

ABSTRAK

PITER, SAMOSIR. Hubungan Supervisi Kepala Sekolah dan Motivasi Kerja dengan Kinerja Guru di SMP Se Kecamatan Medang deras Kabupaten Batubara. Tesis, Medan Program Pascasarjana Universitas Negeri Medan, 2011

Penelitian ini bertujuan untuk mengetahui hubungan positif yang signifikan antara: (1) Supervisi kepala sekolah dengan Kinerja guru, (2) Motivasi Kerja dengan Kinerja guru, dan (3) Supervisi Kepala sekolah dan Motivasi Kerja secara bersama-sama dengan Kinerja guru di SMP Se Kecamatan Medang deras Kabupaten Batubara.

Populasi penelitian ini adalah seluruh guru SMP Se Kecamatan Medang deras Kabupaten Batubara yang berjumlah 170 orang dan sampel penelitian sebanyak 42 orang yang diambil secara stratifikasi random sampling. Instrumen yang digunakan yaitu angket, formulir observasi (APKG) dengan uji coba lebih dahulu.

Teknik analisis data dilakukan dengan menggunakan analisis deskriptif dan inferensial yang meliputi analisis korelasi dan regresi. Hasil penelitian menunjukkan bahwa Supervisi kepala sekolah dan Motivasi kerja serta kinerja guru tergolong ke dalam kategori cukup. Terdapat hubungan positif yang signifikan Supervisi Kepala sekolah dengan Kinerja guru, koefisien korelasi 0,64. Terdapat hubungan positif yang signifikan antara Motivasi Kerja dengan Kinerja guru, koefisien korelasi 0,49. Terdapat hubungan positif yang signifikan antara Supervisi Kepala Sekolah secara bersama-sama dengan Kinerja guru di SMP Se Kecamatan Medang Deras Kabupaten Batu bara dengan koefisien korelasi 0,75. Pengujian dilakukan pada taraf signifikansi $\alpha = 0,05$, dk = 42. Ini berarti bahwa untuk meningkatkan kinerja guru dibutuhkan Supervisi Kepala Sekolah dan Motivasi Kerja yang baik.

ABSTRACT

Samosir, Piter. The Relationship between the Headmaster's supervision and work Motivation with Teacher's performance in junior high School in Medang deras Batubara. Thesis. The State Univesity of Medan, Post Graduate Studies, 2011

This study is aimed at finding out the significant correlation between: (1) the headmaster's Supervision with teacher's performance , (2) Work Motivation with teacher's performance, and (3) the headmaster's Supervision and Work Motivation together with teacher's performance in junior high School in Medang Deras Batubara

The population was all teachers in junior high School in Medang Deras Batubara, with the total of 170 teachers and 42 of them were taken as sample by using stratified random sampling. Instruments used were questionnaires, and the instrument were first tried.

The data analysis technique used were description and inferential analysies correlation and regression analysis. The result showed that headmaster's Supervision, Work Motivation and teacher's performance were in the enough categoris. There are significant correlation between the headmaster's Supervision with teacher's performance , with a correlation coefficient was 0.64. There are significant correlation between Work Motivation of teacher's performance, with a correlation coefficient was 0.49. And also, there are significant correlation between the headmaster's Supervision and Work Motivation collectively with teacher's performance in junior high School in Medang deras Batubara, with a correlation coefficient was 0.75. The test is done by using level of significancy at $\alpha = 0.05$, $df = 42$. It means that the increasing teacher's performance, helping of headmaster's Supervision and Work Motivation is well.