

ABSTRAK

MARUMBAL SIAHAAN. NIM. 055030449. Hubungan Ketidakpuasan Konstruktif dan Gaya Kepemimpinan Administratif dengan Loyalitas Institusional Guru SMP Negeri di Kabupaten Deli Serdang. Tesis, Program Pascasarjana Universitas Negeri Medan, Januari 2007.

Penelitian ini bertujuan untuk mengetahui hubungan ketidakpuasan konstruktif dengan loyalitas institusional guru, hubungan gaya kepemimpinan administratif dengan loyalitas institusional guru, dan hubungan antara ketidakpuasan konstruktif dan gaya kepemimpinan administratif secara bersama-sama dengan loyalitas institusional guru.

Penelitian ini merupakan penelitian deskriptif korelasional karena melihat hubungan antar variabel penelitian. Populasi penelitian ini adalah seluruh guru di lima SMP Negeri di Kabupaten Deli Serdang yang berjumlah 307 orang, dan yang menjadi sampel penelitian sebanyak 71 orang atau 23,13 % yang diambil dari populasi dengan menggunakan teknik stratified proportional random sampling. Instrumen pengumpulan data adalah angket untuk variabel ketidakpuasan konstruktif dengan koefisien reliabilitas $r_{11} = 0,851$, gaya kepemimpinan administratif dengan koefisien reliabilitas $r_{11} = 0,894$, dan loyalitas institusional guru dengan koefisien reliabilitas $r_{11} = 0,875$.

Hasil pengujian hipotesis menunjukkan: (1). Terdapat hubungan positif yang berarti ketidakpuasan konstruktif dengan loyalitas institusional guru ditunjukkan dengan koefisien korelasi sebesar $r = 0,7292$ atau $r^2 = 0,5317$ dan $t_{hitung} = 8,85 > t_{tabel} = 1,67$ dengan $dk = 69$ pada taraf signifikansi $\alpha = 0,05$, (2). Terdapat hubungan positif yang berarti gaya kepemimpinan administrative dengan loyalitas institusional guru ditunjukkan dengan koefisien korelasi sebesar $r = 0,7979$ atau $r^2 = 0,6366$ dan $t_{hitung} = 10,99 > t_{tabel} = 1,67$ dengan $dk = 69$ pada taraf signifikansi $\alpha = 0,05$, (3). Terdapat hubungan positif yang berarti antara ketidakpuasan konstruktif dan gaya kepemimpinan administrative secara bersama-sama dengan loyalitas institusional guru. Hal ini ditunjukkan dengan koefisien korelasi sebesar $R = 0,8110$, dengan indeks determinasi sebesar $R^2 = 0,6580$ yang berarti bahwa 65,80 % loyalitas institusional guru dapat dijelaskan dengan variabel ketidakpuasan konstruktif dan gaya kepemimpinan administrative secara bersama-sama melalui persamaan garis regresi ganda $\hat{Y} = 27,13 + 0,28X_1 + 0,52X_2$.

ABSTRACT

MARUMBAL SIAHAAN. NIM. 055030449. The Relationship of the Discontent of Constructive and the Administrative Leadership with the Institutional Loyalty by Teacher of State Junior High School at the Deli Serdang Distric, Thesis. Medan, Graduate Program, State University of Medan. January 2007.

This research was aimed at discovering whether there were relationships between the discontent of constructive and institutional loyalty, the administrative leadership and institutional loyalty, and than the discontent of constructive and the administrative leadership together with the institutional loyalty by teacher of state junior high school at the Deli Serdang district.

This study was a descriptive correlational research to observe the relationships of the research variables. The population was all, amounting to 307 and the sample were 71 people or 23,13 % taken from the population using stratified proportional random sampling by tehnique. The instrument used to collect the datas were questionnaires for the discontent of constructive variable with reliability coefficient $r_{11} = 0,857$, the administrative leadership with reliability coefficient $r_{11} = 0,894$ and the institutional loyalty with reliability coefficient $r_{11} = 0,875$.

The results of hypoteses testing indicated that (1) there was a significant relationship between the discontent of constructive and institutional loyalty with correlation coefficient of $r = 0,7292$ or $r^2 = 0,5317$ and $t_{count} = 8,85 > t_{table} = 1,67$ with degree of free = 69 at the level of significance $\alpha = 0,05$, (2) there was a significant relationship between the administrative leadership and institutional loyalty with correlation coefficient of $r = 0,7979$ or $r^2 = 0,6366$ and $t_{count} = 10,99 > t_{table} = 1,67$ with degree of free = 69 at the level of significance $\alpha = 0,05$, and (3) there was a significant relationship between the discontent of constructive and the administrative leadership together with institutional loyalty. This was shown with a correlation coefficient of $R = 0,8110$ with determinat index of $R^2 = 0,6580$ wich means that 65,80 % institutional loyalty could be explained with the variables of discontent of constructive and administrative leadership together through the similarity of the double regression line $\hat{Y} = 27,13 + 0,28X_1 + 0,52X_2$