

ABSTRAK

Sahat Sibarani. Hubungan Sikap Inovatif Guru Dan Iklim Organisasi Dengan Kinerja Guru Di SMK Negeri Bisnis Manajemen Kotamadya Medan. Tesis, Medan : Program Pascasarjana Universitas Negeri Medan, 2009.

Penelitian ini bertujuan untuk mengetahui dan mendeskripsikan hubungan antara sikap inovatif guru dengan kinerja guru, hubungan iklim organisasi dengan kinerja guru, hubungan sikap inovatif dan iklim organisasi secara bersama-sama dengan kinerja guru di SMK Negeri Bisnis Manajemen Kotamadya Medan.

Variabel yang diteliti yaitu sikap inovatif (X_1), iklim organisasi (X_2) dan kinerja guru (Y). Populasi penelitian ini yaitu seluruh guru SMK Negeri Bisnis Manajemen kotamadya Medan yang berjumlah 170 orang, dan diambil sampel penelitian sebanyak 57 orang. Instrumen yang digunakan angket, terlebih dahulu diujicobakan. Hasil uji coba angket sikap inovatif diperoleh 3 butir yang tidak valid dengan koefisien reliabilitas 0,689. Hasil uji coba angket iklim organisasi diperoleh 3 butir yang tidak valid dengan koefisien reliabilitas 0,649. Hasil uji coba angket kinerja guru diperoleh 2 butir yang tidak valid dengan koefisien reliabilitas 0,703.

Teknik analisis data menggunakan analisis deskripsi dan inferensial yang meliputi analisis korelasi dan regresi. Hasil penelitian menunjukkan bahwa sikap inovatif dan iklim organisasi termasuk kategori cukup sedangkan kinerja guru termasuk kategori cukup. Kemudian terdapat hubungan antara sikap inovatif dengan kinerja guru dengan $r_{y.1} = 0,71$; iklim organisasi mempunyai hubungan dengan kinerja guru dengan $r_{y.2} = 0,55$; dan terdapat hubungan antara sikap inovatif dan iklim organisasi secara bersama-sama dengan kinerja , dimana $R_{y.12} = 0,71$ pada taraf $\alpha = 5\%$. Persamaan garis regresi ganda antara kinerja guru dengan sikap inovatif dan iklim organisasi yaitu $\hat{Y} = 31,98 + 0,67 X_1 + 0,02 X_2$.

Berdasarkan hasil penelitian dapat disimpulkan bahwa : (1) terdapat hubungan positif yang berarti antara sikap inovatif guru dan iklim organisasi baik secara sendiri-sendiri maupun secara bersama-sama dengan kinerja guru SMK Negeri Bisnis Manajemen Kotamadya Medan, (2) Sikap inovatif guru dan iklim organisasi cukup signifikan menjelaskan (mempengaruhi) kinerja guru dengan koefisien determinasi sebesar 71 %.

ABSTRACT

Sahat Sibarani. The Relationship between the attitude of inovation and organization climate with performance of teacher of State Senior Vocational School Busines Management Medan City. A Thesis. Graduate School State University of Medan, 2009.

This research was aimed at discovering whether there were corelations between the attitude of inovation with performance of teacher, organization climate with performance of teacher, the attitude of inovation and climate organisation together with the performance of teacher .

The research variables were the attitude of inovation (X_1), organization climate (X_2), and performance of teacher (Y). The population was all teachers state senior vocational school Medan city, with the total of 170 people and 57 of them were taken as the research sample. The instruments used were questionnaires which were first tried out. The results of the tried out showed that three items of the attitude of inovation were not valid with a reliability coefficient 0.689, three item of the organization climate were not valid with a reliability coefficient 0.649 and two item of organization climate were not valid with a reliability coefficient 0.703.

The data analysis technique used was description and inferential analysis covering correlation and regression analysis. The research finding show that attitude of inovation and organization climate were in the enough category and than performance of teacher were in enough category. Then there was a corelation between attitude of inovation with performance of teacher of $r_{y.1} = 0.71$. organization climate with performance of teacher of $r_{y.2} = 0.55$ and there was a corelation between attitude of inovation and organization climate together toward performance of teacher of $r_{y.12} = 0.71$ at significant $\alpha = 5\%$. The quality of the regression line between performance of teacher with inovation attitude dan organization climate of $\hat{Y} = 31.98 + 0.67 X_1 + 0.02 X_2$

Based on these research results, it can be concluded that (1) there are positive corelation which mean between the inovation attitude and organization climate either through by self and also by together with the performance of teacher state senior high school at the Medan city, (2) inovation attitude and organization climate was moderately significant describing performance of teacher with a determination coefficient of 71 %.