji coba dan perhitungan masing-masing variabel sebagai berikut, (1) variabel pelaksanaan supervisi ( $X_1$ )  $r_a = 0,910$  dan (2) variabel kemampuan koordinasi kepala madrasah ( $X_2$ )  $r_a = 0,916$  dan (3) variabel prestasi kerja guru ( $Y$ )  $r_a = 0,816$ . Teknik analisis yang digunakan ialah teknik analisis korelasi dan regresi dan seluruh pengujian menggunakan taraf kepercayaan 95 % pada  $\alpha = 0,05$ . Hasil analisis data menunjukkan bahwa terdapat hubungan dan kontribusi yang signifikan antara pelaksanaan supervisi dengan prestasi kerja guru Madrasah Aliyah Negeri Se- Kabupaten Aceh Tenggara dengan koefisien korelasi mencapai  $r_{xy1} = 0,627$  besar koefisien korelasi ini menunjukkan keduanya tergolong memiliki hubungan yang cukup sedangkan besar kontribusinya mencapai 39,3 %, dan terdapat hubungan cukup yang signifikan antara pelaksanaan supervisi dengan prestasi kerja guru Madrasah Aliyah Negeri Se- Kabupaten Aceh Tenggara dengan koefisien korelasinya sebesar 0,540 dengan besar kontribusinya 29,16 %. Sementara itu besar hubungan antara pelaksanaan supervisi dan kemampuan koordinasi kepala madrasah secara bersama-sama dengan prestasi kerja guru Madrasah Aliyah Negeri Se- Kabupaten Aceh Tenggara menunjukkan kontribusi sebesar 57%, serta membentuk persamaan regresi ganda  $Y = 2,57 + 0,48 X_1 + 0,43 X_2$ .

## ABSTRACT

**Djoharuddin.** The Contribution Of Realization Of Supervision and The Ability of The Headmaster Coordination to The Work Achievement of State Islamic Senior High School Teachers in All Aceh Tenggara (South East Aceh) Regency. Thesis: Post Graduate Program of State University of Medan, 2006

Realization of supervision and the ability of the headmaster coordination is the ability or the potency that should be owned by the headmaster. How important both aspects are so both variables are required to be research object. To do the examination empirically, these two variables will be observed their contribution level to the work achievement of state Islamic senior high school teachers in all southeast aceh regency. The presented formulation of issue include: (1) Are there the significant contribution of realization of supervision to the work achievement of state Islamic senior high school teachers in all south east aceh regency? (2) Are there the significant contribution of the coordination ability to the work of achievement of state Islamic senior high school teachers in all southeast aceh regency? (3) Are there the significant contribution of the realization of supervision and the ability of headmaster's coordination simultaneously to the work achievement of state Islamic senior high school teachers in all southeast aceh regency?

The goals of this research are: describing the correlation between realization of supervision and the ability of headmaster's coordination to the work achievement of state Islamic senior high school teachers in all southeast aceh regency. The population of this research are seventy (70) teachers. To determine the sample is used random sampling technique by adopting sampling technique of sample random measure as described in Frajcie and Morgan Table, and based on the counting and the technique is obtained the number of sample 59 people. The instrument used to collect the data is the questionnaire of Likert Scale and processed by technique of Alpha Cronbach Analysis. The result of the experiment and the counting for each variables as follows: (1) Realization of supervision variable ( $X_1$ )  $r_x = 0,910$  and (2) The ability of headmaster's coordination variable ( $X_2$ )  $r_x = 0,916$  and (3) the achievement of teacher's work ( $Y$ )  $r_x = 0,816$ . The technique of analysis used is technique of correlation analysis and regression, and all of experiments use the belief standard 95 % at  $\alpha = 0,05$ . Result of data analysis shows that there are significant correlation and contribution between the realization of supervision and the work achievements of State Islamic Senior High School teachers in all South East Aceh Regency with its correlation coefficient reaching  $r_{yx} = 0,627$ . The big of this correlation coefficient shows their both are pertained having enough correlation while the big of contribution reach 39,3%, and there are significantly enough correlation between realization of supervision and the work achievement of State Islamic Senior High School teachers in all South East Aceh Regency with its correlation coefficient as big 0,540 with the contribution as big 29,16%. While the big of the correlation between the realization of supervision and the ability of headmaster's coordination simultaneously with work achievements as State Islamic Senior High School teachers in all South East Aceh Regency show the contribution as big 57 %, also form of the equality of double regression  $Y = 2,57 + 0,48 X_1 + 0,43 X_2$ .