

ABSTRAK

Nimrot Simatupang. NIM 035030357. Kontribusi Pengetahuan Moral dan Kegiatan Pelatihan terhadap Kinerja Guru Agama SMP Negeri di Kantor Departemen Agama Kabupaten Toba Samosir. Program Pascasarjana, Universitas Negeri Medan. 2008. Tesis.

Penelitian ini bertujuan untuk mengetahui: 1) hubungan pengetahuan moral terhadap kinerja guru agama, 2) kegiatan pelatihan terhadap kinerja guru agama dan 3) pengetahuan moral dan kegiatan pelatihan terhadap kinerja guru agama.

Populasi penelitian ini adalah seluruh guru agama yang telah mengikuti kegiatan pelatihan guru agama SMP Negeri di Kantor Departemen Agama Kabupaten Toba Samosir berjumlah 40 orang. Oleh karena jumlah populasi lebih kecil dari 100 maka penelitian ini merupakan penelitian populasi dengan sampel penelitian berjumlah 40 orang. Dari sampel dikumpulkan data penelitian dengan metode survei menggunakan kuesioner. Instrumen penelitian adalah 18 soal pilihan berganda dengan 4 pilihan jawaban untuk pengetahuan moral, 22 soal pilihan berganda dengan 5 pilihan jawaban untuk program pelatihan dan 37 pernyataan dengan 4 skala pilihan jawaban untuk kinerja guru agama.

Data dianalisis dengan menggunakan teknik korelasi product moment, korelasi sederhana, regresi berganda dan korelasi parsial. Dari analisis data diperoleh hasil penelitian: 1) terdapat hubungan signifikan pengetahuan moral terhadap kinerja guru agama dengan koefisien korelasi sebesar $r^2_{xly} = 0,550$, $t_{hitung} = 6,81 > t_{tabel}$

= 2,02, besar kontribusi efektif yang diberikan pengetahuan moral terhadap kinerja guru agama, sebesar 33,9 %, 2) terdapat hubungan signifikan kegiatan pelatihan terhadap kinerja guru agama yang ditunjukkan oleh koefisien korelasi sebesar $r^2_{x_2y} = 0,525$, $t_{hitung} = 6,48 > t_{tabel} = 2,02$, besar kontribusi efektif yang diberikan kegiatan pelatihan terhadap kinerja guru agama, sebesar 29,0 % dan 3) terdapat hubungan signifikan pengetahuan moral dan kegiatan pelatihan terhadap kinerja guru agama yang ditunjukkan oleh koefisien korelasi sebesar $r^2_{x_1x_2y} = 0,628$, $F_{hitung} = 31,28 > F_{tabel} = 3,25$, besar kontribusi efektif yang diberikan pengetahuan moral dan kegiatan pelatihan terhadap kinerja guru agama, sebesar 62,9 % dengan garis regresi ganda $\hat{y} = 4,06 + 1,03 X_1 + 0,97 X_2$.

Simpulan penelitian ini adalah pengetahuan moral dan kegiatan pelatihan memiliki hubungan signifikan baik secara sendiri maupun bersama-sama terhadap kinerja guru agama SMP Negeri di Kantor Departemen Agama Kabupaten Toba Samosir. Implikasinya adalah kinerja guru agama SMP Negeri di Kantor Departemen Agama Kabupaten Toba Samosir dapat ditingkatkan dengan memperhatikan pengetahuan moral dan kegiatan pelatihan. Disarankan kepada seluruh pihak supaya lebih memperhatikan peningkatan kinerja guru agama SMP Negeri di Kantor Departemen Agama Kabupaten Toba Samosir.

ABSTRACT

Nimrot Simatupang. NIM 035030357. The Contribution of Moral Knowledge and Training Program Toward the Performance of the Religion Teacher of State Junior High School, Department of Religion Office, Toba Samosir Regency. A Thesis. Post Graduate Program, State University of Medan. 2008.

The objectives of this research were to discover the contribution of 1) moral knowledge toward the performance of the religion teacher, 2) training program toward the performance of the religion teacher and 3) moral knowledge and training program toward the performance of religion teacher.

The population of this study was 40 religion teachers, who had participated in the training program, State Junior High School, Department of Religion Office, Toba Samosir Regency. Because the total population was smaller than 100, so it was taken as the sample. The research instruments were 18 multiple choice items with 4 options for moral knowledge, 22 multiple choice items with 5 options for training program and 37 statements with 4 scales for religion teachers performance.

The data were analyzed using Product Moment Correlation, Simple Correlation, Multiple Regression and Partial Correlation. The results of the analyses show that: 1) there was a significant contribution of moral knowledge toward the performance of religion teacher with a correlation coefficient $r_{xly} = 0,7416$ ($r^2_{xly} = 0,550$), $T_{count} 6,81 > T_{table} = 2,02$, the effective contribution of moral knowledge toward performance of religion teacher,

totalled 33,9 %, 2) there was a significant contribution of training program toward the performance of religion teacher with the correlation coefficient $r_{x_2y} = 0,7247$ ($r^2_{x_2y} = 0,525$), $T_{\text{count}} 6,48 > T_{\text{table}} = 2,02$ with the effective contribution of training program toward the performance of religion teacher, totalled 29,0 % and 3) there was a significant contribution of moral knowledge and training program toward the performance of religion teacher with the correlation coefficient $r_{x_1x_2y} = 0,793$ ($r^2_{x_1x_2y} = 0,628$), $T_{\text{count}} 31,28 > T_{\text{table}} = 3,25$ with the effective contribution of moral knowledge and training program toward the performance of religion teacher, totalled 62,9 % with the multiple regression line $\hat{y} = 4,06 + 1,03 X_1 + 0,97 X_2$.

The conclusion of this study is that the moral knowledge and training program have a significant correlation, alone or together, which implies that the performance of the religion teacher can be improved by giving attention to the moral knowledge and training program. It is suggested that all those concerned should give more attention to the improvement of the performance of the religion teacher, State Junior High School, Department of Religion Office, Toba Samosir Regency.