

ABSTRAK

Feisal Alfredi Berutu, 8136132015. Hubungan Persepsi Guru Tentang Supervisi Akademik, Iklim Kerja Dan Motivasi Kerja Guru Dengan Kepuasan Kerja Guru SMA Kabupaten Pakpak Bharat.

Tesis. Pascasarjana. Universitas Negeri Medan (UNIMED). 2016.

Penelitian ini bertujuan untuk mengetahui: (1) Apakah terdapat hubungan yang positif antara persepsi guru tentang supervisi akademik dengan kepuasan kerja guru, (2) Apakah terdapat hubungan yang positif antara iklim kerja dengan kepuasan kerja guru, (3) Apakah terdapat hubungan yang positif antara motivasi kerja guru dengan kepuasan kerja guru, (4) Apakah terdapat hubungan yang positif antara persepsi guru tentang supervisi akademik, iklim kerja, motivasi kerja guru secara bersama-sama dengan kepuasan kerja guru. Penelitian ini adalah penelitian kuantitatif jenis korelasional dengan sampel penelitian sebanyak 101 orang. Pengambilan sampel dilakukan dengan rumus *proporsional random sampling* dengan memperhatikan proporsi populasi. Instrumen penelitian menggunakan angket. Uji hipotesis menggunakan analisis korelasi sederhana, korelasi ganda, dan korelasi parsial pada taraf signifikansi $\alpha = 0,05$.

Hasil penelitian menunjukkan: (1) terdapat hubungan yang positif antara persepsi guru tentang supervisi akademik dengan kepuasan kerja guru dengan koefisien korelasi sebesar $r = 0,313$ serta memberikan sumbangan efektif sebesar 21,86%, (2) terdapat hubungan yang positif antara iklim kerja dengan kepuasan kerja guru dengan koefisien korelasi $r = 0,226$ serta memberikan sumbangan efektif sebesar 60,49%, (3) terdapat hubungan yang positif antara motivasi kerja guru dengan kepuasan kerja guru dengan koefisien korelasi sebesar $r = 0,216$ serta memberikan sumbangan efektif sebesar 17,37%, (4) terdapat hubungan yang positif antara persepsi guru tentang supervisi akademik, iklim kerja, motivasi kerja guru secara bersama-sama dengan kepuasan kerja guru dengan koefisien korelasi sebesar $R = 0,800$ serta memberikan sumbangan efektif sebesar 99,72%. Sebagai tindak lanjut dari hasil penelitian ini diharapkan kepada Kepala Sekolah untuk selalu menggerakkan, mengarahkan, dan mendorong guru agar bekerja sesuai tujuan sekolah, dan kepada Guru meningkatkan kemampuan dan keterampilannya dalam menjalankan proses belajar mengajar.



ABSTRACT

Feisal Alfredi Berutu, 8136132015. **The Correlations Among The Perception of Teachers On Academic Supervision, Work Climate And Work Motivation of Teacher With High School Teacher Job Satisfaction in District of Pakpak Bharat.**

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This study aims to determine: (1) Whether there is a positive relationship between teachers' perceptions about the supervision of the academic and job satisfaction of teachers, (2) Whether there is a positive relationship between work climate and job satisfaction of teachers, (3) Whether there is a positive relationship between teacher work motivation and job satisfaction of teachers, (4) Whether there is a positive relationship between the perception of teachers about academic supervision, work climate, motivation of teachers working together with teacher job satisfaction. This research is a quantitative correlation with the type of sample as many as 101 people. Sampling was done by proportional random sampling formula by taking into account the proportion of the population. The research instrument used questionnaire. Test the hypothesis used a simple correlation analysis, multiple correlation and partial correlation at significance level $\alpha = 0.05$.

The results showed: (1) there is a positive relationship between the perception of teachers about academic supervision and job satisfaction of teachers with a correlation coefficient of $r = 0.313$ and contribute effectively amounted to 21.86%, (2) there is a positive relationship between job climate and job satisfaction of teacher with a correlation coefficient $r = 0.226$ and contribute effectively amounted to 60.49%, (3) there is a positive relationship between teachers' work motivation and job satisfaction of teachers with a correlation coefficient of $r = 0.216$ and contribute effectively 17.37%, (4) there is a positive relationship between the perception of teachers about academic supervision, work climate, motivation of teachers working together with job satisfaction of teachers with a correlation coefficient of $R = 0.800$ and contribute effectively amounted to 99.72%. As a follow up of the results of this study are expected to Principal's always moving, directing, and encouraging teachers to work according to the purpose of the school, and the teacher enhance the capabilities and skill in learning process.