

## ABSTRACT

YUSUF. NIM. 8126113013. The Effect of Climate Influence Work, Team Effectiveness, Job Satisfaction, and Normative Commitment to Performance Primary Schools Head Elementary School in Medan. **Dissertation**. S3 Studies Program Management Education Graduate University of Medan.

This study aims to determine: (1) the effect of climate on job satisfaction work primary schools in Medan; (2) the effect on job satisfaction team effectiveness of primary schools in Medan; (3) the effect of work on climate on normative commitment primary schools in Medan; (4) the effect of the team effectiveness normative commitment primary schools in Medan; (5) the effect of work on climate on the performance of primary schools in Medan; (6) the effect of the performance effectiveness team primary schools in Medan; (7) the effect of job satisfaction on the performance of primary schools in Medan; and (8) the effect of normative commitment to performance primary schools in the city of Medan. Subjects were primary schools in Medan with a total sample of 272 peoples. Sampling was conducted by random sampling. The research method is the path analysis aimed at obtaining the effect of exogenous variables on endogenous variables of the study. Based on hypothesis testing can be concluded: (1) there is a significant direct effect between climate working on job satisfaction primary schools in Medan by 14.4%; (2) there is a significant direct effect between effectiveness team on job satisfaction head elementary school in the city of Medan at 21.0%; (3) there is a significant direct effect between climate working against normative commitment primary schools in Medan by 29.5%; (4) there is a significant direct effect between team effectiveness against normative commitment primary schools in Medan by 23.7%; (5) there is a significant direct effect between climate work on the performance of primary schools in the city of Medan by 13.3%; (6) there is a significant direct effect between the effectiveness of the team on the performance of primary schools in Medan of 16.8%; (7) there is a significant direct effect between job satisfaction on the performance of primary schools in Medan for 18.0%; and (8) there is a significant direct effect between normative commitment on the performance of primary schools in the city of Medan 30.3%. The results obtained by the working climate, team effectiveness, job satisfaction, and normative commitment to performance primary schools in Medan.

## ABSTRAK

YUSUF. NIM. 8126113013. Pengaruh Iklim Kerja, Keefektifan Tim, Kepuasan Kerja, dan Komitmen Normatif terhadap Kinerja Kepala SD Kepala SD Negeri di Kota Medan. **Disertasi**. Program Studi S3 Manajemen Pendidikan Pascasarjana Universitas Negeri Medan.

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh iklim kerja terhadap kepuasan kerja kepala SD di kota Medan; (2) pengaruh keefektifan tim terhadap kepuasan kerja kepala SD di kota Medan; (3) pengaruh iklim kerja terhadap komitmen normatif kepala SD di kota Medan; (4) pengaruh keefektifan tim terhadap komitmen normatif kepala SD di kota Medan; (5) pengaruh iklim kerja terhadap kinerja kepala SD di kota Medan; (6) pengaruh keefektifan tim terhadap kinerja kepala SD di kota Medan; (7) pengaruh kepuasan kerja terhadap kinerja kepala SD di kota Medan; dan (8) pengaruh komitmen normatif terhadap Kinerja kepala SD di kota Medan. Subjek penelitian adalah kepala SD di kota Medan dengan jumlah sampel sebanyak 272 orang. Pengambilan sampel dilakukan dengan *random sampling*. Metode penelitian bersifat analisis jalur yang bertujuan untuk memperoleh pengaruh variabel eksogen terhadap variabel endogen penelitian. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh langsung yang berarti antara iklim kerja terhadap kepuasan kerja kepala SD di kota Medan sebesar 14,4%; (2) terdapat pengaruh langsung yang berarti antara keefektifan tim terhadap kepuasan kerja kepala SD di kota Medan sebesar 21,0%; (3) terdapat pengaruh langsung yang berarti antara iklim kerja terhadap komitmen normatif kepala SD di kota Medan sebesar 29,5%; (4) terdapat pengaruh langsung yang berarti antara keefektifan tim terhadap komitmen normatif kepala SD di kota Medan sebesar 23,7%; (5) terdapat pengaruh langsung yang berarti antara iklim kerja terhadap kinerja kepala SD di kota Medan sebesar 13,3%; (6) terdapat pengaruh langsung yang berarti antara keefektifan tim terhadap kinerja kepala SD di kota Medan sebesar 16,8%; (7) terdapat pengaruh langsung yang berarti antara kepuasan kerja terhadap kinerja kepala SD di kota Medan sebesar 18,0%; dan (8) terdapat pengaruh langsung yang berarti antara komitmen normatif terhadap kinerja kepala SD di kota Medan sebesar 30,3%. Berdasarkan hasil penelitian diperoleh iklim kerja, keefektifan tim, kepuasan kerja, dan komitmen normatif terhadap kinerja kepala SD di kota Medan.