

ABSTRACT

HANSEN GUNAWAN GULTOM. NIM. 8156132012. *The Effect of Academic Supervision of School Principal, Job Satisfaction, and Work Motivation on Junior High School Teacher Performance in District Medan Perjuangan, Medan City. Thesis. Postgraduate Program State University of Medan.*

This study aims to determine: (1) the effect of principal academic supervision on teacher work satisfaction; (2) the effect of principal academic supervision on teacher work motivation; (3) the effect of principal academic supervision on teacher performance; (4) the effect of job satisfaction on teacher performance; and (5) the effect of work motivation on teacher performance. The subject of this research is private junior high school teachers in District Medan Perjuangan, Medan City with 144 samples. Sampling is done by proportional simple random sampling. The research method is a path analysis that aims to test the theory and obtain information about research on performance teacher on school private in Medan City. Based on the results of the study concluded: (1) supervision of principal academic have a direct positive effect on job satisfaction with $\rho_{21} > r_{table} = 0,231 > 0,159$ and $t_{obser} > t_{table} = 2,832 > 1,645$; (2) supervision of principal academic have a direct positive effect on work motivation with $\rho_{31} > r_{table} = 0,307 > 0,159$ and $t_{obser} > t_{table} = 3,841 > 1,645$; (3) the principal academic supervision has a direct positive effect on teacher performance with $\rho_{41} > r_{table} = 0,215 > 0,159$ and $t_{obser} > t_{table} = 2,617 > 1,645$; (4) job satisfaction has a direct positive effect on teacher performance with $\rho_{42} > r_{table} = 0,166 > 0,159$ and $t_{obser} > t_{table} = 2,012 > 1,645$; and (5) work motivation has a direct positive effect on teacher performance with $\rho_{43} > r_{table} = 0,402 > 0,159$ and $t_{obser} > t_{table} = 5,239 > 1,645$. The results of the study provide an illustration that the principal academic supervision, job satisfaction, and work motivation affects the performance of private junior teachers in Medan City.

Keywords: *Supervision of principal academic, Job satisfaction, Work motivation, Performance of teacher*

ABSTRAK

HANSEN GUNAWAN GULTOM. NIM. 8156132012. **Pengaruh Supervisi Akademik Kepala Sekolah, Kepuasan Kerja, dan Motivasi Kerja terhadap Kinerja Guru SMP Swasta di Kecamatan Medan Perjuangan Kota Medan. Tesis. Program Pascasarjana Universitas Negeri Medan.**

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh supervisi akademik kepala sekolah terhadap kepuasan kerja guru; (2) pengaruh supervisi akademik kepala sekolah terhadap motivasi kerja guru; (3) pengaruh supervisi akademik kepala sekolah terhadap kinerja guru; (4) pengaruh kepuasan kerja terhadap kinerja guru; dan (5) pengaruh motivasi kerja terhadap kinerja guru. Subjek penelitian adalah guru SMP Swasta di Kecamatan Medan Perjuangan Kota Medan dengan jumlah sampel sebanyak 144 orang. Pengambilan sampel dilakukan dengan *proportional simple random sampling*. Metode penelitian menggunakan pendekatan analisis jalur bertujuan untuk menguji pengaruh variabel eksogenous terhadap variabel endogenous dalam memperoleh informasi tentang kinerja guru SMP Swasta di Kota Medan. Berdasarkan hasil penelitian disimpulkan: (1) supervisi akademik kepala sekolah berpengaruh langsung positif terhadap kepuasan kerja dengan $\rho_{21} > r_{tabel} = 0,231 > 0,159$ dan $t_{hitung} > t_{tabel} = 2,832 > 1,645$; (2) supervisi akademik kepala sekolah berpengaruh langsung positif terhadap motivasi kerja dengan $\rho_{31} > r_{tabel} = 0,307 > 0,159$ dan $t_{hitung} > t_{tabel} = 3,841 > 1,645$; (3) supervisi akademik kepala sekolah berpengaruh langsung positif terhadap kinerja guru dengan $\rho_{41} > r_{tabel} = 0,215 > 0,159$ dan $t_{hitung} > t_{tabel} = 2,617 > 1,645$; (4) kepuasan kerja berpengaruh langsung positif terhadap kinerja guru dengan $\rho_{42} > r_{tabel} = 0,166 > 0,159$ dan $t_{hitung} > t_{tabel} = 2,012 > 1,645$; dan (5) motivasi kerja berpengaruh langsung positif terhadap kinerja guru dengan $\rho_{43} > r_{tabel} = 0,402 > 0,159$ dan $t_{hitung} > t_{tabel} = 5,239 > 1,645$. Hasil penelitian memberikan gambaran bahwa supervisi akademik kepala sekolah, kepuasan kerja, dan motivasi kerja mempengaruhi kinerja guru SMP Swasta di Kota Medan.

Kata kunci: *Supervisi akademik kepala sekolah, Kepuasan kerja, Motivasi kerja, Kinerja guru*