

ABSTRAK

Erna Irawati Hasibuan. **Hubungan Intensitas Supervisi Pengawas Taman Kanak-Kanak/Sekolah Dasar dan Disiplin Kerja Dengan Kinerja Kepala Taman Kanak-Kanak Di Kota Medan.** Program Pascasarjana, Universitas Negeri Medan, Juli 2004.

Masalah dalam penelitian ini adalah (a) Apakah ada hubungan yang signifikan antara intensitas supervisi pengawas TK/SD dengan kinerja kepala TK di Kota Medan? (b) Apakah ada hubungan yang signifikan antara disiplin kerja dengan kinerja kepala TK di Kota Medan? (c) Apakah ada hubungan yang signifikan antara intensitas supervisi pengawas TK/SD dan disiplin kerja secara bersama-sama dengan kinerja kepala TK? Selanjutnya tujuan penelitian ini ialah memperoleh gambaran mengenai hubungan intensitas supervisi pengawas TK/SD dan disiplin kerja kepala TK secara bersama-sama dengan kinerja kepala TK di Kota Medan. Kegunaan penelitian ini secara teoritis adalah diharapkan dapat memberikan masukan yang berharga bagi pengelola TK, dan secara praktis bagi kepala TK se Kota Medan agar melaksanakan tugas pokok sesuai dengan peraturan yang berlaku dan disiplin kerja yang tinggi sehingga tujuan pendidikan di TK dapat tercapai.

Populasi penelitian ini adalah seluruh kepala TK se Kota Medan dengan jumlah 230 orang. Sampel diambil secara *stratified proportional random sampling*, yaitu peneliti memberikan peluang yang sama kepada anggota populasi untuk menjadi sampel. Dengan rumus Cochran hasil perhitungan sampel terpilih strata usia berjumlah 73 orang. Variabel dalam penelitian ini adalah intensitas supervisi pengawas TK/SD, disiplin kerja, dan kinerja kepala TK yang seluruhnya diukur dengan instrumen angket yang berskala Likert dengan lima option.

Hasil penelitian ini memperlihatkan bahwa, (a) terdapat hubungan yang signifikan antara intensitas supervisi pengawas TK/SD dengan kinerja kepala TK se Kota Medan. Sumbangan variabel intensitas supervisi pengawas TK/SD terhadap kinerja kepala TK sebesar 24,30%. (2) terdapat hubungan yang signifikan antara disiplin kerja dan kinerja kepala TK se Kota Medan. Sumbangan variabel disiplin kerja terhadap kinerja kepala TK sebesar 32,20%. (3) terdapat hubungan yang signifikan antara intensitas supervisi pengawas TK/SD dan disiplin kerja secara bersama-sama dengan kinerja kepala TK se Kota Medan. Sumbangan variabel intensitas supervisi pengawas TK/SD dan disiplin kerja secara bersama-sama dengan kinerja kepala TK sebesar 46,90%.

ABSTRACT

Erna Irawati Hasibuan, **Correlation of Supervision Intensity of Kindergarten / elementary School and Work Dicipline to Performance of Chief Kindergarten in Medan City**. Program of postgraduate, State University of Medan, July 2004.

The problems of this research are. (a) Whether there is a significant correlation between supervision intensity of Kindergarten/ Elementary School to performance of chief Kindergarten in Medan city, (b) Whether there is a signifi cant correlation between work discipline to performance of chief Kindergarten in Medan city, (c) Whethier there is a significant correlation between supervision intensity of Kindergarten/ Elementary School supervisors and work discipline to performance of chief Kindergarten furthermore, the objective of this research is to get a description about correlation of supervision intensity of Kindergarten/ Elementary School supervisors and work discipline of chief Kindergarten collectively to performance of chief Kindergarten in Medan city. Theoretically the importance of this research is hope to give valuable input for managers of Kindergarten and practically for chief Kindergarten Medan city in order to implement the basic task according to the effective regulations and high work discipline to achieve the goal of education in Kindergarten.

The population in this research is all chiefs of Kindergarten in Medan city consisting of 230 peoples. The sample is stratified proportional random sampling, a research giving the equal chance for member of population to be included into a sample. Through formula of Cohran result of sample calculation was selected the age stratum for 73 peoples. The variables in this research are supervisions intensity of Kindergarten/ Elementary School supervisors, work discipline, and performance of chief Kindergarten of which all are measured by likert scaled questionnaire instruments with five options.

The result of research indicated that, (a) there is a significant correlation between supervision intensity of Kindergarten/ Elementary School supervisor to performance of chief Kindergarten in Medan city. Contribution of supervision intensity variable of Kindergarten/ Elementary School supervisors on performance of chief Kindergarten is 24.30 %, (2) there is a significant correlation between work discipline and performance of chief Kindergarten in Medan city. Contribution of work discipline variable on performance of chief Kindergarten is 32.20 %, (3) There is a significant correlation between supervision intensity of Kindergarten/ Elementary School supervisors to work dicipline collectively to performance of chief Kindergarten in Medan city. Contribution of superision intensity variable of Kindergarten/ Elementary School supervisors collectively to performance of chief kindergarten is 46.90 %.