

ABSTRAK

Marthen MW Dandirwalu. NIM. 8146132016_Pengaruh Budaya Organisasi, kepemimpinan kepala sekolah dan Motivasi Berprestasi Terhadap Kinerja Guru Di Sekolah Dasar Kecamatan Patumbak Kabupaten Deli Serdang.Tesis. Program Studi Administrasi Pendidikan. Medan: Pascasarjana Universitas Negeri Medan, 2018.

Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi terhadap motivasi berprestasi, pengaruh kepemimpinan kepala sekolah terhadap motivasi berprestasi, pengaruh budaya organisasi terhadap kinerja guru, pengaruh kepemimpinan kepala sekolah terhadap kinerja guru, dan pengaruh motivasi berprestasi terhadap kinerja guru Sekolah Dasar Kecamatan Patumbak Kabupaten Deli Serdang. Penelitian ini menggunakan analisis jalur dengan responden sebanyak 149 guru di Sekolah Dasar Kecamatan Patumbak Kabupaten Deli Serdang. Teknik penarikan sampel digunakan teknik secara acak proporsi. Sebelum dilakukan pengujian hipotesis dilakukan uji persyaratan analisis, yaitu uji normalitas dan uji linearitas hubungan antar variabel penelitian. Pengumpulan data diperoleh melalui instrumen angket. Hasil temuan penelitian menunjukkan budaya organisasi berpengaruh langsung positif terhadap motivasi berprestasi. Kepemimpinan kepala sekolah berpengaruh langsung positif terhadap motivasi berprestasi, budaya organisasi berpengaruh langsung positif terhadap kinerja, kepemimpinan kepala sekolah berpengaruh langsung positif terhadap kinerja, dan motivasi berprestasi berpengaruh langsung terhadap kinerja. Untuk meningkatkan Kinerja guru Sekolah dasar Kecamatan Petumbak Kabupaten Deli Serdang dapat dilakukan dengan meningkatkan Budaya Organisasi, Kepemimpinan Kepala Sekolah dan Motiberprestasi guru.

Kata Kunci: Budaya Organisasi, Kepemimpinan Kepala Sekolah, Motivasi Berprestasi, Kinerja Guru



ABSTRACT

Marthen MW Dandirwalu. NIM. 8146132016_The Influence of Organizational Culture, Principal's Leadership And Achievement Motivation On Teacher's Performance In Primary Schools In Patumbak Deli Serdang District. Thesis. Education Adminsitration Medan: PostGraduate Program. University Of Medan, 2018.

This study aims to determine the influence of organizational culture on achievement motivation, the influence of the principal's leadership on achievement motivation, the influence of organizational culture on teacher performance, the influence of the principal's leadership on teacher performance, and the influence of achievement motivation on the teacher's performance of elementary school in Patumbak Serdang District. This study uses path analysis with 149 teachers as respondents at the Patumbak Deli Serdang District. Skill technique uses Proportional Random Sampling. Before testing the hypothesis, the analyst requirements are tested first, namely the research data with normal distribution and the relationship between variables shows a linear relationship. Data collection was obtained through questionnaires. The research findings show that organizational culture has a direct positive effect on achievement motivation. Principal's leadership has a direct positive effect on achievement motivation, organizational culture has a direct positive effect on performance, principals' leadership has a direct positive effect on performance, and achievement motivation has a direct effect on performance. Based on the research findings, the most significant effect on performance was organizational culture, leadership of school principals and achievement motivation. To improve the performance of elementary school teachers in Petumbak sub-district, it can be done by improving the organizational culture, leadership of the principal and achievement motivation.

Keyword : Organization Culture, Principal's Leadership, Achievement Motivation, Teacher's Performance