ABSTRAK

Adian Sinaga. Hubungan Pengembangan Karir dan Supervisi Akademik terhadap Motivasi Berprestasi Guru di SMA Negeri 15 Medan. Tesis. Medan : Prodi Administrasi Pendidikan Program Pascasarjana. UNIMED. 2010.

Rumusan masalah dalam penelitian ini adalah (1) Apakah terdapat hubungan positif dan signifikan pengembangan karir dan motivasi berprestasi guru di SMA Negeri 15 Medan?, (2) Apakah terdapat hubungan positif dan signifikan supervisi dengan motivasi berprestasi guru di SMA Negeri 15 Medan?, (3) Apakah terdapat hubungan positif dan signifikan pengembangan karir dan supervisi dengan motivasi berprestasi guru di SMA Negeri 15 Medan?

Penelitian ini bertujuan untuk mendeskripsikan dan mengetahui (1) Hubungan Pengembangan karir dengan motivasi berprestasi guru di SMA Negeri 15 Medan; (2) Hubungan supervisi dengan motivasi berprestasi guru di SMA Negeri 15 Medan; (3) Hubungan pengembangan karir dan supervisi dengan motivasi berprestasi guru di SMA Negeri 15 Medan.

Penelitian ini menggunakan metode kuantitatif, model yang digunakan adalah korelasi teknik analisis data diferensial. Populasi adalah guru-guru SMA Negri 15 Medan yang keseluruhannya berjumlah 72 orang. Sampel berjumlah 72 orang yang ditentukan dengan menggunakan random sampling proporsional berstrata. Teknik pengumpulan data dilakukan dengan menggunakan angket. Instrument di uji validitas dengan Product Moment dengan tingkat penerimaan 95% atau pada taraf signifikan $\propto = 0,05$. Reliabilitas dihitung dengan rumus koefisien alpha (r_{11}).

Data penelitian ini terlebih dahulu diuji normalitas distribusi variabelnya dengan rumus Chi Kwadrat, untuk menguji linieritas dan keberartian persamaan regresi diuji dengan Analisis Varians (ANAVA),. Untuk menguji hipotesis digunakan analisis korelasi parsial jenjang pertama dan keberartiannya diuji dengan uji-t. Korelasi ganda diuji dengan analisis regresi ganda, homogenitas diuji dengan rumus Bartlett, uji independensi dilakukan dengan rumus Product Moment.

Hasil penelitian ini menemukan bahwa variabel pengembangan karir dan supervisi akademik dapat dijadikan sebagai faktor dalam menentukan motivasi berprestasi guru di SMA Negeri 15 Medan.

Saran kepada guru dan komponen yang terkait untuk berupaya meningkatkan pengembangan karir dan supervisi akademik agar motivasi berprestasi guru semakin meningkat.

ABSTRACT

Adian Sinaga. The Relationship Between Career Development and Academic Supervision and Achievements Motivation of the Teachers of State High School 15 Medan. A Thesis, Medan : Study Program of Education Administration of Postgraduate, UNIMED 2010.

The formulation of the problem includes : (1). Is there positive and significant relationship between Career Development and Achievement Motivation of the Teachers of State High School 15 Medan?, (2). Is there positive and significant relationship between Supervision and Achievement Motivation of the Teachers of State High School 15 Medan?, (3). Is there positive and significant relationship between Career Development and Supervision and Achievement Motivation of the Teachers of State High School 15 Medan?.

The present intends to describe and know (1). The Relationship between Career Development and Achievement Motivation of the Teachers of State High School 15 Medan?, (2). The relationship between Supervision and Achievement Motivation of the Teachers of State High School 15 Medan?, (3). The relationship between Career Development and Supervision and Achievement Motivation of the Teachers of State High School 15 Medan.

The present study used a qualitative method with the model of differential data analysis method. The population includes all the teachers of the State High School 15 Medan of 72 totally. The samples included 72 person who taken by stratified proportional randomized sampling method (total sampling). The data collection method used questionnaire. The instrument was tested by validity test with the Product Moment and confidence interval of 95% and significant rate of $\alpha = 0.05$. The reliability was calculated by using alpha coefficient (r_{11}).

The data were first tested by distribution normality of the variables using Chi-Square and the linearity, significance and homogeneity were used by regression and analysis of variance (ANOVA). To test the hypothesis, first partial relationship was analized and the significance was tested by t-test. The multiple relationship was tested by multiple linear regression, and the homogeneity was tested by Bartlett Formulation, and independence test by Product Moment formula.

The result of the study found that the variables of both career development and academic supervision can be made to be factor of determining achievement motivation of the teachers of State High School 15 Medan.

It is suggested that the teachers and the related components to make an effort improving the career development and academic supervision that the achievement motivation may be more improved.