

ABSTRAK

Novita Sari. Hubungan Antara Partisipasi Guru Dalam Pengambilan Keputusan dan Komunikasi Interpersonal dengan Motivasi Kerja Guru SMK-BM Kota Binjai. Tesis Program Pasca Sarjana Universitas Negeri Medan. 2004

Penelitian ini bertujuan untuk mengetahui hubungan antara partisipasi guru dalam pengambilan keputusan (X_1) dan komunikasi interpersonal (X_2) dengan motivasi kerja guru (Y) baik secara sendiri-sendiri maupun secara bersama-sama. Penelitian ini dilakukan di SMK-BM Kota Binjai. Populasi dalam penelitian berjumlah 292 orang. Dengan menggunakan teknik sampling proporsional acak berstrata diperoleh jumlah sampel sebanyak 68 (23%).

Hasil pengujian persyaratan analisis data menyimpulkan bahwa variabel Y , X_1 dan X_2 berdistribusi normal. Hasil pengujian diperoleh kesimpulan bahwa data variabel Y dilihat dari variabel X_1 dan variabel X_2 mempunyai variansi populasi yang homogen serta linier.

Hasil penelitian ini memperlihatkan bahwa : (1) terdapat hubungan yang positif antara partisipasi guru dalam pengambilan keputusan dengan motivasi kerja guru SMK-BM Kota Binjai sebesar $r = 0,33$; ($\hat{Y} = 128,32 + 0,27X_1$) dan sumbangan efektif 4,54% variasi yang terjadi pada motivasi kerja guru ditentukan oleh partisipasi guru dalam pengambilan keputusan, (2) terdapat hubungan yang positif antara komunikasi interpersonal dengan motivasi kerja guru SMK-BM Kota Binjai sebesar $r = 0,51$; ($\hat{Y} = 93,04 + 0,43X_2$) dan sumbangan efektif 22,86 % variasi yang terjadi pada motivasi kerja guru ditentukan oleh komunikasi interpersonal, dan (3) terdapat hubungan yang positif antara partisipasi guru dalam pengambilan keputusan dan komunikasi interpersonal secara bersama-sama dengan motivasi kerja guru SMK-BM Kota Binjai, $\hat{Y} = 90,01 + 0,11X_1 + 0,38X_2$, dan sebesar 27,40% variasi yang terjadi pada motivasi kerja guru ditentukan oleh partisipasi guru dalam pengambilan keputusan dan komunikasi interpersonal secara bersama-sama.

ABSTRACT

Novita Sari. The Relationship Between Teacher's Participation on Decision Making, Interpersonal Communication, and Teacher's Working Motivation of the State Vocational Schools-Business Management in Binjai. Thesis, Post Graduate Programmed, Medan State University, 2004.

This research aimed at knowing and finding out (1) the relationship between the teacher's participation on decision making and teacher's working motivation of the state vocational schools-business management in Binjai, (2) the relationship between the interpersonal communication and teacher's working motivation of the state vocational schools-business management in Binjai, (3) the relationship between the teacher's participation on decision making, interpersonal communication collectivity and teacher's working motivation of the state vocational schools-business management in Binjai. The population of the state vocational schools-business management in Binjai amount to 292 teacher's the samples of the research are 68 teacher's, and taken by using proportionally stratified random sampling system. The instrument in this research used the questioner propagated to all teacher's in of the state vocational schools in Binjai.

To test the hypothesis was done by simple and multiple regression analysis technique. The data experiment was analyzed by using regression of analysis technique, the simple correlation and multiple regression correlation. Before the data was analyzed is to be done terms test with normality test, the data of linearity test, and homogeneity test. The result of test can be taken from conclusions, the data of the teacher's working motivation, the data variable X_1 , and the data variable X_2 are normal distribution. The result of test between the variable X_1 and the variable Y are linear and homogeneous. The result of test between the data variable X_2 and the data variable Y are linear and homogeneous.

This research, shows that (1) There is a positive correlation between the teacher's participation on decision making and teacher's working motivation of the state vocational schools-business management in Binjai, with the formula $\hat{Y} = 128.32 + 0.27X_1$, and the whole contribution was effective between the teacher's participation on decision making is 4.54%. (2) There is a positive correlation between the interpersonal communication and teacher's working motivation of the state vocational schools-business management in Binjai, with the formula $\hat{Y} = 93.04 + 0.43X_2$, and the whole contribution effective between the interpersonal communication is 22.86%, and (3) There is a positive correlation between the teacher's participation on decision making, interpersonal communication collectivity and teacher's working motivation of the state vocational schools-business management in Binjai, with the formula $\hat{Y} = 90.01 + 0.11X_1 + 0.38X_2$, and the research aimed at knowing and finding out the teacher's participation on decision making, interpersonal communication all together is influenced 27.40% variation the teacher's working motivation.