

## ABSTRAK

**Masdiana Lumban Gaol.** *Pengaruh Persepsi Guru tentang Kepemimpinan Kepala Sekolah, Motivasi Kerja dan Pengendalian Stres terhadap Komitmen Guru. Studi Empiris di Sub Rayon SMPN 41 Medan.* Tesis. Medan: Program Pascasarjana, Universitas Negeri Medan. 2010

Penelitian ini dilakukan untuk mengetahui dan menjawab permasalahan dari lima hipotesis yang diajukan, yakni pengaruh langsung persepsi guru tentang kepemimpinan kepala sekolah terhadap motivasi kerja, terhadap pengendalian stres, terhadap komitmen guru, pengaruh langsung motivasi kerja terhadap komitmen guru, dan pengendalian stres terhadap komitmen guru di sub rayon SMPN 41 Medan.

Data dari 53 orang responden sampel dari 118 orang populasi. Instrumen penelitian ini adalah kuesioner dengan analisis uji coba pembobotan, validitas dan reliabilitas. Uji persyaratan analisis mencakup uji normalitas, homogenitas, linearitas dan keberartian regresi kemudian dilakukan analisis data dengan model *path analysis*.

Hasil analisis menunjukkan pengaruh langsung persepsi guru tentang kepemimpinan kepala sekolah terhadap motivasi kerja adalah sebesar 73,96%, terhadap pengendalian stres 58,83%, motivasi kerja terhadap komitmen guru 17,81%, dan pengendalian stres terhadap komitmen guru sebesar 24,09%. Pengaruh langsung persepsi guru tentang kepemimpinan kepala sekolah terhadap komitmen guru lemah dan tidak signifikan namun berpengaruh secara tidak langsung terhadap komitmen guru melalui motivasi kerja sebesar 36,30% dan melalui pengendalian stres 37,58%.

Semakin tinggi persepsi guru tentang kepemimpinan kepala sekolah, motivasi kerja dan pengendalian stres maka semakin tinggi pula komitmen guru di sub rayon SMPN 41 Medan, maka untuk mengoptimalkan komitmen guru perlu peningkatan persepsi guru tentang kepemimpinan kepala sekolah, motivasi kerja dan pengendalian stres.

## ABSTRACT

**Masdiana Lumban Gaol.** *The influence of Teacher's Perception on the Principal's Leadership, Work Motivation and Stress Control to the Teacher's Commitment. Empirical study at Sub Rayon SMPN 41 Medan: Postgraduate Program, State University of Medan. 2010*

This research aims to study and identify the problem of five submitted hypothesis, i.e. the direct influence of teacher's perception on the Principal's leadership to the work motivation, to the stress control, to the teacher's commitment, the indirect influence of work motivation to the teacher's commitment, and stress control to the teacher's commitment in sub rayon SMPN 41 Medan.

Sample from 53 respondents is taken from 118 population. The study instrument is questionnaire by performing trial error analysis, validity and reliability. The analysis conditional tests normality test, homogeneity, linearity, and regression significantly and the data analysis by path analysis model.

The result of analysis indicates the direct influence of teacher's perception on the Principal's leadership to the work motivation is 73.96%, to the stress control is 58.83%. work motivation to the teacher's commitment 17.81% and stress control to teacher's commitment is 24.09%. The direct influence of teacher's perception on the principal's leadership to the teacher's commitment tends to be weak and not significant but indirect influence of the teacher's commitment to the work motivation is 36.30% and stress control is 37.58%.

The higher teacher's perception on the Principal's leadership, work motivation and stress control correlates with the higher of teacher's commitment in sub rayon SMPN 41 Medan. Therefore, in order to optimize the teacher's commitment, it has to increase the teacher's perception on the Principal's leadership, work motivation and stress control.