

ABSTRAK

Christin Juli Emma P.A. NIM. 8166131002. Pengaruh Disiplin Kerja, Kecerdasan Spiritual dan Kerja sama Tim terhadap Komitmen Kerja Guru di SD Negeri Kecamatan Selesai Kabupaten Langkat. Tesis. Medan: Prodi Administrasi Pendidikan Program Pascasarjana Universitas Negeri Medan, 2018.

Penelitian ini bertujuan untuk mendeskripsikan dan mengetahui: (1) pengaruh disiplin kerja terhadap kerja sama tim guru di SD Negeri di Kecamatan Selesai, Kabupaten Langkat; (2) pengaruh kecerdasan spiritual terhadap kerja sama tim guru SD Negeri di Kecamatan Selesai, Kabupaten Langkat; (3) pengaruh disiplin kerja terhadap komitmen kerja guru di SD Negeri di Kecamatan Selesai, Kabupaten Langkat; (4) pengaruh kecerdasan spiritual terhadap komitmen kerja guru di SD Negeri di Kecamatan Selesai, Kabupaten Langkat; dan (5) pengaruh kerja sama tim terhadap komitmen kerja guru di SD Negeri di Kecamatan Selesai, Kabupaten Langkat. Metode penelitian yang digunakan adalah metode kuantitatif dengan pendekatan analisis jalur. Populasi adalah seluruh guru SD Negeri sekecamatan Selesai sebanyak 300 orang. Jumlah responden sebanyak 143 orang yang diambil dengan *Sampling Random Proporsional* ditentukan dengan menggunakan *Nomogram Harry King*. Instrumen penelitian berupa angket, sedang analisis data lewat analisis jalur dan sebelumnya ada uji normalitas data dengan kai kuadrat, uji linieritas dan keberartian regresi dengan Analisis Variansi pada taraf signifikansi α sebesar 0,05. Hasil dari penelitian ini ditemukan: (1) terdapat pengaruh langsung positif disiplin kerja terhadap kerja sama tim dengan koefisien jalur $\rho_{31} = 0,327$, dengan pengaruhnya sebesar 10,7%; (2) terdapat pengaruh langsung kecerdasan spiritual terhadap kerja sama tim dengan koefisien jalur $\rho_{32} = 0,256$ dengan pengaruhnya sebesar 6,2%; (3) terdapat pengaruh langsung positif disiplin kerja terhadap komitmen kerja dengan koefisien jalur $\rho_{41} = 0,184$ dengan pengaruhnya sebesar 3,4%; (4) terdapat pengaruh langsung positif kecerdasan spiritual terhadap komitmen kerja dengan koefisien jalur $\rho_{42} = 0,144$ dengan pengaruhnya sebesar 2,1%; (5) terdapat pengaruh langsung positif kerja sama tim terhadap komitmen kerja dengan koefisien jalur $\rho_{43} = 0,235$ dengan pengaruhnya sebesar 12,3%. Semakin tinggi pengaruh disiplin kerja, kecerdasan spiritual, dan kerja sama tim, maka semakin tinggi pula dalam mempengaruhi komitmen kerja guru SD Negeri Kecamatan Selesai, Kabupaten Langkat.

Kata Kunci: Disiplin Kerja, Kecerdasan Spiritual, Kerja Sama Tim, Komitmen Kerja.

ABSTRACT

Christin Juli Emma PA. NIM. 8166131002. *The Effect of Work Discipline, Spiritual Intelligence and Teamwork on Teacher Working Commitment in State Elementary School Subdistrict Selesai of Langkat Regency. Thesis. Medan: Prodi Education Adminsitration Graduate Program. University Of Medan, 2018.*

This study aims to determine : (1) the influence of work discipline on teacher teamwork in State Elementary School Subdistrict Selesai of Langkat Regency; (2) the influence of spiritual intelligence on the teamwork of elementary school teachers in Subdistrict Selesai of Langkat Regency; (3) the influence of work discipline on teacher work commitment in State Elementary School Subdistrict Selesai of Langkat Regency; (4) the influence of spiritual intelligence on teacher work commitments in State Elementary School Subdistrict Selesai of Langkat Regency; and (5) the influence of teamwork on teacher work commitments in State Elementary School Subdistrict Selesai of Langkat Regency. The research method used is quantitative method with path analysis model. The population is all teachers in State Elementary School Subdistrict Selesai of Langkat Regency. The number of respondents as many as 143 people taken with Random Proportional Sampling determined using Harry's King Nomogram . Research instrument in the form of questionnaire, is data analysis through path analysis and previously there is normality data test with kai square, linearity test and regression significance with Variance Analysis at significance level α equal to 0,05. The results of this study were found: (1) there was a positive direct effect of work discipline on teamwork with path coefficient $\rho_{31} = 0,327$, and the magnitude of the effect is 10,7%; (2) there is a direct influence of spiritual intelligence to teamwork with path coefficient ρ_{32} of 0.256 and the magnitude of the effect is 6.2%; (3) there is a positive direct effect of work discipline on work commitment with path coefficient $\rho_{41} = 0,184$ and the magnitude of the effect is 3,4%; (4) there is a positive direct effect of spiritual intelligence on work commitment with path coefficient $\rho_{42} = 0,144$ and the magnitude of the effect is 2,1%; (5) there is a positive direct effect of teamwork on work commitment with path coefficient $\rho_{43} = 0,235$ and the magnitude of the effect is 12,3%. The higher the influence of work discipline, spiritual intelligence, and teamwork, the higher also in affecting the work commitment of teachers of State Elementary School Subdistrict Selesai of Langkat Regency.

Keywords: *Work Discipline, Spiritual Intelligence, Teamwork, Working Commitment.*