

## ABSTRAK

**JENTIANI SIHOTANG.** Pengaruh Kepemimpinan Transformasional, Kepuasan Kerja, dan Motivasi Internal Terhadap Komitmen Normatif Guru. Studi Empiris di Yayasan St. Maria Berbelaskasih Sibolga. Tesis. Medan : Program Studi Administrasi Pendidikan Pascasarjana. UNIMED, 2012.

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh kepemimpinan transformasional terhadap komitmen normative guru, (2) pengaruh kepemimpinan transformasional terhadap kepuasan kerja, (3) pengaruh kepemimpinan transformasional terhadap motivasi internal, (4) pengaruh kepuasan kerja terhadap komitmen normative guru, (5) pengaruh motivasi internal terhadap komitmen normative guru.

Hipotesis dalam penelitian ini adalah (1) terdapat pengaruh langsung antara kepemimpinan transformasional terhadap komitmen normatif guru Yayasan St. Maria Berbelaskasih Sibolga, (2) terdapat pengaruh langsung antara kepemimpinan transformasional terhadap kepuasan kerja guru Yayasan St. Maria Berbelaskasih Sibolga, (3) terdapat pengaruh langsung antara kepemimpinan transformasional terhadap motivasi internal guru Yayasan St. Maria Berbelaskasih Sibolga, (4) terdapat pengaruh langsung antara kepuasan kerja terhadap komitmen normatif guru Yayasan St. Maria Berbelaskasih Sibolga, (5) terdapat pengaruh langsung antara motivasi internal terhadap komitmen normatif guru Yayasan St. Maria Berbelaskasih Sibolga.

Penelitian ini menggunakan metode kuantitatif, model yang digunakan adalah analisis jalur dengan teknik analisis data inferensial. Populasi adalah seluruh guru-guru yang ada di Yayasan St. Maria Berbelaskasih berjumlah 125 orang. Sampel ditentukan berdasarkan *Stratified random sampling* 55 orang. Teknik pengumpulan data dilakukan dengan menggunakan angket. Instrumen diuji validitasnya dengan menggunakan rumus *product moment* dengan tingkat penerimaan 95% atau pada taraf signifikan 0,05. Reliabilitas dihitung dengan rumus koefisien Alpha.

Rumus Liliefors digunakan untuk menguji normalitas data penelitian. Analisis Varians (ANOVA) digunakan untuk menguji linieritas dan keberartian persamaan regresi, rumus Bartlet digunakan untuk menguji homogenitas. Uji-t digunakan untuk menguji hipotesis secara keseluruhan sub struktur 1, 2 dan 3. Uji model jalur dilakukan dengan koefisien multipel determinasi.

Hasil penelitian ini menunjukkan bahwa variabel kepemimpinan transformasional tidak berpengaruh secara langsung terhadap komitmen normative guru, sedangkan kepuasan kerja dan motivasi internal dapat dijadikan sebagai faktor dalam menentukan komitmen normative guru di Yayasan St. Maria Berbelaskasih Sibolga.

## ABSTRACT

**JENTIANI SIHOTANG.** The Influence of Transformational Leadership, Work Satisfaction and Internal Motivation on Teacher's Normative Commitment. Empirical Study on the Foundation of St Maria Berbelaskasih, Sibolga, North Sumatra. Thesis. Medan: Program Study of Postgraduate on Administration of Education. UNIMED, 2012.

The objective upon this research is to find out on (1) the influence of transformational leadership on teacher's normative commitment, (2) the influence of transformational upon work satisfaction, (3) the influence of transformational upon internal motivation, (4) the influence of the work satisfaction upon teacher's normative commitment, (5) the influence of internal motivation upon the teacher's normative commitment.

The hypothesis in this research is (1) there is one direct influence between a transformational leadership upon the teacher's normative commitment in the foundation of St Maria Berbelaskasih, in Sibolga, North Sumatra, (2) there is one direct influence between a transformational leadership upon teacher's work satisfaction in the foundation of St Maria Berbelaskasih, in Sibolga, (3) there is one direct influence between the transformational leadership upon the teacher's internal motivation in the foundation of St Maria Berbelaskasih, in Sibolga, (4) there is one direct influence upon the teacher's normative commitment in the St Maria Berbelaskasih in Sibolga, (5) there is one direct influence between the internal motivation upon the teacher's normative commitment in the St Maria Berbelaskasih, Sibolga.

The research is using quantitative method; model that is used is to track analyze along with the inferential data analyze. The population is 125 people content from the entire teacher member that is teaching in the foundation of St Maria Berbelaskasih, Sibolga. The sample is determined base on Stratified Random Sampling out of 55 persons. The technical upon data population is being done by using a questionnaire. The instrument was validity tested by using the product moment formula by the acceptance level of 95% or on the level of significant of 0.05. The reliability is counted by using the Alpha coefficient formula.

The Liliefors formula is used to tests the normality of the research data. ANOVA (The Analyze of the Varianz) is used to test the linierity and the meaning on the equal regression; along with that the Bartlet formula is used to tests the homogeneity. T test is used to tests the hypothesis the sub structure 1, 2 and 3 entirely. The test of the track model is being done by coefficient multiple determination.

The outcome of this research will show that the variable of the transformational leadership has no affect indirectly on the teacher's normative commitment; whereas the work satisfaction and the internal motivation can be made as the main factor to determine the teacher's normative commitment throughout the entire teacher members in the foundation of St Maria Berbelaskasih, Sibolga.