ABSTRAK

Dahlia. Pengaruh Kecerdasan Emosional Guru, Iklim Kerja, dan Motivasi Kerja terhadap Kinerja Guru SD Negeri di Kecamatan Medan Denai, Medan Tesis: Program Pascasarjana Universitas Negeri Medan. 2017

Penelitian ini bertujuan untuk mengetahui dan menjawab permasalahan dari lima hipotesis yang diajukan, yakni pengaruh langsung kecerdasan emosional guru terhadap motivasi kerja dan terhadap kinerja guru, pengaruh langsung iklim kerja terhadap motivasi kerja dan terhadap kinerja guru, dan pengaruh motivasi kerja terhadap kinerja guru SD Negeri Se-Kecamatan Medan Denai.

Populasi penelitian adalah seluruh guru di Kecamatan Medan Denai dengan jumlah 289 orang. Sampel penelitian berjumlah 173 orang yang diambil dengan teknik *startified random sampling*. Instrumen penelitian adalah kuesioner dengan analisis uji coba validitas dan reliabilitas. Uji persyaratan analisis adalah uji normalitas, homogenitas, linearitas dan keberartian regresi kemudian dilakukan analisis data dengan model *path analysis*.

Hasil persentase skor kecerdasan emosional guru berada pada skor rata-rata sebanyak 34,68 % (60 responden) dan di bawah skor rata-rata sebanyak 23,69% (41 responden). Persentase skor iklim kerja berada pada skor rata-rata sebanyak 6,93 % (12 responden), dan di bawah skor rata-rata sebanyak 45,66 % (79 responden). Persentase skor motivasi kerja berada pada skor rata-rata sebanyak 12,13% (21 responden), dan di bawah skor rata-rata sebanyak 13,55% (24 responden). Persentase skor kinerja guru berada pada skor rata-rata sebanyak 30,63 % (53 responden) dan di bawah skor rata-rata sebanyak 47,39% (82 responden).

Hasil penelitian terhadap pengaruh persepsi tentang kecerdasan emosional, iklim kerja, dan motivasi kerja terhadap kinerja guru SD negeri Medan Denai terdapat hubungan yang signifikan. Hasil tersebut terlihat dari persentase pemerolehan skor dari intrumen angket tertutup.

ABSTRACT

Dahlia. *Effect of Emotional lntelligenu Teochtr, Teaclrer Working Climate And Work Motivation Teacher to Teacher Performance Elementary School in the 1isric1 of Medan Dena/. Thesis. Graduate Program, State University of Medan.*

This study aims to identify and address the problem of the jive hypothesis, namely the direct influence of emotional intelligence of teachers 10 work motivation and the performance of reachers, the direct influence the working climate on work motivation and the performance of teachers, and the influence of work motivation on reacher performance SD Negeri, Kecamaran Medan Dena. The study population was all reachers in the district of Medan Dena/ with the number of 289 people. These samples included 173 people who were taken with stratified random sampling technique. The research instrument was a questionnaire with analysis of test validity and reliability. Test requirements analysis is the normality rest, homogeneity, linearity and significance of regression as analysts of dara with the model of path analysis.

Results percentage score of emotional intelligence scores of teachers at an average *of 14.68-A (60 respondents) and below the average score as much as 23.69% (4/ respondents). Percentage score on the score of the working climate is* an average *of 6.9J% (12 respondents), and below the average score as much as 45.66% (79 respondents). Percentage scores were motivation to work on the score of an average of 12.1J% (21 respondents), and below the average score as much as JJ.55% (24 respondents). Percentage score score performance of teacher at an average of 30.63% (53 respondents) and below the average score as much as 47.39% (82 respondents).*

The study of the influence of the perception of emotional Intelligence, work climate and work motivation on the performance of public schoolteachers Medon Denai significant relationship. Results ore visible from the percentage obtaining a ore of instruments enclosed questionnaire.