

## ABSTRAK

**RYO WIDODO. NIM. 045030397. Hubungan Pelaksanaan Supervisi dan Kemampuan Koordinasi Kepala Sekolah dengan Prestasi Kerja Guru SMA Swasta di Kecamatan Medan Tembung. Tesis, Program Pascasarjana Universitas Negeri Medan, Februari 2006.**

Penelitian ini bertujuan untuk meneliti apakah ada hubungan pelaksanaan supervisi dengan prestasi kerja guru, hubungan kemampuan koordinasi kepala sekolah dengan prestasi kerja guru, dan hubungan antara pelaksanaan supervisi dan kemampuan koordinasi kepala sekolah secara bersama-sama dengan prestasi kerja guru Sekolah Menengah Atas (SMA) Swasta di Kecamatan Medan Tembung.

Penelitian ini adalah penelitian deskriptif korelasional untuk melihat hubungan antara variabel penelitian. Populasinya adalah seluruh guru di sekolah itu yang berjumlah 247 orang, dan yang menjadi sampel penelitian sebanyak 96 orang atau 38,87 % diambil dari populasi dengan menggunakan teknik stratified proporsional random sampling. Instrumen pengumpulan data adalah angket untuk variabel pelaksanaan supervisi dengan koefisien reliabilitas  $r_{11} = 0,866$ , kemampuan koordinasi kepala sekolah dengan koefisien reliabilitas  $r_{11} = 0,880$ , dan prestasi kerja guru dengan koefisien reliabilitas  $r_{11} = 0,893$ .

Hasil pengujian hipotesis menunjukkan: (1). Terdapat hubungan yang signifikan pelaksanaan supervisi dengan prestasi kerja guru ditunjukkan dengan koefisien korelasi sebesar  $r = 0,7331$  atau  $r^2 = 0,5374$  dan  $t_{hitung} = 10,45 > t_{tabel} = 1,99$  dengan  $dk = 94$  pada taraf signifikan  $\alpha = 0,05$ , (2). Terdapat hubungan yang signifikan kemampuan koordinasi kepala sekolah dengan prestasi kerja guru ditunjukkan dengan koefisien korelasi sebesar  $r = 0,7956$  atau  $r^2 = 0,6329$  dan  $t_{hitung} = 12,73 > t_{tabel} = 1,99$  dengan  $dk = 94$  pada taraf signifikan  $\alpha = 0,05$ , (3). Terdapat hubungan yang signifikan antara pelaksanaan supervisi dan kemampuan koordinasi kepala sekolah secara bersama dengan prestasi kerja guru. Hal ini ditunjukkan dengan koefisien korelasi sebesar  $R = 0,824$ , dengan indeks determinasi sebesar  $R^2 = 0,679$  yang berarti bahwa 67,9 % prestasi kerja guru dapat dijelaskan dengan variabel pelaksanaan supervisi dan kemampuan koordinasi kepala sekolah secara bersama-sama melalui persamaan garis regresi ganda  $\hat{Y} = 1,39 + 0,45X_1 + 0,67X_2$ .

## ABSTRACT

**RYO WIDODO. NIM. 045030397. The Relationship between the Implementation of Supervision and the Coordination Ability of Headmaster with Teacher Work Achievement of the Private Senior High School (Sekolah Menengah Atas: SMA) Medan Tembung Subdistrict, Thesis. Medan, Graduate Program, State University of Medan. February, 2006.**

This research was aimed at discovering whether there were relationships between the implementation of supervision and teacher work achievement, the coordination ability of school headmaster and teacher work achievement, and the implementation supervision and the coordination ability of school headmaster together with teacher work achievement of the private Senior High School (Sekolah Menengah Atas: SMA) Medan Tembung Subdistrict.

This study was a descriptive correlational research to observe the relationships of the research variables. The population was all teachers in that school, amounting to two hundred and forty seven teachers and the sample were 96 teachers or 38,87 % taken from the population using proportional stratified random sampling by technique. The instrument used to collect the datas were questionnaires for the implementation of supervision variable with reliability coefficient  $r_{11} = 0,866$ , the coordination ability of the school headmaster with reliability coefficient  $r_{11} = 0,880$  and teacher work achievement reliability coefficient  $r_{11} = 0,893$ .

The results of hypotheses testing indicated that (1) there was a significant relationship between the implementation of supervision and teacher work achievement with correlation coefficient of  $r = 0,7331$  or  $r^2 = 0,5374$  and  $F_{count} = 10,45 > F_{table} = 1,99$  with degree of free = 94 at the level of significance  $\alpha = 0,05$ , (2) there was a significant relationship between the coordination ability of school headmaster and teacher work achievement with correlation coefficient of  $r = 0,7956$  or  $r^2 = 0,6329$  and  $F_{count} = 12,73 > F_{table} = 1,99$  with degree of free = 94 at the level of significance  $\alpha = 0,05$ , and (3) there was a significant relationship between the implementation of supervision and the coordination ability school headmaster together with teacher work achievement. This was shown with a correlation coefficient of  $R = 0,824$  with determinant index of  $R^2 = 0,679$  wich means that 67,9 % teacher work achievement could be explained with the variables of implementation of supervision and the coordination ability of school headmaster together through the similarity of the double regression line  $\hat{Y} = 1,39 + 0,45X_1 + 0,67X_2$ .