

ABSTRAK

Lautdin Sitinjak. Hubungan Kepemimpinan Transformasional Dan Sikap Inovatif Dengan Kinerja Guru Produktif SMK Negeri di Kabupaten Humbang Hasundutan (2007). Program Pascasarjana Universitas Negeri Medan, Pebruari 2007

Penelitian ini bertujuan untuk mengetahui hubungan kepemimpinan transformasional dan sikap inovatif dengan kinerja guru produktif SMK Negeri di Kabupaten Humbang Hasundutan. Penelitian ini menggunakan metode statistik korelasional dengan responden semua guru produktif SMK Negeri yang berstatus pegawai negeri sipil di Kabupaten Humbang Hasundutan sebanyak 47 orang. Pengumpulan data kepemimpinan transformasional, sikap inovatif, dan kinerja guru produktif diperoleh melalui kuesioner.

Data dianalisis dengan menggunakan teknik korelasi sederhana, regresi, korelasi ganda, dan korelasi parsial. Hasil temuan penelitian adalah terdapat hubungan yang positif antara: (1) kepemimpinan transformasional dengan kinerja guru produktif dengan r_{y_1} sebesar 0,701, koefisien determinasinya = 0,491 dengan persamaan regresi $\hat{Y} = 24,51 + 0,66 X_1$ serta sumbangan efektifnya 22,90%. (2) sikap inovatif dengan kinerja guru produktif dengan r_{y_2} sebesar 0,790, koefisien determinasinya = 0,624 dengan persamaan regresi $\hat{Y} = 22,63 + 0,66 X_2$ serta sumbangan efektifnya 45,60%. (3) kepemimpinan transformasional dan sikap inovatif secara bersama-sama dengan kinerja guru produktif dengan $r_{y_{12}}$ sebesar 0,833, koefisien determinasinya = 0,686 dengan persamaan regresi ganda $\hat{Y} = 12,757 + 0,31 X_1 + 0,48 X_2$.

Besarnya koefisien korelasi parsial antara variabel kepemimpinan transformasional dengan kinerja guru produktif jika variabel sikap inovatif dikontrol adalah sebesar 0,463 sedangkan koefisien korelasi parsial antara variabel sikap inovatif dengan kinerja guru produktif jika variabel kepemimpinan transformasional dikontrol adalah sebesar 0,626.

Hasil penelitian ini menyimpulkan bahwa makin tinggi kepemimpinan transformasional dan sikap inovatif maka makin efektif kinerja guru produktif SMK Negeri di Kabupaten Humbang Hasundutan.

ABSTRACT

Sitinjak Lautdin. The Relationship between of the Transformational Leadership and Innovative Attitude with Productive Teacher Performance of State SMK at Humbang Hasundutan Regency (2007). Post Programed, Medan State University, February 2007.

The research is aim to find out the relationship between transformational leadership and innovative attitude with productive teacher performance of state SMK at Humbang Hasundutan Regency. The research used correlation method which the repondents are teachers of state SMK with $N = 47$ teachers. The data transformational leadership, innovative attitude, and productive teacher performance have been getting by questionnaire.

The data was analyzed by using the simple correlation, the simple regresion, multiple correlation, and partial correlation technique. The result of the research is indicated that there is positive correlation between: (1) transformatonal leadership with productive teacher performance with correlation ($r_{y_1} = 0,701$), determination coefficient = 0,491, the regression similarities $\hat{Y} = 24,51 + 0,66 X_1$ and the contribution effective 22,90%. (2) innovative attitude with productive teacher performance with correlation ($r_{y_2} = 0,790$), determination coefficient = 0,624, the regression similarities $\hat{Y} = 22,63 + 0,66 X_2$ and the contribution effective 45,60%. (3) furthermore, there is positive correlation between transformational leadership and innovation attitude as two independent variabel simultaneously toward productive teaches performance with $r_{y_{12}} = 0,833$, and the regression similarities $\hat{Y} = 12,757,51 + 0,31X_1 + 0,487X_2$.

Coeffisien correlation partial of the variabel transformational leadership and productive teachers performance if innovative attitude was controlled = 0,463, variabel innovative attitude with productive teachers performance if transformational was controlled = 0,626.

Finally, the research summarizes that there is more higher of transformational leadership and innovative attitude so that become more productive teacher performant of state SMK at Humbang Hasundutan Regency.