

ABSTRAK

Husin Hasibuan. NIM. 035030215. Hubungan Pelaksanaan Koordinasi Kepala Sekolah dan Disiplin Kerja Guru dengan Efektivitas Kinerja Guru SMP Negeri di Kabupaten Deli Serdang. Tesis, Program Pascasarjana Universitas Negeri Medan, Oktober 2009.

Rumusan penelitian ini adalah apakah terdapat hubungan positif dan berarti antara pelaksanaan koordinasi kepala sekolah dan disiplin kerja baik secara sendiri-sendiri maupun secara bersama-sama dengan efektivitas kinerja guru SMP Negeri di Kabupaten Deli Serdang?.

Penelitian ini bertujuan untuk mengetahui dan mendeskripsikan hubungan pelaksanaan koordinasi kepala sekolah dengan efektivitas kinerja guru, hubungan disiplin kerja dengan efektivitas kinerja guru, dan hubungan antara pelaksanaan koordinasi kepala sekolah dan disiplin kerja secara bersama-sama dengan efektivitas kinerja guru.

Penelitian ini merupakan penelitian deskriptif korelasional karena melihat hubungan antar variabel penelitian. Populasi penelitian ini adalah seluruh guru di lima SMP Negeri di Kabupaten Deli Serdang yang berjumlah 278 orang, dan yang menjadi sampel penelitian sebanyak 66 orang atau 23,74 % yang diambil dari populasi dengan menggunakan teknik stratified proportional random sampling. Instrumen pengumpulan data adalah angket untuk variabel efektivitas kinerja guru dengan koefisien reliabilitas $r_{11} = 0,869$, variabel pelaksanaan koordinasi kepala sekolah dengan koefisien reliabilitas $r_{11} = 0,861$, dan disiplin kerja dengan koefisien reliabilitas $r_{11} = 0,867$. Data dianalisis menggunakan teknik korelasi produk momen, regresi sederhana, regresi ganda, dan korelasi parsial serta uji-t.

Hasil pengujian hipotesis menunjukkan: (1). terdapat hubungan positif yang berarti pelaksanaan koordinasi kepala sekolah dengan efektivitas kinerja guru ditunjukkan dengan koefisien korelasi sebesar $r = 0,7806$ dan $t_{hitung} = 9,99 > t_{tabel} = 1,67$ dengan $dk = 64$ pada taraf kepercayaan $\alpha = 0,05$, (2). terdapat hubungan positif yang berarti disiplin kerja dengan efektivitas kinerja guru ditunjukkan dengan koefisien korelasi sebesar $r = 0,7676$ dan $t_{hitung} = 9,58 > t_{tabel} = 1,67$ dengan $dk = 64$ pada taraf kepercayaan $\alpha = 0,05$, (3) terdapat hubungan positif yang berarti antara pelaksanaan koordinasi kepala sekolah dan disiplin kerja secara bersama-sama dengan efektivitas kinerja guru. Hal ini ditunjukkan dengan koefisien korelasi sebesar $R = 0,8170$ dengan $dk = 63$ pada taraf kepercayaan $\alpha = 0,05$ dan sumbangan efektif sebesar 66,70 %, yang berarti bahwa 66,70 % efektivitas kinerja guru SMP Negeri di Kabupaten Deli Serdang dapat dijelaskan dengan variabel pelaksanaan koordinasi kepala sekolah dan disiplin kerja secara bersama-sama melalui persamaan garis regresi ganda $\hat{Y} = 48,45 + 0,46X_1 + 0,45X_2$.

Simpulan hasil penelitian adalah; terdapat hubungan positif yang berarti pelaksanaan koordinasi kepala sekolah dengan efektivitas kinerja guru, terdapat hubungan positif yang berarti disiplin kerja dengan efektivitas kinerja guru, dan terdapat hubungan positif yang berarti antara pelaksanaan koordinasi kepala sekolah dan disiplin kerja secara bersama-sama dengan efektivitas kinerja guru SMP Negeri di Kabupaten Deli Serdang.

ABSTRACT

Husia Hasibuan. NIM. 035030215. The Relationship of the Execution Coordination of Headmaster and Job Discipline with the Effectiveness Performance of Teacher State Junior High School at Deli Serdang of Recident, Thesis. Medan, Graduate Program, State University of Medan. October 2009.

This research was aimed is discovering whether there were relationships between the execution coordination of headmaster with the effectiveness performance of teacher, the job discipline with the effectiveness performance of teacher, and than the Execution Coordination of Headmaster and Job Discipline with the Effectiveness Performance of Teacher State Junior High School at Deli Serdang of Recident.

This study was a descriptive correlational research to observe the relationships of the research variables. The population was all, amounting to 278 and the sample were 66 people or 23.74 % taken from the population using stratified proportional random sampling by tehniue. The instrument used to collect the datas were questionnaires for the Effectiveness Performance of Teacher variable with reliability coefficient $r_{11} = 0.869$, the execution coordination of headmaster variable with reliability coefficient $r_{11} = 0.861$ and the job discipline variable with reliability coefficient $r_{11} = 0.867$. Data was analized by using product moment correlation, simple regression, multiple regression, and partial correlation and than t-test.

The results of hypotheses testing indicated that (1) there was a significant relationship between the execution coordination of headmaster with the effectiveness performance of teacher with correlation coefficient of $r = 0.7806$ and $t_{count} = 9.99 > t_{table} = 1.67$ with degree of free = 64 at the level of significance $\alpha = 0.05$, (2) there was a significant relationship between the job discipline with the effectiveness performance of teacher with correlation coefficient of $r = 0.7676$ and $t_{count} = 9.58 > t_{table} = 1.67$ with degree of free = 64 at the level of significance $\alpha = 0.05$, and (3) there was a significant relationship between the Execution Coordination of Headmaster and Job Discipline with the Effectiveness Performance of Teacher. This was shown with a correlation coefficien of $R = 0.8170$ with degree of free = 63 at the level of significance $\alpha = 0.05$, and effektive contribution is 66.70 % wich means that 66.70 % Effectiveness Performance of Teacher State Junior High School at Deli Serdang of Recident could be explained with the variables of the Execution Coordination of Headmaster and Job Discipline together through the similarity of the double regression line $\hat{Y} = 48.45 + 0.46X_1 + 0.45X_2$.

Conclude result of research is there are positive relationship which mean the execution coordination of headmaster with the effectiveness performance of teacher, there are positive relationship which mean the job discipline with the effectiveness performance of teacher, and than there are positive relationship which mean the Execution Coordination of Headmaster and Job Discipline with the Effectiveness Performance of Teacher State Junior High School at Deli Serdang of Recident.