

## ABSTRAK

**Pebrima Gandana Sianipar.** Hubungan Persepsi Guru tentang Kepemimpinan Transformasional Kepala sekolah dan Iklim Organisasi Sekolah dengan Kinerja Guru Program Produktif SMK Negeri dan Swasta di Kota Sibolga. **Tesis.** Program Pascasarjana Universitas Negeri Medan (UNIMED), 2012.

Penelitian ini bertujuan untuk mengetahui hubungan Persepsi Guru tentang kepemimpinan transformasional kepala sekolah dan Iklim organisasi sekolah dengan kinerja guru program produktif SMK negeri dan swasta di kota Sibolga. Penelitian ini menggunakan metode statistik korelasional dengan responden semua guru negeri dan swasta yang mengajar program produktif SMK di kota Sibolga sebanyak 80 orang. Pengumpulan data Persepsi guru tentang kepemimpinan transformasional kepala sekolah, Iklim organisasi sekolah, dan kinerja guru program produktif diperoleh melalui kuesioner.

Data dianalisis dengan menggunakan teknik korelasi sederhana, regresi, korelasi ganda dan korelasi parsial. Hasil temuan penelitian adalah terdapat hubungan yang positif antara : (1) Persepsi guru tentang kepemimpinan Transformasional kepala sekolah dengan kinerja guru program produktif dengan  $r_{y1}$  sebesar 0,701; koefisien determinasinya = 0,491 dengan persamaan regresi  $\hat{Y} = 24,51 + 0,66 X_1$  serta sumbangan efektifnya 22,90%. (2) Iklim organisasi sekolah dengan kinerja guru program produktif dengan  $r_{y2}$  sebesar 0,790 koefisien determinasinya = 0,624 dengan persamaan regresi  $\hat{Y} = 22,63 + 0,66 X_2$  serta sumbangan efektifnya 45,60%. (3) Persepsi guru tentang kepemimpinan transformasional kepala sekolah dan Iklim organisasi sekolah secara bersama-sama dengan kinerja guru program produktif dengan  $r_{y12}$  sebesar 0,833. Koefisien determinasinya = 0,686 dengan persamaan regresi ganda  $\hat{Y} = 12,757 + 0,31X_1 + 0,48X_2$ .

Besarnya koefisien korelasi parsial antara variabel persepsi guru tentang kepemimpinan Transformasional kepala sekolah dengan kinerja guru program produktif jika variabel Iklim organisasi sekolah dikontrol adalah sebesar 0,463 sedangkan koefisien korelasi parsial antara variabel Iklim organisasi sekolah dengan kinerja guru program produktif, jika variabel Persepsi guru tentang Kepemimpinan Transformasional kepala sekolah dikontrol adalah sebesar 0,626.

Hasil penelitian ini menyimpulkan bahwa makin tinggi Persepsi guru tentang kepemimpinan Transformasional kepala sekolah dan Iklim organisasi sekolah maka makin efektif kinerja guru program produktif SMK Negeri dan Swasta di kota Sibolga.

## ABSTRACT

**Sianipar Pebrima Gandana.** The Relationship between of the Teacher's Perception about Transformational Leadership of Headmaster and School Organization Climate with Program Productive Teacher performance of State and Private SMK at Sibolga City. **Thesis.** Post Graduated Program, The State University of Medan, 2012.

This study is aimed at finding out of significant correlation between : (1) Teacher's Perception about Transformational leadership of Headmaster with program productive teacher performance, (2) School Organization climate with program productive teacher performance, (3) Teacher's Perception about Transformational leadership of Headmaster and School organization climate together with Program productive teacher performance of state and Private SMK at Sibolga city.

The population was all teachers of state and private vocational high school Who teach subject of program productive in Sibolga city; with total 80 teachers (responden). And all of them were taken as sample by total sampling. Three of instrument variabel used questionnaire, namely Teacher's Perception about Transformational leadership of Headmaster ( $X_1$ ); School Organization Climate ( $X_2$ ); Program productive teacher performance of state and Private SMK at Sibolga city (Y). Three of them were first tried. Tried out showed that 5 items of the Teacher's perception ( $X_1$ ) were not valid of 40 items; with a reliability coefficients = **0,89**. Five items of school Organization climate ( $X_2$ ) was not valid of 40 items with a reliability coefficients = **0,68**. Also, five items of program productive teacher performance (Y) was not valid of 40 items with a reliability coefficients = **0,91**

The data analysis technique used were description and correlation and regression analysis. Result of research indicates there are significant corelation between Teacher's Perception ( $X_1$ ), with program productive teacher performance (Y) wich a corelation coefficients was =0,33. There are significant corelation between School organization climate ( $X_2$ ), with program productive teacher performance (Y) wich a corelation coefficients was =0,42. And also, there are significant corelation Teacher's perception ( $X_1$ ), School organization climate ( $X_2$ ), together with Program productive teacher performance (Y) of state and private SMK in Sibolga city wich a corelation coefficients was 0,42.

The test is done by using level of significancy at  $\alpha = 0,05$ . It means that the increasing program productive teacher performance (Y) needs Tranformational leadership of headmaster and teaching performance of teacher is **well**.

These result of study are very usefull for Dinas Pendidikan, head master, and teachers to improve productive teacher performance SMK in Sibolga city; the other researchers to deepen information about the other relevants studies.