

ABSTRAK

Desy Herawani, Pengaruh Kepemimpinan Kepala Sekolah, Motivasi Kerja, Kepuasan Kerja terhadap Komitmen Organisasi Guru di SMP Negeri Perbaungan Kabupaten Serdang Bedagai Tesis. Medan: Prodi Administrasi Pendidikan Program Pascasarjana.UNIMED, 2017.

Penelitian ini bertujuan untuk mengetahui dan mendeskripsikan (1) pengaruh langsung kepemimpinan kepala sekolah terhadap motivasi kerja; (2) pengaruh langsung kepemimpinan kepala sekolah terhadap kepuasan kerja (3) pengaruh langsung kepemimpinan kepala sekolah terhadap komitmen organisasi guru; (4) pengaruh langsung motivasi kerja terhadap komitmen organisasi guru (5) pengaruh langsung kepuasan kerja terhadap komitmen organisasi. Penelitian ini menggunakan metode kuantitatif dengan analisis jalur. Populasi adalah seluruh guru SMP Negeri Perbaungan Kabupaten Serdang Bedagai sebanyak 170 orang. Jumlah sampel 133 orang yang ditentukan dengan menggunakan Nomogram Harry King. Teknik sampling dengan proporsional random sampling. Instrumen pengumpulan data dilakukan dengan menggunakan angket. Instrumen diuji validitas dengan product moment dengan tingkat penerimaan 95% atau pada taraf signifikan 0,05. Reliabilitas dihitung dengan rumus koefisien alpha. Sebelum dilakukan pengujian hipotesis terlebih dahulu dilakukan uji persyaratan analisis yaitu Uji Normalitas dengan Lilifors, Uji Homogenitas dengan rumus Bartlett, serta analisis regresi untuk menguji Linieritas (ANAVA). Hasil penelitian ini menunjukkan: (1) terdapat pengaruh langsung positif kepemimpinan kepala sekolah terhadap motivasi kerja, (2) terdapat pengaruh langsung positif kepemimpinan kepala sekolah terhadap kepuasan kerja, (3) terdapat pengaruh langsung positif kepemimpinan kepala sekolah terhadap Komitmen organisasi guru, (4) terdapat pengaruh langsung positif motivasi kerja terhadap komitmen organisasi guru dan (5) terdapat pengaruh langsung positif kepuasan kerja terhadap komitmen organisasi guru. Dengan demikian secara keseluruhan hipotesis dapat diterima. Hasil penelitian ini menemukan bahwa variabel Kepemimpinan Kepala Sekolah, Motivasi Kerja dan Kepuasan Kerja dapat dijadikan sebagai faktor dalam menentukan Komitmen Organisasi Guru di SMP Negeri Perbaungan Kabupaten Serdang Bedagai.

Kata Kunci: Kepemimpinan Kepala Sekolah, Motivasi Kerja, Kepuasan Kerja, Komitmen Organisasi Guru



ABSTRACT

Desy Herawani, *The Influence of Principal Leadership, Work Motivation and Job Satisfaction on the Commitment of Teachers' Organization in SMP Negeri Perbaungan, Serdang Bedagai*. Thesis. Medan: Administration of Education Study Program. Postgraduate School. UNIMED. 2017

This study is an attempt to investigate and describe (1) The direct influence of Principal leadership on work motivation; (2) The direct influence of Principal leadership on job satisfaction; (3) The direct influence of Principal leadership on the commitment of teachers' organization; (4) The direct influence of work motivation on the commitment of teachers' organization; (5) The direct influence of job satisfaction on the commitment of teachers' organization. This research was conducted by using quantitative method with path analysis. The population was all teachers of SMP Negeri Perbaungan, Serdang Bedagai with the total number 170. The sample was 133 teachers who were chosen by using Nomogram Harry King. The sample was taken randomly by using proportional random sampling technique. The instrument of collecting data were questionnaires. The validity of the instrument was tested by using product moment with the acceptance level of 95% or at significant level of 0.05. Reliability was calculated by using Alpha Coefficient Formula. Before hypothesis testing was conducted, analysis requirement test was done first, they were Normality test by using Lilifors, Homogeneity test by using Barlett Formula and regression analysis to test linearity (ANAVA). The results showed: (1) There is a direct positive influence of Principal leadership on work motivation, (2) There is a direct positive influence of Principal leadership on job satisfaction, (3) There is a direct positive influence of Principal leadership on the commitment of teachers' organization, (4) There is a direct positive influence of work motivation on the commitment of teachers' organization and (5) There is a direct positive influence of job satisfaction on the commitment of teachers' organization. Therefore, hypotheses are accepted. The findings showed that the variable of Principal Leadership, Work Motivation, and Job Satisfaction can be indicated as factors in determining the Commitment of Teachers' Organization in SMP Negeri Perbaungan, Serdang Bedagai.

Keywords: *Principal Leadership, Work Motivation, Job Satisfaction, Commitment of Teachers' Organization*

