

ABSTRAK

Herman Lokot Siregar. NIM. 055030563. Hubungan Kepemimpinan Transformasional dan Sikap Inovatif dengan Prestasi Kerja Guru SMA Negeri di Kota Medan. Tesis, Program Pascasarjana Universitas Negeri Medan, Juni 2007.

Penelitian ini dilatar belakangi oleh kenyataan bahwa upaya peningkatan prestasi kerja guru dapat dilakukan melalui pengefektifan kepemimpinan transformasional dan melalui sikap inovatif dari para guru.

Penelitian ini bertujuan untuk mengetahui dan mendeskripsikan hubungan kepemimpinan transformasional dengan prestasi kerja guru, hubungan sikap inovatif dengan prestasi kerja guru, dan hubungan kepemimpinan transformasional dan sikap inovatif secara bersama-sama dengan prestasi kerja guru.

Penelitian ini merupakan penelitian deskriptif korelasional karena melihat hubungan antar variabel penelitian. Populasi penelitian ini adalah seluruh guru di lima SMA Negeri di Kota Medan yang berjumlah 356 orang, dan yang menjadi sampel penelitian sebanyak 70 orang atau 19,66 % yang diambil dari populasi dengan menggunakan teknik *stratified proportional random sampling*. Instrumen pengumpulan data adalah angket untuk variabel kepemimpinan transformasional dengan koefisien reliabilitas $r_{11} = 0,855$, variabel sikap inovatif dengan koefisien reliabilitas $r_{11} = 0,864$, dan prestasi kerja guru dengan koefisien reliabilitas $r_{11} = 0,878$. Data dianalisis menggunakan teknik korelasi produk momen, regresi sederhana, regresi ganda, dan korelasi parsial serta uji-t.

Hasil pengujian hipotesis menunjukkan: (1). terdapat hubungan positif yang berarti kepemimpinan transformasional dengan prestasi kerja guru ditunjukkan dengan koefisien korelasi sebesar $r = 0,7766$ atau $r^2 = 0,6031$ dan $t_{hitung} = 10,17 > t_{tabel} = 1,67$ dengan $dk = 68$ pada taraf kepercayaan $\alpha = 0,05$, (2). terdapat hubungan positif yang berarti sikap inovatif dengan prestasi kerja guru ditunjukkan dengan koefisien korelasi sebesar $r = 0,7599$ atau $r^2 = 0,5774$ dan $t_{hitung} = 9,64 > t_{tabel} = 1,67$ dengan $dk = 68$ pada taraf kepercayaan $\alpha = 0,05$, (3). terdapat hubungan positif yang berarti antara kepemimpinan transformasional dan sikap inovatif secara bersama-sama dengan prestasi kerja guru. Hal ini ditunjukkan dengan koefisien korelasi sebesar $R = 0,8310$ atau $R^2 = 0,6580$ dengan $dk = 68$ pada taraf kepercayaan $\alpha = 0,05$ dan sumbangan efektif sebesar 65,80 %, yang berarti bahwa 65,80 % prestasi kerja guru SMA Negeri di Kota Medan dapat dijelaskan dengan variabel kepemimpinan transformasional dan sikap inovatif secara bersama-sama melalui persamaan garis regresi ganda $\hat{Y} = 22,86 + 0,47X_1 + 0,43X_2$.

Simpulan hasil penelitian adalah; terdapat hubungan positif yang berarti antara kepemimpinan transformasional dan sikap inovatif baik secara sendiri-sendiri maupun secara bersama-sama dengan prestasi kerja guru SMA Negeri di Kota Medan

ABSTRACT

Herman Lokot Siregar. NIM. 055030563. The Relationship of the Transformational Leadership and the Innovative Attitude with the Ability of Teacher State Senior High School at the Medan City, Thesis. Medan, Graduate Program, State University of Medan. June 2007.

This research of background overshadow by fact that effort of is ability of teacher can through the transformational leadership by through the leadership of headmaster and through the innovatif attitude from all teachers.

This research was aimed at discovering whether there were relationships between the transformational leadership with the ability of teacher, the innovative attitude with the ability of teacher, and than the transformational leadership and the innovative attitude together with the ability by teacher of state senior high school at the Medan City.

This study was a descriptive correlational research to observe the relationships of the research variables. The population was all, amounting to 356 and the sample were 70 people or 19,66 % taken from the population using stratified proportional random sampling by tehniue. The instrument used to collect the datas were questionnaires for the transformational leadership variable with reliability coefficient $r_{11} = 0,855$, the innovative attitude variable with reliability coefficient $r_{11} = 0,864$ and the ability of teacher variable with reliability coefficient $r_{11} = 0,878$. Data was analized by using product moment correlation, simple regression, multiple regression, and partial correlation and than t-tes.

The results of hypoteses testing indicated that (1) there was a significant relationship between the transformational leadership and the ability of teacher with correlation coefficient of $r = 0,7766$ or $r^2 = 0,6031$ and $t_{count} = 10,17 > t_{table} = 1,67$ with degree of free = 68 at the level of significance $\alpha = 0,05$, (2) there was a significant relationship between the innovative attitude and the ability of teacher with correlation coefficient of $r = 0,7599$ or $r^2 = 0,5774$ and $t_{count} = 9,64 > t_{table} = 1,67$ with degree of free = 68 at the level of significance $\alpha = 0,05$, and (3) there was a significant relationship between the transformational leadership and the innovative attitude together with the ability of teacher. This was shown with a correlation coefficien of $R = 0,8310$ or $R^2 = 0,6580$ with degree of free = 67 at the level of significance α , and effektive contribution is 65,80 % wich means that 65,80 % ability of teacher could be explained with the variables of transformational leadership and innovative attitude together through the similarity of the double regression line $\hat{Y} = 22,86 + 0,47X_1 + 0,43X_2$.

Conclude result of research is; there are positive relationship which mean between the transformational leadership and innovatif attitude either through by self and also by together with the Ability of Teacher State Senior High School at the Medan City.