

ABSTRAK

Simanjuntak, Tonggo. **Hubungan Kemampuan Manajerial dan Gaya Kepemimpinan Kepala Sekolah dengan Kreativitas Kerja Guru SD Negeri Kecamatan Medan Barat (2004)**. Program Pascasarjana, Universitas Negeri Medan, April 2004.

Permasalahan yang dikaji dalam penelitian ini, bagaimanakah hubungan kemampuan manajerial dan gaya kepemimpinan kepala sekolah dengan kreativitas kerja guru SD Negeri Kecamatan Medan Barat.

Penelitian ini bertujuan untuk mengetahui hubungan kemampuan manajerial dan gaya kepemimpinan kepala sekolah dengan kreativitas kerja guru SD Negeri Kecamatan Medan Barat.

Populasi penelitian ini adalah seluruh guru SD Negeri Kecamatan Medan Barat sebanyak 138 orang dan 66 orang responden sebagai sampel penelitian dengan teknik "Stratified Proporsional Random Sampling". Dalam penelitian ini diajukan tiga hipotesis. Pertama, terdapat hubungan yang positif dan berarti antara kemampuan manajerial dengan kreativitas kerja guru SD Negeri Kecamatan Medan Barat. Kedua, terdapat hubungan yang positif dan berarti antara gaya kepemimpinan kepala sekolah dengan kreativitas kerja guru SD Negeri Kecamatan Medan Barat. Ketiga, terdapat hubungan yang positif dan berarti antara kemampuan manajerial dan gaya kepemimpinan kepala sekolah secara bersama-sama dengan kreativitas kerja guru SD Negeri Kecamatan Medan Barat. Instrumen penelitian adalah kuesioner untuk variabel kemampuan manajerial (X_1) dan gaya kepemimpinan kepala sekolah (X_2) dan variabel kreativitas kerja guru SD Negeri Kecamatan Medan Barat (Y). Untuk menguji validitas dilakukan analisis butir soal sedangkan reliabilitas instrumen dianalisis dengan teknik Alpha Cronbach dan diperoleh reliabilitas $Y = 0,9412$, $X_1 = 0,9263$, dan $X_2 = 0,9265$.

Hasil analisis data menunjukkan bahwa kemampuan manajerial berhubungan positif dan berarti dengan kreativitas kerja guru SD Negeri Kecamatan Medan Barat koefisien korelasi sebesar $r = 0,466$. Gaya kepemimpinan kepala sekolah berhubungan positif dan berarti dengan kreativitas kerja guru SD Negeri Kecamatan Medan Barat koefisien korelasi sebesar $r = 0,281$. Melalui analisis regresi, kemampuan manajerial dan gaya kepemimpinan kepala sekolah secara bersama-sama memberikan hubungan yang berarti dengan kreativitas kerja guru SD Negeri Kecamatan Medan Barat koefisien korelasinya sebesar $r = 0,519$ sedangkan persamaan regresi ganda adalah $\hat{Y} = 78,585 + 0,453X_1 + 0,202X_2$ artinya semakin baik kemampuan manajerial maka semakin baik pula kreativitas kerja guru SD Negeri Kecamatan Medan Barat, semakin baik gaya kepemimpinan kepala sekolah, maka semakin baik pula kreativitas kerja guru SD Negeri Kecamatan Medan Barat.

ABSTRACT

Simanjuntak, Tonggo. **The Relationship of Managerial Ability and Leadership Styles Senior High School Headmaster with The Creativity Primary Teacher Work West Medan Subdistrict (2004)** Post Graduate Program, state University, Medan, April 2004.

The problems analyzed in this research was how for the relationship of managerial ability and leadership styles senior high school headmaster with the creativity primary teacher work West Medan Subdistrict.

This research is aimed to know the relationship of managerial ability and leadership styles senior high school headmaster with the creativity primary teacher work West Medan Subdistrict.

The reseach population was all of SD teachers West Medan Subdistrict. The population amounts is 138 with 66 respondents as the research sample which resulted from the *stratified proportional random sampling* technique. There are three hypothesis proposed in this research. First, there is a positive and significant relationship between the managerial ability with the creativity primary teacher work West Medan Subdistrict. Second, there is a positive and significant relationship between leadership styles senior high school headmaster with the creativity primary teacher work West Medan Subdistrict. Third, there is a positive and significant between the managerial ability and leadership styles senior high school headmaster recipit altogether with the creativity primary teacher work West Medan Subdistrict.

Instrument used in this research were questionare in order to find out variable of maanagerial ability and leadership styles senior high school headmaster and variable of creativity primary teacher work West Medan Subdistrict. To test the validity, analysis of drill is conducted, while the reliability of instrument is analyzed by Alpha Cronbach. The result yield was $Y = 0,9412$, $X_1 = 0,9263$, and $X_2 = 0,9265$.

The data result shows that managerial ability positively and significantly correlates creativity primary teacher work West Medan Subdistrict with correlation coeffisient $r = 0,466$. leadership styles senior high school headmaster positively and significantly correlates with of creativity primary teacher work West Medan Subdistrict with correlation coeffisient $r = 0,281$. There is positive relations between the managerial ability and leadership styles senior high school headmaster altogether wit the correlation eih the rate 0.519. the ration is $\hat{Y} = 78,585 + 0,453 X_1 + 0,202 X_2$ it means that the batter managerial ability is, the more creativity primary teacher work West Medan Subdistrict. Leadership styles senior high school headmaster is, the more creativity primary teacher work West Medan Subdistrict.