

## ABSTRACTION

Mendrofa, Operianus. Leadership Style Interaction and Maturity of Subordinate to Effectiveness Leadership in SMP Negeri Langsa Propinsi Nanggroe Aceh Darussalam (Empiric Test) Situational Leadership Hersey and Blanchard. Thesis, The State University of Medan, Post Graduate Studies, 2009.

The objectives of this research were (1) Effectiveness difference of leadership evaluated from style telling, selling, participating, and delegating, (2) Effectiveness difference of leadership evaluated from maturity of low subordinate, medium, enough matured, and very matured and (3) Interaction between leadership styles and maturity of subordinate to leadership effectiveness.

This research aim to know (1) Effectiveness difference of leadership evaluated from style instructive, consultative, partisipative, and delegative, (2) Effectiveness difference of leadership evaluated from maturity of low subordinate, medium, enough matured, and very matured and (3) Interaction between leadership styles and maturity of subordinate to leadership effectiveness.

The population in this research is all 384 teacher having status public servant in SMP Negeri Langsa and number of research samples based on tables Isaac and Michael is 182 mans who taken at random.

The data analytical technique is done by using descriptive analysis and inferensial with analysis of variance (Anova) two-way factorial 4x4 at level significant 5%. The hypotheses test indicates that (1) as a whole there is effectiveness difference of leadership evaluated from style telling, selling, participating and delegating with  $F_{count} = 3,26 > F_{tbl(0,05)(3,166)} = 2,65$ ; and participating style more effectiveness is compared to telling, selling, and delegating. (2) as a whole there is effectiveness difference of leadership evaluated from maturity of low subordinate, medium, enough matured, and very matured with  $F_{cont} = 3,21 > F_{tbl(0,05)(3,166)} = 2,65$ ; and maturity of very matured subordinate more effectiveness is compared to maturity of low subordinate, medium, and enough matured. (3) there is interaction between leadership styles and maturity of subordinate to leadership effectiveness with  $F_{count} = 2,95 > F_{tbl(0,05)(9,166)} = 1,92$ .

Result of finding in this research indicates that style that is most effective in SMP Negeri Langsa Propinsi Nanggroe Aceh Darussalam is style delegating at maturity of very matured subordinate.



## ABSTRAK

Mendrofa, Operianus. Interaksi Gaya Kepemimpinan dan Kematangan Bawahan terhadap Keefektifan Kepemimpinan di SMP Negeri Langsa Propinsi Nanggroe Aceh Darussalam (Uji Empiris) Model Kepemimpinan Situasional Hersey dan Blanchard. Tesis, Medan Program Pascasarjana Universitas Negeri Medan, 2009.

Penelitian ini bertujuan untuk mengetahui (1) Perbedaan keefektifan kepemimpinan ditinjau dari gaya instruktif, konsultatif, partisipatif, dan delegatif, (2) Perbedaan keefektifan kepemimpinan ditinjau dari kematangan bawahan rendah, sedang, cukup matang, dan sangat matang dan (3) Interaksi antara gaya kepemimpinan dan kematangan bawahan terhadap keefektifan kepemimpinan.

Populasi dalam penelitian ini adalah seluruh guru yang berstatus pegawai negeri di SMP Negeri Langsa yang berjumlah 384 orang dan jumlah sampel penelitian berdasarkan tabel Isaac dan Michael adalah 182 orang yang diambil secara acak.

Teknik analisis data dilakukan dengan menggunakan analisis deskriptif dan inferensial dengan analisis anava dua jalur faktorial  $4 \times 4$  pada taraf signifikan 5%. Hasil uji hipotesis menunjukkan bahwa (1) secara keseluruhan terdapat perbedaan keefektifan kepemimpinan ditinjau dari gaya instruktif, konsultatif, partisipatif dan delegatif dengan  $F_{hitung} = 3,26 > F_{tabel(0,05)(3,166)} = 2,65$ , dan gaya partisipatif lebih efektif dibandingkan dengan gaya instruktif, konsultatif dan delegatif, (2) secara keseluruhan terdapat perbedaan keefektifan kepemimpinan ditinjau dari kematangan bawahan rendah, sedang, cukup matang, dan sangat matang dengan  $F_{hitung} = 3,21 > F_{tabel(0,05)(3,166)} = 2,65$ , dan kematangan bawahan sangat matang lebih efektif dibandingkan dengan kematangan bawahan rendah, sedang, cukup matang, dan (3) terdapat interaksi antara gaya kepemimpinan dan kematangan bawahan terhadap keefektifan kepemimpinan dengan  $F_{hitung} = 2,95 > F_{tabel(0,05)(9,166)} = 1,92$ ,

Hasil temuan ini secara keseluruhan menunjukkan bahwa gaya kepemimpinan yang sangat efektif di SMP Negeri Langsa Nanggroe Aceh Darussalam adalah gaya delegatif pada kematangan bawahan sangat matang.