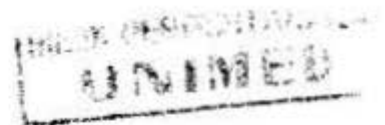


## ABSTRAK



**Jermina Simanjuntak. NIM. 055030544. Hubungan Pelaksanaan Koordinasi Kepala Sekolah dan Efektivitas Pelatihan Profesi Guru SMP Negeri 18 Medan. Tesis, Program Pascasarjana Universitas Negeri Medan, September 2007.**

Penelitian ini bertujuan untuk mengetahui dan mendeskripsikan hubungan pelaksanaan koordinasi kepala sekolah dengan kinerja guru, hubungan efektivitas pelatihan profesi guru dengan kinerja guru, dan pelaksanaan koordinasi kepala sekolah dan efektivitas pelatihan profesi guru secara bersama-sama dengan kinerja guru.

Penelitian ini merupakan penelitian deskriptif korelasional karena melihat hubungan antar variabel penelitian. Populasi penelitian ini adalah seluruh guru di ISMP Negeri 18 Medan yang berjumlah 75 orang, dan yang menjadi sampel penelitian sebanyak 42 orang atau 56 % yang diambil dari populasi dengan menggunakan teknik stratified proportional random sampling. Instrumen pengumpulan data adalah angket untuk variabel kinerja guru dengan koefisien reliabilitas  $r_{11} = 0,881$ , variabel pelaksanaan koordinasi kepala sekolah dengan koefisien reliabilitas  $r_{11} = 0,859$ , dan efektivitas pelatihan profesi guru dengan koefisien reliabilitas  $r_{11} = 0,840$ . Data dianalisis menggunakan teknik korelasi produk momen, regresi sederhana, regresi ganda, dan korelasi parsial.

Hasil pengujian hipotesis menunjukkan: (1). terdapat hubungan positif yang berarti kepemimpinan transformasional dengan prestasi kerja guru ditunjukkan dengan koefisien korelasi sebesar  $r = 0,7722$  dan  $t_{hitung} = 7,69 > t_{tabel} = 1,68$  dengan  $dk = 40$  pada taraf kepercayaan  $\alpha = 5 \%$ , (2). terdapat hubungan positif yang berarti efektivitas pelatihan profesi guru dengan kinerja guru ditunjukkan dengan koefisien korelasi sebesar  $r = 0,7089$  dan  $t_{hitung} = 6,36 > t_{tabel} = 1,68$  dengan  $dk = 40$  pada taraf kepercayaan  $\alpha = 5 \%$ , (3). terdapat hubungan positif yang berarti antara pelaksanaan koordinasi kepala sekolah dan efektivitas pelatihan profesi guru secara bersama-sama dengan kinerja guru. Hal ini ditunjukkan dengan koefisien korelasi sebesar  $R = 0,8040$  atau  $R^2 = 0,6464$  dengan  $dk = 39$  pada taraf kepercayaan  $\alpha = 5 \%$  dan sumbangan efektif yang diberikan variabel pelaksanaan koordinasi kepala sekolah dan efektivitas pelatihan profesi guru terhadap kinerja guru sebesar 64,64 %, yang berarti bahwa 64,64 % kinerja guru SMP Negeri 18 Medan dapat dijelaskan dengan variabel pelaksanaan koordinasi kepala sekolah dan efektivitas pelatihan profesi guru secara bersama-sama melalui persamaan garis regresi ganda  $\hat{Y} = 75,90 + 0,47X_1 + 0,32X_2$ .

Simpulan hasil penelitian adalah; terdapat hubungan positif yang berarti antara pelaksanaan koordinasi kepala sekolah dan efektivitas pelatihan profesi guru baik secara sendiri-sendiri maupun secara bersama-sama dengan kinerja guru SMP Negeri 18 Medan.

## ABSTRACT

**Jermina Simanjuntak. NIM. 055030544. The Relationship of the Execution Coordination of Headmaster and Effectivity Training of Teacher Profession with the Performance of Teacher State Junior High School 18<sup>th</sup> of Medan, Thesis. Medan, Graduate Program, State University of Medan. September 2007.**

This research was aimed at finding out the relationships between the execution coordination of headmaster with the performance of teacher, the effectivity training of teacher profession with the performance of teacher, and than the execution coordination of headmaster and the effectivity training of teacher profession together with the performance of teacher state junior high school 18<sup>th</sup> of Medan.

This study was a descriptive correlational research to observe the relationships of the research variables. The population was all, amounting to 75 and the sample were 42 people or 56 % taken from the population using stratified proportional random sampling by tehniq. The instrument used to collect the datas were questionnaires for the performance of teacher variable with reliability coefficient  $r_{11} = 0,881$ , the execution coordination of headmaster variable with reliability coefficient  $r_{11} = 0,859$ , and the effectivity training of teacher profession variable with reliability coefficient  $r_{11} = 0,840$ . Data was analized by using product moment correlation, simple regression, multiple regression, and partial correlation.

The results of hypoteses testing indicated that (1) there was a significant relationship between the execution coordination of headmaster and the performance of teacher with correlation coefficient of  $r = 0,7722$  and  $t_{count} = 7,69 > t_{table} = 1,68$  with degree of free = 40 at the level of significance  $\alpha = 5 \%$ , (2) there was a significant relationship between the effectivity training of teacher profession and the performance of teacher with correlation coefficient of  $r = 0,7089$  and  $t_{count} = 6,63 > t_{table} = 1,68$  with degree of free = 40 at the level of significance  $\alpha = 5 \%$ , and (3) there was a significant relationship between the execution coordination of headmaster and the effectivity training of teacher profession together with the performance of teacher. This was shown with a correlation coefficient of  $R = 0,8040$  or  $R^2 = 0,6464$  with degree of free = 39 at the level of significance  $\alpha = 5 \%$ , and effektive contribution is 64,64 % wich means that 64,64 % the performance of teacher state junior high scool 18<sup>th</sup> of Medan could be explained with the variables of execution coordination of headmaster and effectivity training of teacher profession together through the similarity of the double regression line  $\hat{Y} = 75,90 + 0,47X_1 + 0,32X_2$ .

Conclude result of research is; there are positive relationship which mean between the execution coordination of headmaster and the effectivity training of teacher profession either through by self and also by together with the performance of Teacher State Junior High School 18<sup>th</sup> at the Medan City.