

ABSTRAK

Erwin Hafiz. Hubungan Persepsi Guru terhadap Motivasi Kerja dan Kemampuan Manajerial Kepala Sekolah dengan Pengembangan Profesi Guru SMK Negeri Rumpun Teknologi kota Medan. Tesis Medan : Program Studi Administrasi Pendidikan Sekolah Pascasarjana Universitas Negeri Medan, Agustus 2010.

Penelitian ini bertujuan untuk mengetahui hubungan (1) Persepsi Guru terhadap motivasi kerja (2) Kemampuan Manajerial Kepala Sekolah dengan (3) Pengembangan Profesi Guru. Dengan mengetahui hubungan antara variabel-variabel tersebut diharapkan kepala sekolah dapat membuat langkah-langkah yang tepat untuk meningkatkan kemampuan dalam memberdayakan segala kemampuan, pengetahuan dan keterampilan para guru sehingga para guru dapat mengembangkan profesinya.

Penelitian ini dilakukan di Sekolah Menengah Kejuruan (SMK) Negeri Rumpun Teknologi Kota Medan. Populasi penelitian adalah guru-guru sejumlah 412 orang, dan dari antara mereka yang menjadi sampel adalah sebanyak 120 orang yang dipilih secara Stratified Program Random Sampling.

Data variabel ini adalah data kuantitatif untuk mengukur hubungan Persepsi Guru terhadap Motivasi Kerja Kepala Sekolah (X_1) dan Kemampuan Manajerial Kepala Sekolah (X_2) dengan Perkembangan Profesi Guru (y). Karena hubungan yang terjadi positif yaitu sebesar $r = 0,824$ artinya meningkatnya persepsi guru terhadap Motivasi Kerja Kepala Sekolah (X_1) dan Kemampuan Manajerial Kepala Sekolah (X_2) akan meningkatkan Pengembangan Profesi Guru (y) dan hubungan tersebut signifikan atau sangat kuat.

ABSTRACT

Erwin Hafiz. Persepsi relations of the Teacher towards the Work Motivation and the Capacity of Manajerial Principal with the Development of the Teacher Professional SMK Negeri Rumpun of Medan City Technology. The Medan thesis: the Study Program of Administration of postgraduate Schooling the State University of Medan, in August 2010.

This research aimed at knowing relations (1) the Perception of the Teacher towards the work motivation (2) the Capacity of Manajerial Principal with (3) the Development of the Teacher Profession. By learning relations were between variables filled it was hoped the principal could make steps that were exact increase the capacity in empowering all the capacities, knowledge and skills of the teachers so as the teachers could develop his profession.

This research was carried out in the Vocational Secondary School (SMK) the Rumpun Country of Technology of Kota Medan. The research population was teachers about 412 people, and from among them that to be the sample was as many as 120 people who were chosen in a manner Stratified Program Random Sampling.

This variable data was the quantitative data to measure Perception relations of the Teacher towards the Work Motivation of Principal (X1) and the Capacity of Manajerial Principal (X2) with the Development of the Teacher Profession (Y). Because of relations that happened positive that is as big as $r = 0.824$ meaning that the increase in the perception of the teacher towards the Work Motivation of Principal (X1) and the Capacity of Manajerial Principal (X2) will increase the Development of the Teacher Profession (y) and these relations were significant or very strong.