

ABSTRAK

Sinaga, Anton. Hubungan Disiplin Kerja dan Iklim Organisasi dengan Kinerja Guru di SMP Negeri Kecamatan Raya Kabupaten Simalungun. Tesis, Medan Program Pascasarjana Universitas Negeri Medan, 2010

Rumusan masalah dalam penelitian ini adalah : (1) apakah terdapat hubungan yang positif dan signifikan antara disiplin kerja dengan kinerja guru ? (2) Apakah terdapat hubungan yang positif dan signifikan antara iklim organisasi dengan kinerja guru ? (3) apakah terdapat hubungan yang positif dan signifikan antara disiplin kerja dan iklim organisasi secara bersama-sama terhadap kinerja guru.

Penelitian ini bertujuan untuk mengkaji hubungan positif yang signifikan antara: (1) disiplin kerja dengan kinerja guru, (2) iklim organisasi dengan kinerja guru, dan (3) disiplin kerja dan iklim organisasi secara bersama-sama dengan kinerja guru di SMP Negeri Kecamatan Raya Kabupaten Simalungun.

Penelitian ini mengajukan tiga hipotesis yaitu : (1) Ada hubungan signifikan disiplin kerja dengan kinerja mengajar guru di SMP Negeri Kecamatan Raya Kabupaten Simalungun (2) Ada hubungan signifikan iklim organisasi dengan kinerja mengajar guru di SMP Negeri Kecamatan Raya Kabupaten Simalungun, (3) Ada hubungan signifikan motivasi kerja dan iklim organisasi secara simultan dengan kinerja mengajar guru di SMP Negeri Kecamatan Raya Kabupaten Simalungun

Populasi penelitian ini adalah seluruh guru SMP Negeri di Kecamatan Raya Kabupaten Simalungun yang berjumlah 122 orang dan sampel penelitian sebanyak 30 orang yang diambil secara stratifikasi random sampling. Instrumen yang digunakan yaitu angket, dengan uji coba lebih dahulu.

Teknik analisis data dilakukan dengan menggunakan analisis deskriptif dan inferensial yang meliputi analisis korelasi dan regresi. Hasil penelitian menunjukkan bahwa disiplin kerja tergolong ke dalam kategori cukup sedangkan iklim organisasi dan kinerja guru tergolong ke dalam kategori kurang. Terdapat hubungan positif yang signifikan antara disiplin kerja dengan kinerja guru, koefisien korelasi 0.5405. Terdapat hubungan positif yang signifikan antara iklim organisasi dengan kinerja guru, koefisien korelasi 0.545. Terdapat hubungan positif yang signifikan antara disiplin kerja dan iklim organisasi secara bersama-sama dengan kinerja guru di SMP Negeri Kecamatan Raya Kabupaten Simalungun dengan koefisien korelasi 0.7252. Pengujian dilakukan pada taraf signifikansi $\alpha = 0,05$. Ini berarti bahwa untuk meningkatkan kinerja guru dibutuhkan disiplin kerja dan iklim organisasi yang baik.

Hasil penelitian ini dapat bermanfaat bagi Dinas Pendidikan Kabupaten Simalungun, kepala sekolah, dan guru dalam hal peningkatan kinerja guru, serta peneliti lainnya untuk memperdalam informasi tentang penelitian lain yang relevan.

ABSTRACT

Sinaga, Anton. The Relationship between the works Discipline and Organizational Climate with Teacher Performance State Junior High School in Raya Simalungun. Thesis. The State Univesity of Medan, Post Graduate Studies, 2009.

The identification of this problem research are: (1) there a positive and the significant relationship between job discipline and teacher's performance .(2) are there a relation between the organization climate and teacher performance (3) are there relation between the motivation of activity and climate organization with teacher's performance. The aim of this research are . to know and to describe the correlations between works discipline with teacher performance , performance. organization climate with teacher performance, the works discipline and organization climate together with teacher

This study is aimed at finding out the significant correlation between: (1) works discipline with teacher performance, (2) organizational climate with teacher performance , and (3) the works discipline and organizational climate together with teacher performance of State Junior High School in Raya Simalungun.

This research submits three hypothesizes they are: (1) There is the relation of significant works discipline with teacher performance of State Junior High School in Raya Simalungun, (2) There is the relation of significant organizational climate with teacher performance of State Junior High School in Raya Simalungun, (3) There is the relation of significant works discipline of organizational activity and climate in stimulant with teacher performance of State Junior High School In Raya simalungun

The population was all teachers of State Junior High School in Raya Simalungun, with the total of 122 teachers and 30 of them were taken as sample by using stratified random sampling. Instruments used were questionnaires, and the instrument were first tried.

The data analysis technique used were description and inferential analysies correlation and regression analysis. Result of research indicates that job discipline pertained into enough category while organizational climate and teacher performance pertained into category is less. There are significant correlation between the works discipline with teacher performance, with a correlation coefficient was 0.5405. There are significant correlation between organizational climate with teacher performance with a correlation coefficient was 0.545 And also, there are significant correlation between the works discipline and organizational climate collectively with teacher performance of State Junior High School in Raya Simalungun, with a correlation coefficient was 0.7252. The test is done by using level of significancy at $\alpha = 0.05$. It means that the increasing teacher performance, helping of works discipline and organizational climate is well.

These result of study are very usefull for Dinas Pendidikan in Simalungun, headmaster, and teachers to improve teacher'works satisfaction and the other researchers to deepen information about the other relevant s