

## ABSTRAK

**Kepler Silaban. Hubungan Motivasi Kerja Dan Iklim Organisasi Dengan Kinerja Guru Di SMK Negeri Bisnis Manajemen Kota Medan. Tesis, Medan : Program Pascasarjana Universitas Negeri Medan, 2009.**

Rumusan masalah dalam penelitian ini adalah : (1) apakah terdapat hubungan yang positif dan signifikan antara motivasi kerja dengan kinerja guru ? (2) apakah terdapat hubungan yang positif dan signifikan antara iklim organisasi dengan kinerja guru? (3) apakah terdapat hubungan yang positif dan signifikan antara motivasi kerja dan iklim organisasi secara bersama-sama dengan kinerja guru. Penelitian ini bertujuan untuk mengetahui dan mendeskripsikan hubungan antara motivasi kerja guru dengan kinerja guru, hubungan iklim organisasi dengan kinerja guru, hubungan motivasi kerja dan iklim organisasi secara bersama-sama dengan kinerja guru di SMK Negeri Bisnis Manajemen Kota Medan. Penelitian ini mengajukan tiga hipotesis yaitu : (1) Ada hubungan signifikan motivasi kerja dengan kinerja mengajar guru di SMK Negeri Bisnis Manajemen Kota Medan., (2) Ada hubungan signifikan iklim organisasi dengan kinerja mengajar guru di SMK Negeri Bisnis Manajemen Kota Medan, (3) Ada hubungan signifikan motivasi kerja dan iklim organisasi secara simultan dengan kinerja mengajar guru di SMK Negeri Bisnis Manajemen Kota Medan

Variabel yang diteliti yaitu motivasi kerja ( $X_1$ ), iklim organisasi ( $X_2$ ) dan kinerja guru ( $Y$ ). Populasi penelitian ini yaitu seluruh guru SMK Negeri Bisnis Manajemen kota Medan yang berjumlah 170 orang, dan diambil sampel penelitian sebanyak 43 orang. Instrumen yang digunakan angket, terlebih dahulu diujicobakan. Hasil uji coba angket motivasi kerja diperoleh 8 butir yang tidak valid dengan koefisien reliabilitas 0,852. Hasil uji coba angket iklim organisasi diperoleh 8 butir yang tidak valid dengan koefisien reliabilitas 0,924. .

Teknik analisis data menggunakan analisis deskripsi dan inferensial yang meliputi analisis korelasi dan regresi. Hasil penelitian menunjukkan bahwa motivasi kerja berada pada kategori kurang, iklim organisasi kerja dan kinerja guru termasuk kategori cukup. Kemudian terdapat hubungan antara motivasi kerja dengan kinerja guru dengan  $r_{y.1} = 0,51$  ; iklim organisasi mempunyai hubungan dengan kinerja guru dengan  $r_{y.2} = 0,54$ ; dan terdapat hubungan antara motivasi kerja dan iklim organisasi secara bersama-sama dengan kinerja , dimana  $R_{y.12} = 0,79$  pada taraf  $\alpha = 5\%$ . Persamaan garis regresi ganda antara kinerja guru dengan motivasi kerja dan iklim organisasi yaitu  $\hat{Y} = 29,33 + 0,04 X_1 + 0,65 X_2$ .

Berdasarkan hasil penelitian dapat disimpulkan bahwa : (1) terdapat hubungan positif yang berarti antara motivasi kerja dan iklim organisasi baik secara sendiri-sendiri maupun secara bersama-sama dengan kinerja guru SMK Negeri Bisnis Manajemen Kota Medan, (2) Motivasi kerja dan iklim organisasi cukup signifikan menjelaskan (mempengaruhi) kinerja guru dengan koefisien determinasi sebesar 63 %.

Hasil penelitian ini hendaknya dapat bermanfaat bagi para guru dan kepala sekolah guna peningkatan pembelajaran dan mutu pendidikan serta peneliti lainnya guna memperdalam informasi tentang penelitian lainnya yang relevan,

## ABSTRACT

**Kepler Silaban. The Relationships between the motivation of activity and organization climate with teacher performance vocational school in Business. Thesis. The State University of Medan, 2009.**

The identification of this problem research are: (1) there the positive and the significant relationship between motivation of activity and teacher,s performance .(2) there the relation between the organization climate and teacher performance (3) there relation between the motivation of activity and organization climate with teacher,s performance. The aim of this research are . to know and to describe the corelations between the motivation of activity with teacher performance , performance.organization climate with teacher performance, the motivation of activity and organization climate together with teacher . This research submits three hypotheses they are: ( 1) There is the relation of significant motivation of activity with performance of teacher's tending Vocational School in Business , ( 2) There is the relation of significant organizational climate with performance teaches teacher Vocational School in Business , ( 3) There is the relation of significant motivation of organizational activity and climate in simultan with performance of the teacher Vocational School in Business.

The variables were researched are the motivation of activity ( $X_1$ ), organization climate ( $X_2$ ), and performance of teacher ( $Y$ ). The population of the research are all teachers vocational school in Business, with the total of 170 people and 43 of them were taken as the research sample. The instruments used in this research is the questionnaires system that had been tested. The results showed that eight items of the motivation of activity were not valid with the reliability coefficient 0.852. Eight item of the climate organization were not valid with the reliability coefficient 0.924.

The data analysis technique used we description analysis and inferential analysis that covering correlation and regression analysis. The research shows the motivation of activity is in the less category, climate organization and teacher's performance is in the enough category. Then there are a corelation between motivation of activity and teacher's performance with  $r_{y.1} = 0.51$ . the climate organization has relation with the teacher's performance  $r_{y.2} = 0.54$  We can see there are corelation between motivation of activity and climate organization and teacher's performance with  $R_{y.12} = 0.79$  at significant  $\alpha = 5\%$ . The quality of the double regression line between performance of the teacher and motivation of activity and climate organization is  $\hat{Y} = 29.33 + 0.04X_1 + 0.65 X_2$

Based on the result of the research , it be concluded that (1) there are positive corelation between the motivation of activity and climate organization even though by it self or by teacher's performance at the vocational School in Business , (2) The motivation of activity and organization climate are significant to show the teacher's performanceby 63% coefficiently

Hopefully these research are very useful for teachers and principle in improving the teaching process and the quality of education and other research that can improve the other research that still relevant