

ABSTRAK

Marben Sinaga, NIM : 809131031, **Hubungan Efektivitas Kepemimpinan Kepala Sekolah dan Motivasi Kerja dengan Kinerja Guru SMP Negeri Kabupaten Samosir**. Tesis, Administrasi Pendidikan, Sekolah Pascasarjana Universitas Negeri Medan.

Penelitian ini bertujuan untuk mengetahui hubungan: 1) Efektivitas Kepemimpinan Kepala Sekolah dengan Kinerja Guru, 2) Motivasi kerja dengan Kinerja Guru, 3) Efektivitas Kepemimpinan Kepala Sekolah dan Motivasi Kerja secara bersama-sama dengan Kinerja Guru.

Populasi penelitian adalah guru-guru SMP Negeri Kabupaten Samosir sebanyak 305 orang. Sampel penelitian sejumlah 78 orang yang diambil secara Proportional Random Sampling. Metode penelitian adalah kuantitatif jenis deskriptif studi korelasional. Instrumen pengumpulan untuk semua variabel menggunakan angket berskala Likert.

Sebelum instrumen penelitian dipakai untuk mengumpulkan data penelitian terlebih dahulu diujicobakan, dilanjutkan dengan uji validitas dan uji reliabilitas. Untuk perhitungan uji validitas angket digunakan rumus product momen, dan untuk uji reliabilitas angket digunakan rumus alpha. Untuk menguji hipotesis yang diajukan dalam penelitian ini, digunakan teknik korelasi sederhana dan korelasi ganda.

Berdasarkan pengujian hipotesis dapat disimpulkan bahwa terdapat hubungan yang positif dan berarti antara : (1) efektivitas kepemimpinan kepala sekolah dengan kinerja guru, nilai korelasi sebesar 0.468 dan besar $t_{hitung} > t_{tabel}$ ($4.614 > 1.99$), (2) motivasi kerja dengan kinerja guru, nilai korelasi sebesar 0.654 dan besar $t_{hitung} > t_{tabel}$ ($7.541 > 1.99$), (3) efektivitas kepemimpinan kepala sekolah dan motivasi kerja secara bersama-sama dengan kinerja guru, besar korelasi R_{hitung} yakni 0.738 dan besar $F_{hitung} > F_{tabel}$ ($44.898 > 3.12$), maka dapat dikatakan bahwa terdapat hubungan yang positif dan berarti antara efektivitas kepemimpinan kepala sekolah dan motivasi kerja secara bersama-sama dengan kinerja guru dapat diterima dan diuji kebenarannya.

Hasil penelitian ini hendaknya berguna bagi para mahasiswa, guru, dan pihak sekolah dalam upaya meningkatkan kinerja gurunya. Kepala sekolah disarankan perlu meningkatkan kemampuan kepemimpinannya dan perlu ikut langsung berpartisipasi bersama guru untuk menyelesaikan pekerjaan. Guru disarankan sebaiknya perlu secara bersama-sama meningkatkan motivasi kerjanya yakni dengan berusaha untuk menguasai berbagai metode, pendekatan dan strategi pembelajaran yang tepat sehingga dapat mewujudkan kinerja guru yang maksimal.

ABSTRACT

Marben Sinaga, 809131031. The Relationship between the Effectiveness Principal's Leadership and Teacher's Work Motivation with Teacher's Performance of Junior High School in Samosir Regency. Post Graduate Thesis. State University of Medan, 2012.

The purpose of this study was to determine (1) the effectiveness principal's leadership with teacher's performance, (2) the relationship of teacher's work motivation with teacher's performance (3) the relationship between effectiveness principal's leadership and teacher's work motivation altogether with the teacher's performance.

The Subject of this research were teachers of junior high school in Samosir Regency, with the total of 305 teachers and 78 of them were taken as sample by using proportional random sampling. Quantitative research method is the kind of descriptive research with correlative study. Instruments used were questionnaires with Likert Scale for getting the effectiveness principal's leadership, teacher's work motivation, and teacher's performance and the instrument were first tried. And then the analysis of instruments were used validity and realibility test. For calculation validity test used product moment, and reliability used alpha formula. Techniques of data analysis using correlation and simple and multiple regression techniques.

The results of this study are presented (1) there is a positive and significant relationship between effectiveness principal's leadership with teacher's performance with correlation coefficient is 0.468 and $t_{\text{calculate}} = 4.614 > t_{\text{table}} = 1.99$, (2) there is a positive and significant relationship between teacher's work motivation with teacher's performance with correlation coefficient is 0.654 and $t_{\text{calculate}} = 7.541 > t_{\text{table}} = 1.99$, (3) there is a positive and significant relationship between effectiveness principal's leadership and teacher's work motivation with correlation coefficient 0.738 and $F_{\text{calculate}} = 44.898 > F_{\text{table}} = 3.12$. It can be said that there is a positive and meaningful relationships between relationship between effectiveness principal's leadership and teacher's work motivation altogether with the teacher's performance is acceptable and proven true.

Based on the findings of the study should be useful for principal, teacher, and school components in an effort to improve performance. The principal to increase leadership capability and work together with teachers to finishes school work. The teachers should have and increase work motivation and must attempt to get self capability such as have many knowledge to implement more suitable methods, approach, and strategy of teaching-learning process to realize optimize teacher's performance.