

## ABSTRAK

**Enri Cofermi Batubara**, Pengaruh Komitmen Terhadap Tugas, Pemberian Imbalan dan Motivasi Kerja Terhadap Disiplin Kerja Guru SMA Se-Kabupaten Madina. Tesis: Sekolah Pascasarjana Universitas Negeri Medan. 2009.

Rumusan masalah penelitian ini adalah: (1) Apakah komitmen terhadap tugas berpengaruh secara langsung terhadap disiplin kerja guru ?, (2) Apakah pemberian imbalan berpengaruh secara langsung terhadap disiplin kerja guru ?, (3) Apakah motivasi kerja guru berpengaruh langsung terhadap disiplin kerja guru?, (4) Apakah komitmen terhadap tugas berpengaruh langsung dengan motivasi kerja?, (5) Apakah pemberian imbalan berpengaruh langsung dengan motivasi kerja ?, (6) Apakah komitmen terhadap tugas, Pemberian imbalan dan motivasi kerja secara bersama-sama berpengaruh langsung disiplin kerja guru?

Tujuan penelitian ini adalah untuk mengetahui: (1) Pengaruh komitmen terhadap tugas terhadap disiplin kerja guru, (2) pengaruh pemberian imbalan terhadap disiplin kerja guru, (3) Pengaruh motivasi kerja terhadap disiplin kerja, (4) Pengaruh komitmen terhadap tugas terhadap motivasi kerja, (5) Pengaruh pemberian imbalan terhadap motivasi kerja, (6) Pengaruh komitmen terhadap tugas, Pemberian imbalan dan motivasi kerja secara bersama-sama berpengaruh terhadap disiplin kerja guru. Metode penelitian ini adalah penelitian survey hubungan kausal dengan teknik Analisis Jalur/ *Path Analysis*. Populasi penelitian ini adalah guru SMA Se-Kabupaten Madina yang berjumlah 440 orang dengan teknik *Proportional Sampling*, diperoleh jumlah sampel 190 orang. Instrumen yang digunakan untuk mengumpulkan data ialah kuesioner skala *Likert*.

Hasil penelitian ini menunjukkan bahwa: (1) Komitmen terhadap tugas berhubungan dan memberikan pengaruh yang signifikan terhadap Disiplin kerja guru dengan besaran pengaruh mencapai 21%, (2) Pemberian imbalan berhubungan dan memberikan pengaruh yang signifikan terhadap Disiplin kerja guru dengan besaran pengaruh mencapai 21 %, (3) Motivasi kerja berhubungan dan memberikan pengaruh yang signifikan terhadap Disiplin kerja guru dengan besaran pengaruh mencapai 26 %, (4) Komitmen terhadap tugas berhubungan dan memberikan pengaruh yang signifikan terhadap Motivasi kerja dengan besaran pengaruh mencapai 27 %, (5) Pemberian imbalan berhubungan dan memberikan pengaruh yang signifikan terhadap Motivasi kerja dengan besaran pengaruh mencapai 39 %, dan (6) Sedangkan pengaruh total variabel  $X_1$ ,  $X_2$ , dan  $X_3$  terhadap  $Y$  sebesar 23,3 %, sedangkan sisanya yakni 76,7 % berasal dari variabel lain diluar variabel penelitian ini.

## ABSTRACT

*Enri Cofermi Batubara*, The Influence Commitment to Duty, Giving Rewards and Motivation Work With Work Discipline A high school teacher Madina District. Thesis : Post Graduate of Medan State University (UNIMED), 2009.

The formulation of research problems are: (1) Does a commitment to the task is directly the influence to the work discipline teachers?, (2) What reward is directly the influence to the work discipline teachers?, (3) Is the motivation of teachers working in direct contact with the teacher work discipline ? , (4) Are committed to the tasks directly the influence to the motivation to work?, (5) Does reward directly the influence to the motivation to work?, (6) Are committed to the task, giving rewards and motivation to work together directly the influence to teachers work discipline ?

The purpose of this study is to determine: (1) The influence of commitment to the task with the teacher work discipline, (2) Rewarding the influence with the teacher work discipline, (3) The influence of work motivation with work discipline, (4) The influence of commitment to work with the motivation to work, (5) Rewarding influence with work motivation, (6) The influence of commitment to the task, giving rewards and motivation to work together directly related to teacher 39; work discipline. This research method is to study the causal relationship with the survey analysis techniques Line/ Path Analysis. This study population was a high school teacher Madina District A, amounting to 440 people with Proportional Sampling techniques, obtained a sample of 190 people. Instruments used to collect data is the Likert scale questionnaire.

The results of this study show that: (1) Commitment to the task related and have a significant influence on teachers work discipline with the amount of influence reaches 21%, (2) The provision of rewards related and have a significant influence on teachers work discipline with the amount of influence reaches 21%, (3) Motivation and related work have a significant influence on teachers work discipline with the amount of influence reaches 26%, (4) Commitment to the job related and have a significant influence on work motivation with the amount of influence reaches 27%, (5) Provision of return related and have a significant influence on work motivation with the amount of influence reaches 39%, and (6) The total effect of variables  $X_1$ ,  $X_2$ , and  $X_3$  to the Y for 23.3%, whereas the remaining 76.7% came from other variables beyond This research variables.