

ABSTRAK

Julianto Situmorang. NIM 8136132028. Pengaruh Rekrutmen, Kompensasi dan Pembinaan terhadap Kinerja Guru di SMP Swasta Kecamatan Lubuk Pakam Kabupaten Deli Serdang. Pascasarjana Universitas Negeri Medan, 2019.

Penelitian ini bertujuan untuk mengetahui hubungan : (1) rekrutmen guru terhadap kinerja guru di SMP Swasta Kecamatan Lubuk Pakam Kab. Deli Serdang., (2) kompensasi terhadap kinerja guru di SMP Swasta Kecamatan Lubuk Pakam Kab. Deli Serdang, (3) pembinaan guru terhadap kinerja guru di SMP Swasta Kecamatan Lubuk Pakam Kab. Deli Serdang., (4) simultan antara rekrutmen, kompensasi dan pembinaan guru terhadap kinerja guru di SMP Swasta Kecamatan Lubuk Pakam Kab. Deli Serdang. Sampel diambil dengan menggunakan tabel Isaac dan Michael. Berdasarkan interpolasi linier diperoleh 107 sampel dari 142 populasi. Instrumen yang digunakan dalam penelitian ini adalah instrumen rekrutmen, kompensasi, pembinaan serta kinerja guru yang masing – masing terdiri dari 20 pernyataan yang dinyatakan valid dan reliabel.

Hasil penelitian menunjukkan bahwa : (1) terdapat hubungan rekrutmen guru terhadap kinerja guru di SMP Swasta Kecamatan Lubuk Pakam Kab. Deli Serdang; (2) terdapat hubungan kompensasi terhadap kinerja guru di SMP Swasta Kecamatan Lubuk Pakam Kab. Deli Serdang; (3) Terdapat hubungan pembinaan guru terhadap kinerja guru di SMP Swasta Kecamatan Lubuk Pakam Kab. Deli Serdang; (4) secara simultan variabel rekrutmen, kompensasi dan pembinaan memiliki hubungan yang positif dan signifikan terhadap kinerja guru Sekolah Menengah Pertama (SMP) di Kecamatan Lubuk Pakam Kabupaten Deli Serdang.

Kata kunci: rekrutmen, kompensasi, pembinaan, kinerja.

ABSTRACT

Julianto Situmorang. NIM 8136132028. The Effect Of Recruitment, Compensation And Coaching Toward Teachers Performance in Junior High School Lubuk Pakam District, Deli Serdang Regency. Postgraduate of State University of Medan, 2019.

The study aims to determine the relationship of: (1) Teacher recruitment toward the teacher performance in Junior High School Lubuk Pakam District, Deli Serdang Regency., (2) Compensation toward the teachers performance in Junior High School Lubuk Pakam District, Deli Serdang Regency, (3) Teacher coaching toward the teachers performance in Junior High School Lubuk Pakam District, Deli Serdang Regency (4) simultaneously effect between recruitment, compensation and coaching teachers toward the teachers performance in Junior High School Lubuk Pakam District, Deli Serdang Regency. Samples were taken using the tables of ISAAC and Michael. Based on the linear interpolation obtained 107 samples of 142 populations. The instruments used in this research are the recruitment, compensation, coaching and performance of teachers, each consisting of 20 statements that are considered valid and reliable.

The results showed that: (1) There was a relationship between the teacher recruitment toward the teachers performance in Junior High School Lubuk Pakam District, Deli Serdang Regency; (2) There was a relationship between compensation toward the teachers performance in Junior High School Lubuk Pakam District, Deli Serdang Regency, (3) There was a relationship between teacher coaching toward the teachers performance in Junior High School Lubuk Pakam District, Deli Serdang Regency; (4) See the Simultaneously effect the recruitment variables, compensation and coaching have a positive and significant relationship to the performance of the teachers in Junior High School Lubuk Pakam District, Deli Serdang Regency.

Keywords: recruitment, compensation, coaching, performance.