

## ABSTRACT

ASNAILI TANJUNG. NIM 081188130052. **The Relationship Between Organizational Climate, Empowering MGMP and Motivational Achievement with The Mathematic Teacher's Performance of Public Government Senior High School in Medan.** Thesis. Post-graduate Program.State University of medan, 2009.

The problem of this study is there any significant relationship between : (1) organizational climate with the mathematic teacher's performance?, (2) empowering MGMP with the mathematic teacher's performance?, (3) motivational achievement with the mathematic teacher's performance?, (4) organizational climate and empowering MGMP with the mathematic teacher's performance?, (5) organizational climate and motivational achievement with the mathematic teacher's performance?, (6) empowering MGMP and motivational achievement with the mathematic teacher's performance?, (7) organizational climate, empowering MGMP and motivational achievement with the mathematic teacher's performance?

This research is aimed to know relationship between (1) organizational climate with the mathematic teacher's performance, (2) empowering the MGMP with the mathematic teacher's performance, (3) motivational achievement with the mathematic teacher's performance, (4) organizational climate and empowering the MGMP with the mathematic teacher's performance, (5) organizational climate and motivational achievement with the mathematic teacher's performance, (6) empowering the MGMP and motivational achievement with the mathematic teacher's performance, (7) organizational climate, empowering the MGMP and motivational achievement with the mathematic teacher's performance.

The population of the research are all of the mathematic teacher's of Public government senior high school in Medan at 21 schools which are about 123 teachers. The sample of the research were 54 teachers by using stratified random sampling. The instrument that is used to collect the data by using Likert mode scale. Causes that is done for testing data normality and linierity, and independency among independent variables. The analysis is used is the correlation and simple regression and correlation and multiple regression at level significance  $\alpha = 0,05$ .

The result of the research shows : (1) there was a significant relationship between organizational climate with mathematic teacher's performance with correlation coefficient at 0,937; (2) there was a significant relationship between empowering MGMP with the mathematic teacher's performance for correlation coefficient 0,386; (3) there was a significant relationship between motivational achievement with mathematic the teacher's performance for correlation coefficient 0,340; (4) there was a significant relationship jointly between organizational climate and empowering MGMP with mathematic teacher's performance for correlation coefficient 0,524; (5) there was a significant relationship jointly between organizational climate and motivational achievement with mathematic teacher's performance for correlation coefficient 0,491; (6) there was a significant relationship jointly between empowering MGMP and motivational achievement with mathematic teacher's performance for correlation coefficient 0,476; and (7) there was a significant relationship jointly between organizational climate, empowering MGMP and motivational achievement with mathematic teacher's performance for correlation coefficient 0,609.

## ABSTRAK

Asnaili Tanjung. NIM. 081188130052 **Hubungan Antara Iklim Organisasi, Pemberdayaan MGMP Dan Motivasi Berprestasi Dengan Kinerja Guru Matematika Di SMA Negeri Kota Medan.** Tesis: Program Pasca Sarjana Universitas Negeri Medan. 2009.

Rumusan masalah dalam penelitian ini adalah: (1) apakah ada hubungan antara iklim organisasi dengan kinerja guru?, (2) apakah ada hubungan antara pemberdayaan MGMP dengan kinerja guru?, (3) apakah ada hubungan antara motivasi berprestasi dengan kinerja guru?, (4) apakah ada hubungan antara iklim organisasi dan pemberdayaan MGMP dengan kinerja guru?, (5) apakah ada hubungan antara iklim organisasi dan motivasi berprestasi dengan kinerja guru?, (6) apakah ada hubungan antara pemberdayaan MGMP dan motivasi berprestasi dengan kinerja guru? dan (7) apakah ada hubungan antara iklim organisasi, pemberdayaan MGMP dan motivasi berprestasi secara bersama-sama dengan kinerja guru?

Tujuan penelitian untuk mengetahui: (1) hubungan iklim organisasi dengan kinerja guru, (2) hubungan pemberdayaan MGMP dengan kinerja guru, (3) hubungan motivasi berprestasi dengan kinerja guru, (4) hubungan antara iklim organisasi dan pemberdayaan MGMP dengan kinerja guru, (5) hubungan antara iklim organisasi dan motivasi berprestasi dengan kinerja guru, (6) hubungan antara iklim organisasi dan motivasi berprestasi dengan kinerja guru, dan (7) hubungan antara iklim organisasi, pemberdayaan MGMP, dan motivasi berprestasi secara bersama-sama dengan kinerja guru.

Populasi penelitian adalah seluruh guru mata pelajaran Matematika di SMA Negeri Kota Medan yang tersebar di 21 sekolah dengan jumlah 123 orang. Sampel penelitian berjumlah 54 orang yang diambil dengan teknik *stratified random sampling*. Instrumen penelitian adalah angket dengan modell skala Likert. Uji persyaratan dilakukan untuk menguji normalitas, linearitas, dan independensi antar variabel bebas. Teknik analisis data digunakan korelasi dan regresi sederhana dan korelasi dan regresi ganda pada taraf signifikansi  $\alpha = 0,05$ .

Temuan penelitian menunjukkan: (1) terdapat hubungan positif dan signifikan antara iklim organisasi dengan kinerja guru dengan angka korelasi 0,397 (2) terdapat hubungan positif dan signifikan antara pemberdayaan MGMP dengan kinerja guru matematika dengan angka korelasi 0,386 (3) terdapat hubungan positif dan signifikan antara motivasi berprestasi dengan kinerja guru matematika dengan angka korelasi 0,340 (4), terdapat hubungan positif dan signifikan secara bersama-sama antara iklim organisasi dan pemberdayaan MGMP dengan kinerja guru matematika dengan angka korelasi 0,524 (5) terdapat hubungan positif dan signifikan secara bersama-sama antara iklim organisasi dan motivasi berprestasi dengan kinerja guru matematika dengan angka korelasi 0,491 (6) terdapat hubungan positif dan signifikan secara bersama-sama antara pemberdayaan MGMP dan motivasi berprestasi dengan kinerja guru matematika dengan angka korelasi 0,476 Dan (7) terdapat hubungan positif dan signifikan secara bersama-sama antara iklim organisasi, pemberdayaan MGMP dan motivasi berprestasi dengan kinerja guru matematika dengan angka korelasi 0,609.