

## ABSTRACT

EFNI EFRIDAH, 2012. NIM: 809 325 003. Transformational Leadership relationship with the Innovative Achievement And Attitude Senior High School Teachers Working in the City Tebingtinggi. Thesis. Graduate programs, State University of Medan. 2012

The problem in this study were: (1) Is there a relationship between the leadership of the principal accomplishments transformasional high school teacher in the city Tebingtinggi State, (2) Is there a relationship between the innovative attitude of the senior high school teachers' job performance Tebingtinggi city, (3) Is there a relationship transformasional between leadership and innovative attitude collectively - working together with the achievements of senior high school teachers in the city Tebingtinggi.

Quantitative research method is a method to the type of correlational research. The study was conducted in SMA Tebingtinggi the population of all high school teacher in the city Tebingtinggi State totaled 356 people spread across four schools. Sampling was carried out by proportional stratified random sampling according to population strata with a total sample of 70 people. To determine the validity and reliability testing instruments instruments carried on the 35 teachers from outside the sample population. techniques of data analysis is the statistical analysis technique consists of deskriptif analysis, requirements analysis and application testing hypotheses.

The results of this study indicate: (1) there is a significant relationship between transformational leadership with the job performance of teachers with a correlation coefficient of 0.446 and the regression equation  $Y = 35.53 + 0.53 X_1$ , (2) there is a significant relationship between innovative attitude to the job performance teachers with a correlation coefficient of 0.544 and the regression equation  $Y = 34.94 + 0.55 X_2$ : (3) there is a significant relationship between transformational leadership and innovative attitude together - together with the work performance of teachers with a correlation coefficient of 0.581 and the regression equation  $Y = 21.86 + 0.29 + 0.43 X_1 X_2$ .

The study concluded: (1) transformational leadership has a positive and significant relationship with job performance of teachers with a contribution of 10.63%, (2) innovative attitude has a positive and significant relationship with job performance of teachers with a contribution of 23.07%; (3) transformational leadership and innovative attitude in common - both have positive and significant relationship with job performance of teachers with a contribution of 33.70%. Thus suggested to improve work performance of teachers should be increased principal transformational leadership and innovative attitude of the teacher.

## ABSTRAK

EFNI EFRIDAH, 2012. NIM : 809325003. *Hubungan Kepemimpinan Transformatif dan Sikap Inovatif dengan Prestasi Kerja Guru SMA Negeri Di Kota Tebingtinggi*. Tesis. Program pasca sarjana Universitas Negeri Medan, 2012

Masalah dalam penelitian ini adalah: (1) Apakah terdapat hubungan antara kepemimpinan transformasional kepala sekolah dengan prestasi guru SMA Negeri di kota tebingtinggi; (2) Apakah terdapat hubungan antara sikap inovatif dengan prestasi kerja guru SMA Negeri kota tebingtinggi; (3) Apakah terdapat hubungan antara kepemimpinan transformasional dan sikap inovatif secara bersama – sama dengan prestasi kerja guru SMA Negeri di kota tebingtinggi.

Metode penelitian adalah metode kuantitatif dengan jenis penelitian korelasional. Penelitian dilakukan di SMA Negeri tebingtinggi dengan populasi semua Guru SMA Negeri di kota tebingtinggi berjumlah 356 orang yang tersebar di 4 sekolah. Pengambilan sampel dilakukan secara stratified proportional random sampling berdasarkan strata populasi dengan jumlah sampel sebanyak 70 orang. Guna mengetahui validitas dan realibilitas instrumen dilakukan uji coba instrumen terhadap 35 orang guru dari populasi diluar sampel penelitian . teknik analisis data yang dilakukan adalah teknik analisis statistic terdiri dari analisis deskriptif, pengujian persyaratan analisis dan pengajuan hipotesis.

Hasil penelitian ini menunjukkan : (1) terdapat hubungan yang signifikan antara kepemimpinan transformasional dengan prestasi kerja guru dengan koefisien korelasi sebesar 0,446 dan persamaan regresi  $\hat{y} = 35,53 + 0,53X_1$ ; (2) terdapat hubungan yang signifikan antara sikap inovatif dengan prestasi kerja guru dengan koefisien korelasi sebesar 0,544 dan persamaan regresi  $\hat{y} = 34,94 + 0,55X_2$ ; (3) terdapat hubungan yang signifikan antara kepemimpinan transformasional dan sikap inovatif secara bersama – sama dengan prestasi kerja guru dengan koefisien korelasi sebesar 0,581 dan persamaan regresi  $\hat{y} = 21,86 + 0,29X_1 + 0,43X_2$  .

Penelitian ini menyimpulkan: (1) kepemimpinan transformasional mempunyai hubungan yang positif dan signifikan dengan prestasi kerja guru dengan kontribusi sebesar 10,63%; (2) sikap inovatif mempunyai hubungan yang positif dan signifikan dengan prestasi kerja guru dengan kontribusi sebesar 23,07%; (3) kepemimpinan transformasional dan sikap inovatif secara bersama – sama mempunyai hubungan yang positif dan signifikan dengan prestasi kerja guru dengan kontribusi sebesar 33,70%. Dengan demikian disarankan dalam meningkatkan prestasi kerja guru perlu ditingkatkan kepemimpinan transformasional kepala sekolah dan sikap inovatif guru.