ABSTRAK

***Hari Purwoko**, 045030386. Hubungan Antara Pengembangan Diri, Iklim Kerjasama dan Pemberian Insentif dengan Kepuasan kerja guru SMK Persatuan Amal bakti (PAB) di Kabupaten Deli Serdang. Tesis: Sekolah Pascasarjana Universitas Negeri Medan. 2010.*

Penelitian ini bertujuan untuk mengetahui: 1) hubungan antara pengembangan diri dengan kepuasan kerja guru SMK PAB, 2) hubungan antara iklim kerjasama dengan kepuasan kerja guru SMK PAB, 3) hubungan antara pemberian insentif dengan kepuasan kerja guru SMK PAB , dan 4) hubungan antara pengembangan diri, iklim kerjasama dan pemberian insentif secara bersama-sama dengan kepuasan kerja guru SMK PAB .

Populasi penelitian ini adalah guru SMK PAB Kabupaten Deli Serdang yang berada di masing-masing unit kerja sebanyak 131 orang guru. Untuk menentukan sampel digunakan teknik *Stratified Proportional Random Sampling*, dan berdasarkan perhitungan dan teknik tersebut diperoleh jumlah sampel 40 orang. Instrumen yang digunakan untuk mengumpulkan data ialah kuesioner skala *Likert*. Sebelum instrumen digunakan untuk mengumpulkan data yang sebenarnya, terlebih dahulu dilakukan uji coba. Untuk menguji validitas instrumen digunakan korelasi product moment. Sedangkan reabilitas intrumen diuji dengan rumus Cronbach Alpha. Hasil uji coba validitas butir angket variabel pengembangan diri sebanyak 30 butir dan yang valid sebanyak 20 butir, variabel iklim kerjasama sebanyak 29 butir dan yang valid 19 butir, pemberian insentif sebanyak 30 butir dan yang valid 28 butir., sedangkan kepuasan kerja guru sebanyak 30 butir dan yang valid 22 butir. Hasil uji coba reliabilitas angket variabel pengembangan diri diperoleh koefisien reliabilitas sebesar 0,840, iklim kerjasama sebesar 0,703, pemberian insentif sebesar 0,935 dan kepuasan kerja guru diperoleh koefisien reliabilitas sebesar 0,945. Teknik analisis yang digunakan ialah teknik korelasi dan regresi sederhana dan ganda.

Hasil penelitian ini menunjukkan bahwa: 1) terdapat hubungan yang signifikan antara pengembangan diri dengan kepuasan kerja guru, 2) terdapat hubungan yang signifikan antara iklim kerjasama dengan kepuasan kerja guru,3) terdapat hubungan yang signifikan antara pemberian insentif dengan kepuasan kerja guru , 4) terdapat hubungan yang signifikan antara pengembangan diri , iklim kerjasama dan pemberian insentif secara bersama sama dengan kepuasan kerja guru dengan memberikan sumbangan efektif sebesar 54,03 % . Besarnya sumbangan efektif masing masing variabel pengembangan diri , iklim kerjasama dan pemberian insentif terhadap kepuasan kerja guru berturut turut sebesar 4,57 % , 23,17 % dan 26,29 % .

ABSTRACT

***Hari Purwoko**,045030386. The relationship Between Self development , Coorporation Climate and Incentive Payment With Teacher's Job Satisfaction Of SMK Persatuan Amal Bakti (PAB) In Deli Serdang Distict . Thesis: Post Graduate Of Medan State University (UNIMED) ,2010.*

This study is aimed at finding out : (1) the relationship between personality exploring with teacher's job satisfaction of SMK PAB, (2) the relationship between coorporation climate with teacher's job satisfaction of SMK PAB, (3) the relationship between incentive payment with teacher's job satisfaction of SMK, (4) the relationship between self development, coorporation climate and incentif payment as together with teacher's job satisfaction of SMK PAB.

The population of the research were 131 teachers of SMK PAB from each unit in Deli Serdang District. *Stratified Random Sampling* is used in this study and 40 teachers were chosen as the result of calculating sample. The questionnaries were used for collecting data by Likert Scale. Validity and realibility test were done before the instruments. Product moment correlation formula was used for the instruments validity while Cronbach Alpha formula was used for the instruments realibility.

The finding of the validity result are 20 of 30 items are valid for self development, 19 of 29 items are valid for the coorporation climate, 28 of 30 items are valid for the incentive payment and 22 of 30 items are valid for the teacher's job satisfaction. The finding of the realibility coefficient result are the self development variable are 0,840, cooporation climate are 0,703, incentive payment are 0,935 ann teacher's job satisfaction the realibility coefficient result are 0,945. The analysis techniques correlation and simple double regression are used for the analysis.

The data analysis result indicated that : (1) there is a significant relationship between self development with teacher's job satisfaction, (2) there is a significant relationship between cooperation climate with teacher's job satisfaction, (3) there is a significant relationship between incentive payment with teacher's job satisfaction, (4) there is a significant relationship between self development , cooperation climate and incentive payment as together with teacher's job satisfaction with give effective contribution is 54,03 %. The effective contribution each self development variable, cooperation climate and incentive payment of the teacher's job satisfaction as continue are 4,57 %, 23,17 % and 26,29 % .