

ABSTRAK

Leo Sartika Pasaribu, MIM. 8176132009. Pengaruh *Locus of Control*, Lingkungan Kerja, Dan Perilaku Inovatif Terhadap Komitmen Kerja Guru SMP Negeri Kabupaten Pakpak Bharat. Tesis. Program Pascasarjana Universitas Negeri Medan, 2019.

Penelitian ini bertujuan untuk mengetahui pengaruh *Locus of Control* terhadap Perilaku Inovatif, pengaruh Lingkungan Kerja terhadap Perilaku Inovatif, pengaruh *Locus of Control* terhadap Komitmen Kerja, pengaruh Lingkungan Kerja terhadap Komitmen Kerja dan pengaruh Perilaku Inovatif terhadap Komitmen Kerja guru SMP Negeri Kabupaten Pakpak Bharat. Penelitian ini menggunakan analisis jalur dengan 161 guru sebagai responden penelitian. Teknik pengambilan sampel menggunakan *Proporsional Random Sampling* dan pengumpulan data diperoleh melalui kuesioner. Sebelum menguji hipotesis, persyaratan analisis diuji terlebih dahulu, yaitu data penelitian dengan distribusi normal dan hubungan antar variabel menunjukkan linier. Hasil temuan penelitian menunjukkan *Locus of Control* berpengaruh langsung positif terhadap Perilaku Inovatif. Lingkungan Kerja berpengaruh langsung positif terhadap Perilaku Inovatif. *Locus of Control* berpengaruh langsung positif terhadap Komitmen Kerja, Lingkungan Kerja berpengaruh langsung positif terhadap Komitmen Kerja, dan Perilaku Inovatif berpengaruh langsung positif terhadap Komitmen Kerja. Berdasarkan temuan penelitian yang paling besar pengaruhnya terhadap Komitmen Kerja adalah *Locus of Control*, Lingkungan Kerja dan Perilaku Inovatif. Maka, untuk meningkatkan Komitmen Kerja guru SMP Negeri Kabupaten Pakpak Bharat dapat dilakukan dengan meningkatkan *Locus of Control*, Lingkungan Kerja, dan Perilaku Inovatif.

Kata Kunci: *Locus of Control*, Lingkungan Kerja, Perilaku Inovatif, Komitmen Kerja

Abstract

Leo Sartika Pasaribu. NIM. 8176132009. *The Effect of Locus of Control, Work Environment, and Innovative Behavior on Teacher's Work Commitments in SMP Negeri in Pakpak Bharat District. Thesis. Education Administration Medan: PostGraduate Program. University of Medan 2019.*

This study aims to determine the effect of Locus of Control on innovative behavior, the effect of the work environment on innovative behavior, the effect of Locus of Control on work commitment, the effect of the work environment on work commitment and the effect of innovative behavior on the teacher's work commitment of SMP Negeri Pakpak Bharat. This study used path analysis with 161 teachers as research respondents. The sampling technique used Proportional Random Sampling and data collection is obtained through a questionnaire. Before testing the hypothesis, the analysis requirements are tested first, namely research data with a normal distribution and the relationship between variables indicates linear. The results of the research show that Locus of Control has a positive direct effect on innovative behavior. The work environment had a positive direct effect on innovative behavior. Locus of Control had a positive direct effect on work commitment, the work environment had a positive direct effect on work commitment, and innovative behavior had a direct positive effect on work commitment. Based on the research findings, the greatest effect on work commitment was Locus of Control, work environment and innovative behavior. So, to increase the teacher's work commitment of SMP Negeri Pakpak Bharat District, it can be done by increasing Locus of Control, work environment, and innovative behavior.

Keywords: Locus of Control, Work Environment, Innovative Behavior, Work Commitment