

## ABSTRAK

**Dailami,** Hubungan Kemampuan Komunikasi Penugasan Kepala Madrasah dan Budaya Organisasi Dengan Kinerja Guru Madrasah Aliyah Kota Tanjungbalai. Tesis : Program Pasca Sarjana Universitas Negeri Medan. 2004.

Penelitian ini dilakukan dengan tujuan untuk mengetahui bagaimana Hubungan kemampuan komunikasi penugasan kepala madrasah dan budaya organisasi dengan kinerja guru madrasah aliyah Kota Tanjung Balai. Hipotesis yang diuji, yaitu: (1) sejauh mana hubungan kemampuan komunikasi penugasan kepala madrasah dengan kinerja guru madrasah aliyah Kota Tanjung Balai, (2) sejauh mana hubungan budaya organisasi dengan kinerja guru madrasah aliyah Kota Tanjung Balai, (3) sejauh mana hubungan kemampuan komunikasi penugasan kepala madrasah dan budaya organisasi secara bersama-sama dengan kinerja guru Madrasah Aliyah Kota Tanjungbalai.

Populasi penelitian ini adalah guru Madrasah Aliyah yang bertugas di Kota Tanjungbalai yang berada di masing-masing unit kerja dengan jumlah 162 orang. Untuk menentukan sampel digunakan teknik **Stratified Random Sampling**, dan berdasarkan perhitungan dan teknik tersebut diperoleh jumlah sampel 38 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 kemampuan komunikasi penugasan kepala madrasah ( $X_1$ )  $r_{tt} = 0,886$  dan (2) variabel budaya organisasi ( $X_2$ )  $r_{tt} = 0,905$  dan (3) variabel kinerja guru Madrasah Aliyah Kota Tanjungbalai ( $Y$ )  $r_{tt} = 0,880$ . Teknik analisis yang digunakan ialah teknik analisis korelasi dan regresi dan seluruh pengujian menggunakan taraf kepercayaan 95 % pada  $\alpha = 0,05$ .

Hasil analisis dengan menunjukkan bahwa  $r_{yx1} = 0,967$  dan  $R^2 = 0,935$ , besaran ini menunjukkan terdapat hubungan yang kuat kemampuan komunikasi penugasan kepala madrasah dengan kinerja guru Madrasah Aliyah Kota Tanjungbalai ( $Y$ )  $0,935 \times 100 \% = 93,5 \%$ . Sementara itu  $r_{yx2} = 0,417$  dan  $R^2_{y2} = 0,174$ , besaran ini menunjukkan hubungan budaya organisasi dengan kinerja guru Madrasah Aliyah Kota Tanjungbalai tergolong lemah yakni  $0,174 \times 100 \% = 17,4 \%$ . Sedangkan untuk  $r_{yx1,2} = 0,967$  dan  $R^2_{y3} = 0,935$ , besaran ini menunjukkan hubungan kemampuan komunikasi penugasan kepala madrasah dan budaya organisasi secara bersama-

sama dengan kinerja guru Madrasah Aliyah Kota Tanjungbalai tergolong kuat yakni  $0,935 \times 100 \% = 93,5 \%$ .



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## ABSTRACT

Dailami - The Correlation between The Principal's Ability of Assigning Communication, Organizational Culture and Teacher Performance of Madrasah Aliyah (Islamic high school) in Tanjungbalai City. Thesis Post Graduate Program State University of Medan, 2004.

The purpose of this research was to explain the correlation of the principal's ability of assigning communication and organizational culture toward teacher performance of Islamic high school in Tanjungbalai city. There are three hypothesis to be examined, that is : (1) there is correlation between the principal's ability of assigning communications toward the teacher performance of Islamic high school in Tanjungbalai city; (2) there is correlation between organizational culture toward the teacher performance of Islamic high school in Tanjungbalai city; (3) there is correlation between the principal's ability of assigning communication and organizational culture in combination toward the teacher performance of Islamic high school in Tanjungbalai city.

The population is was teacher of Islamic high school Tanjungbalai city residing in each unit work with amount of equal to 62 people. Sampel is was 38 people which is was determined by Stratified Random Sampling. Instrument used is was questionnaire with Likert' Scale. The validity and reliability analyzed by using Alpha Cronbach technique.

The analysis of validity and reliability shows : (1) variable the principal's ability of assigning communications ( $X_1$ )  $r_{tt} = 0,886$ ; (2) variable organizational culture ( $X_2$ )  $r_{tt} = 0,905$ ; and (3) variable teacher performance of Islamic high school in Tanjungbalai city ( $Y$ )  $r_{tt} = 0,880$ . Hypothesis is analyzed by using correlation and regression analysis with 0,05.

The result of the study shows  $r_{y_1} = 0,967$  and  $R^2_{y_1} = 0,935$ , means there is correlation between the principal's ability of assigning communications ( $X_1$ ) and the teacher performance of Islamic high school in Tanjungbalai city (  $0,935 \times 100 \% = 93,5 \%$ ). Meanwhile  $r_{y_2} = 0,417$  and  $R^2_{y_2} = 0,174$  means there is correlation between organizational culture ( $X_2$ ) and the teacher performance of Islamic high school in Tanjungbalai city ( $0,174 \times 100 \% = 17,4\%$ ). While the correlation of both  $X_1$  and  $X_2$  in combination toward the teacher performance of Islamic high school in Tanjungbalai city is was  $R = 0,935$  ( $0,935 \times 100 \% = 93,5 \%$ ).