

ABSTRAK

Putri Khairani Lubis. NIM: 8146131014 Pengaruh Persepsi Tentang Supervisi Kepala Sekolah, Budaya Organisasi Dan Motivasi Berprestasi Terhadap Kinerja Guru MTs Swasta Sub Rayon 44 Kabupaten Deli Serdang. Prodi Administrasi Pendidikan. Tesis. Pascasarjana Universitas Negeri Medan. 2018.

Penelitian ini bertujuan untuk mengetahui: 1) pengaruh persepsi tentang supervisi kepala sekolah terhadap motivasi berprestasi, 2) pengaruh budaya organisasi terhadap motivasi berprestasi, 3) pengaruh persepsi tentang supervisi kepala sekolah terhadap kinerja guru, 4) pengaruh budaya organisasi terhadap kinerja Guru, dan 5) pengaruh motivasi berprestasi terhadap kinerja guru. Metode penelitian ini adalah penelitian kuantitatif jenis analisis jalur (*path analysis*). Populasi penelitian ini adalah guru MTs Sawata Sub Rayon 44 Kabupaten Deli Serdang sebanyak 239 orang dengan sampel sebanyak 139 yang diambil dengan mengembangkan oleh *Issac* dan *Michael*. Instrument penelitian adalah angket dengan skala *Likert*. Data penelitian diolah dan dianalisis dengan analisis jalur (*path analysis*). Analisis jalur ini diawali dengan melakukan uji persyaratan analisis yang meliputi uji normalitas, melalui rumus *Liliefors*, uji homogenitas melalui *Barlett* dan uji linearitas dan keberartian regresi. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh langsung positif persepsi tentang supervisi kepala sekolah terhadap motivasi berprestasi, (2) terdapat pengaruh langsung positif budaya organisasi terhadap motivasi berprestasi, (3) terdapat pengaruh langsung positif persepsi tentang supervisi kepala sekolah terhadap kinerja guru; (4) terdapat pengaruh langsung positif budaya organisasi terhadap kinerja guru; dan (5) terdapat pengaruh langsung positif motivasi berprestasi terhadap kinerja guru. Dengan demikian untuk meningkatkan kinerja guru dapat ditentukan dengan meningkatkan persepsi tentang supervise kepala sekolah, budaya organisasi, dan motivasi berprestasi.

Kata Kunci: Kinerja Guru, Persepsi Tentang Supervisi Kepala Sekolah, Budaya Organisasi dan Motivasi Berprestasi.

ABSTRACT

Putri Khairani Lubis. NIM: 8146131014. The Effect of Perception on Head Master's Supervision, Organization Culture and Achievement Motivation Toward Teacher's Performance of Private Junior High School (MTs Swasta) 44 Area Deli Serdang District. Prodi Education Administration. Thesis. Graduate of Medan State University. 2018.

The purpose of this research are to find out: 1) the effect of perception on head master's supervision toward achievement motivation, 2) the effect of organization culture toward achievement motivation, 3) the effect of perception on head master's supervision toward teacher's performance, 4) the effect of organization culture toward teacher's performance, and 5) the effect of achievement motivation toward teacher's performance. This research method is path analysis quantitative research. The population is 239 private junior high school of 44 area Deli Serdang district and the sample 139 by using Isaac and Michael. The research instrument is questionnaire with Likert scale. Research data is processed and analyzed by using path analysis. The path analysis is started with normality analysis through Lilliefors formula, Homogeneity test through Berlet and Linier and Regression. Based on hypothesis test, it is concluded that: (1) there is a direct positive influence on the principal's supervision on achievement motivation, (2) there is positive direct influence of organizational culture toward achievement motivation, (3) there is positive direct influence to principal supervision on teacher performance; (4) there is a direct positive influence of organizational culture on teacher performance; and (5) there is a positive direct effect of achievement motivation on teacher performance. Thus to improve teacher performance can be determined by improving perceptions of principal supervision, organizational culture, and achievement motivation.

Key words: Teacher's performance, Perception on Head Master Performance, Organization Culture and Motivation Achievement

