

## ABSTRAK

**Monika Marpaung**, Pengaruh Budaya Organisasi, Persepsi Guru Tentang Kepemimpinan Kepala Sekolah, Dan Kepuasan Kerja Terhadap Kinerja Guru PAUD di Kecamatan Medan Helvetia. Tesis. Medan: Prodi Administrasi Pendidikan Program PascaSarjana. Unimed, 2017

Penelitian ini bertujuan untuk mengetahui dan mendiskripsikan :(1) Pengaruh Langsung Budaya Organisasi Terhadap Kepuasan Kerja; (2) Pengaruh Langsung Persepsi Guru Tentang Kepemimpinan Kepala Sekolah Terhadap Kepuasan Kerja; (3) Pengaruh Langsung Persepsi Guru Tentang Kepemimpinan Kepala Sekolah Terhadap Kinerja Guru; (4) Pengaruh Langsung Budaya Organisasi Terhadap Kinerja Guru; (5) Pengaruh Langsung Kepuasan Kerja Terhadap Kinerja Guru. Hasil penelitian ini menunjukkan terdapat, : (1) Pengaruh Langsung Budaya Organisasi Terhadap Kepuasan Kerja  $p_{31} = 0,294$ ; (2) Pengaruh Langsung Persepsi Guru Tentang Kepemimpinan Kepala Sekolah Terhadap Kepuasan Kerja  $p_{32}=0,330$ ; (3) Pengaruh Langsung Persepsi Guru Tentang Kepemimpinan Kepala Sekolah Terhadap Kinerja Guru  $p_{42} = 0,183$ ; (4) Pengaruh Langsung Budaya Organisasi Terhadap Kinerja Guru  $p_{41}= 0,168$ ; (5) Pengaruh Langsung Kepuasan Kerja Terhadap Kinerja Guru  $p_{43}= 0,389$ .

Kata Kunci : Budaya, Kepemimpinan, Kepuasan Kerja, Kinerja



## ABSTRAK

**Monika Marpaung, *The Effect of Organizational Culture, Principal Leadership of Perceptions, and Job Satisfaction on Teacher Performance of Kindergarten School in District Medan Helvetia. Thesis. Graduate Program, State University of Medan, April 2017.***

*This study aimed to determine: (1) The effect of Organizational Culture on Job Satisfaction; (2) The effect of Principal Leadership of Perceptions on Job Satisfaction; (3) The effect of Principal Leadership of Perceptions on Teacher Performance; (4) The effect of Organizational Culture on Teacher Performance; (5) The effect of Job Satisfaction on Teacher Performance.*

*Based on the research show: (1) there is direct effect of Organizational Culture On Job Satisfaction  $p_{31} = 0,294$ ; (2) there is direct effect of Principal Leadership Of Perception on Job Satisfaction  $p_{32}=0,330$ ; (3) there is direct effect Principal Leadership of Perception on Teacher Performance  $p_{42} = 0,183$ ; (4)there is direct effect Organizational Culture on Teacher Performance  $p_{41}= 0,168$ ; (5)there is direct effect Job Satisfaction on Teacher Performance  $p_{43}= 0,389$ .*

*Keywords: Culture, Leadership, Job Satisfaction, Performance.*

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