

ABSTRACT

Muliadi. The Correlation of Understanding of Code Ethief, Interpersonal Skills and Democracy of leadership degrees toward the Performance Effectiveness of State Senior High Schools (SMA) Teachers in Binjai. Thesis : Post Graduate Program, State University of Medan, January 2005.

This study is aimed at investigating the correlation (1) between the understanding of code ethief and the performance effectiveness, (2) the interpersonal skills and the performance effectiveness, (3) the democracy of leadership degrees and the performance effectiveness, (4) the multiplecorrelation among understanding of code ethief, interpersonal skills, democracy of leadership degrees and the teacher the performance effectiveness at the State Senior High Schools (SMA) in Binjai. The population of the study were teachers' totaling to 297, of whom 30 were selected on purposively random as the samples of the study. In collecting the data , the variable of teachers' performance effectiveness (Y) are derived by observation, the variable of understanding of code ethief (X1) was obtained by administering multiplechoice tes items, each consisting of four options. The variable interpersonal skills (X2) and democracy of leadership degrees (X3), are direved by applying questionnaires based on the Likert Scale comprising of four option s. The finding indicate that (1) the mean score of the undenstanding of code ethief (X1) belong to the category of average (66,67%), (2) the mean score interpersonal skills (X2) belongs to that of average (60%), (3) the mean score democracy of leadership degrees (X3) belongs to that of average (70,00%), and the variable of teachers' performance effectiveness (Y) belongs to that of average (36,67%), (5) the multipleregression linier equation was $Y = - 1162,27 + 77,89 X1 + 5,44 X2 - 4,48 X3$. (6) there is a significant multiplecorrelation among undenstanding of code ethief, interpersonal skills, democracy of leadership degrees, and teachers 'performance effectiveness with $R = 0,99$, (7) the percentages of relatife and effective contribution of undenstanding of code toward teacher' performance effectiveness were respectively 61,11% and 60,50% , (8) the percentages of relative and effective contribution of interpersonal skills toward teachers' performance effectiveness were respectively 23,04% and 22,78%, (9) the percentages of relative and effective contribution of democracy of leadeership degrees toward teachers' performance effectiveness were respectively 15,75% and 15,59%. It is concluded that the higher the level of undenstanding of code, interpersonal skills, and democracy of leadership degrees, the better the teachers' performance effectiveness become.

ABSTRAK

Muliadi. Hubungan Pemahaman Kode Etik Guru, Keterampilan Antarpribadi, dan Tingkat Demokratisasi Kepemimpinan Kepala Sekolah dengan Efektivitas Kinerja Guru SMA Negeri di Kota Binjai. Tesis : Program Pasca Sarjana, Universitas Negeri Medan, Januari 2005.

Penelitian ini bertujuan mengkaji : (1) hubungan pemahaman kode etik guru dengan efektivitas kinerja guru SMA Negeri di Kota Binjai, (2) hubungan keterampilan antarpribadi dengan efektivitas kinerja guru SMA Negeri di Kota Binjai, (3) hubungan tingkat demokratisasi kepemimpinan kepala sekolah dengan efektivitas kinerja guru SMA Negeri di Kota Binjai, dan (4) hubungan pemahaman kode etik guru, keterampilan antarpribadi, dan tingkat demokratisasi kepemimpinan kepala sekolah secara bersama-sama dengan efektivitas kinerja guru SMA Negeri di Kota Binjai. Populasi penelitian ini adalah guru-guru SMA Negeri Kota Binjai yang berjumlah 297 orang. Sampel penelitian ini berjumlah 30 orang dan diambil secara proposional acak berstrata. Untuk pengumpulan variabel efektivitas kinerja guru (Y) langsung observasi kelengkapan. Variabel pemahaman kode etik guru (X1) diukur dengan tes objektif berbentuk pilihan ganda empat opsi, sedangkan variabel keterampilan antarpribadi (X2) dan tingkat demokratisasi kepemimpinan kepala sekolah (X3) digunakan instrumen berbentuk angket dengan skala Likert yang terdiri atas empat opsi. Temuan penelitian ini menunjukkan bahwa : (1) rata-rata skor pemahaman kode etik guru termasuk kategori cukup (66,67 %), (2) rata-rata skor keterampilan antarpribadi termasuk kategori cukup (60%), (3) rata-rata skor tingkat demokratisasi kepemimpinan kepala sekolah termasuk kategori cukup (70,00%), dan (4) rata-rata skor efektivitas kinerja guru termasuk kategori cukup (36,67 %), (5) persamaan regresi ganda $Y = -1162,27 + 77,89 X1 + 5,44 X2 - 4,48 X3$, (6) terdapat hubungan yang signifikan antara pemahaman kode etik guru, keterampilan antarpribadi, dan tingkat demokratisasi kepemimpinan secara bersama-sama dengan efektivitas kinerja guru, dengan $R = 0,98$, (7) besarnya sumbangan relatif dan efektif pemahaman kode etik guru terhadap efektivitas kinerja guru masing-masing 61,11% dan 60,50%, (8) besarnya sumbangan relatif dan efektif keterampilan antar pribadi terhadap efektivitas kinerja guru masing-masing 23,04 % dan 22,78%, (9) besarnya sumbangan relatif dan efektif tingkat demokratisasi kepemimpinan kepala sekolah terhadap efektivitas kinerja guru masing-masing 15,75% dan 15,59%. Disimpulkan bahwa semakin tinggi pemahaman kode etik guru, keterampilan antar pribadi dan tingkat demokratisasi kepemimpinan kepala sekolah, semakin efektiflah kinerja guru.