

ABSTRAK

ELFRIANTO. NIM. 0819301019. Pengaruh Pengawasan, Kepemimpinan Instruksional, Budaya Organisasi, dan Motivasi Berprestasi terhadap Kinerja Guru SMP Muhammadiyah Kota Medan. **Disertasi**. Program Doktor Manajemen Pendidikan Pascasarjana Universitas Negeri Medan.

Penelitian ini bertujuan mengetahui: (1) pengaruh pengawasan terhadap motivasi berprestasi; (2) pengaruh kepemimpinan instruksional terhadap motivasi berprestasi; (3) pengaruh budaya organisasi terhadap motivasi berprestasi; (4) pengaruh pengawasan terhadap kinerja guru; (5) pengaruh kepemimpinan instruksional terhadap kinerja guru; (6) pengaruh budaya organisasi terhadap kinerja guru; dan (7) pengaruh motivasi berprestasi terhadap kinerja guru.

Subjek penelitian adalah guru SMP Muhammadiyah Kota Medan dengan jumlah sampel sebanyak 171 orang, yang diambil dengan cara *proportionate simple random sampling*, dan data dianalisis dengan menggunakan analisis jalur setelah dihitung korelasi seluruh variable penelitian dalam bentuk matriks. Hasil temuan penelitian diperoleh Kinerja guru SMP Muhammadiyah secara langsung dipengaruhi oleh Pengawasan, Kepemimpinan Instruksional, Budaya Organisasi, dan Motivasi Berprestasi. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh langsung pengawasan terhadap motivasi berprestasi; (2) terdapat pengaruh langsung kepemimpinan instruksional terhadap motivasi berprestasi; (3) terdapat pengaruh langsung budaya organisasi terhadap motivasi berprestasi; (4) terdapat pengaruh langsung pengawasan terhadap kinerja guru dinyatakan; (5) terdapat pengaruh langsung kepemimpinan instruksional terhadap kinerja guru; (6) terdapat pengaruh langsung budaya organisasi terhadap kinerja guru; dan (7) terdapat pengaruh langsung motivasi berprestasi terhadap kinerja guru. Hasil penelitian memberikan gambaran pengawasan, kepemimpinan instruksional, budaya organisasi, dan motivasi berprestasi mempengaruhi kinerja guru baik langsung dan tidak langsung sebesar 38,51% dan sisanya ditentukan keadaan lain.

ABSTRACT

ELFRIANTO. Student's Register Number. 0819301019. The Effect of supervisory, Instructional Leadership, Organizational Culture and Achievement Motivation on Teacher's Performance at SMP Muhammadiyah in Medan. Dissertation. Doctoral Program of Graduate Education Management. State University of Medan.

The objective of this research is to obtain information concerning: (1) the effect of supervisory on achievement motivation; (2) the effect of instructional leadership on achievement motivation; (3) the effect of organizational culture on achievement motivation; (4) the effect of supervisory on teacher performance; (5) the effect of instructional leadership on teacher performance; (6) the influence of organizational culture on teacher performance; and (7) the effect of achievement motivation on teacher's performance. Subjects of the study were teachers at SMP Muhammadiyah in Medan City with a total sample of 171, selected by proportional simple random sampling, and the data has been analysed by path analysis after all variabels put into the correlational matrix. The finding of the research shows that Teacher's Performance at SMP Muhammadiyah is effected directly by supervisory, Instructional Leadership, Organizational Culture and Achievement Motivation. .Based on hypothesis testing, it can be concluded that: (1) there is a direct effect of supervisory on achievement motivation; (2) there is a direct effect of instructional leadership on achievement motivation; (3) there is a direct effect of organizational culture on achievement motivation; (4) there is a direct effect of supervisory on teacher's performance; (5) there is a direct effect of instructional leadership on teacher's performance; (6) there is a direct effect of organizational culture on teacher's performance; and (7) there is a direct effect of achievement motivation on teacher's performance. The results showed that the supervisory support, instructional leadership, organizational culture, and achievement motivation affect teacher performance both directly and indirectly, of 38.51% and the rest is determined by other factors.

