

ABSTRAK

Batner Sibarani. Hubungan Perilaku Kepemimpinan Kepala Sekolah Dan Iklim Sekolah Dengan Kinerja Guru Di SMK Negeri Bisnis Manajemen Kota Medan. Tesis, Medan : Program Pascasarjana Universitas Negeri Medan, 2011.

Permasalahan dalam penelitian ini adalah mengenai hubungan antara kepemimpinan kepala sekolah dan Iklim Sekolah dengan kinerja guru. Penelitian ini bertujuan untuk mengetahui dan mendeskripsikan hubungan antara perilaku kepemimpinan kepala sekolah dengan kinerja guru, hubungan Iklim Sekolah dengan kinerja guru, hubungan perilaku kepemimpinan kepala sekolah dan Iklim Sekolah secara bersama-sama dengan kinerja guru di SMK Negeri Bisnis Manajemen Kota Medan

Variabel yang diteliti yaitu perilaku kepemimpinan kepala sekolah (X_1), Iklim Sekolah (X_2) dan kinerja guru (Y). Populasi penelitian ini yaitu seluruh guru SMK Negeri Bisnis Manajemen Kota Medan yang berjumlah 170 orang, dan diambil sampel penelitian sebanyak 42 orang. Instrumen yang digunakan angket, terlebih dahulu diujicobakan. Hasil uji coba angket perilaku kepemimpinan kepala sekolah diperoleh 5 butir yang tidak valid dengan koefisien reliabilitas 0,96. Hasil uji coba angket Iklim Sekolah diperoleh 6 butir yang tidak valid dengan koefisien reliabilitas 0,91. Hasil uji coba angket kinerja guru diperoleh 5 butir yang tidak valid dengan koefisien reliabilitas 0,90.

Teknik analisis data menggunakan analisis deskripsi yang meliputi analisis korelasi dan regresi. Hasil penelitian menunjukkan bahwa perilaku kepemimpinan kepala sekolah dan Iklim Sekolah termasuk kategori cukup serta kinerja guru termasuk kategori cukup. Kemudian terdapat hubungan antara perilaku kepemimpinan kepala sekolah dengan kinerja guru dengan $r_{y.1} = 0,64$. Iklim Sekolah mempunyai hubungan dengan kinerja guru dengan $r_{y.2} = 0,49$. dan terdapat hubungan antara perilaku kepemimpinan kepala sekolah dan Iklim Sekolah secara bersama-sama dengan kinerja , dimana $R_{y.12} = 0,75$ pada taraf $\alpha = 5\%$. Persamaan garis regresi ganda antara kinerja guru dengan perilaku kepemimpinan kepala sekolah dan Iklim Sekolah yaitu $\hat{Y} = -19,11 + 0,80 X_1 + 0,50 X_2$

Berdasarkan hasil penelitian dapat disimpulkan bahwa : (1) terdapat hubungan positif yang berarti antara perilaku kepemimpinan kepala sekolah dan Iklim Sekolah baik secara sendiri-sendiri maupun secara bersama-sama dengan kinerja guru SMK Negeri Bisnis Manajemen Kota Medan, (2) perilaku kepemimpinan kepala sekolah dan Iklim Sekolah signifikan menjelaskan (mempengaruhi) kinerja guru dengan koefisien determinasi sebesar 57,31 %.

Disarankan kepada kepala sekolah agar dapat meningkatkan perilaku kepemimpinan dan membangun komunikasi yang lebih baik dengan guru dan kepada guru, sebaiknya perlu secara bersama-sama membangun iklim sekolah yang lebih baik dalam rangka peningkatan kinerjanya melalui rasa kebersamaan dilingkungan sekolah.

ABSTRACT

Batner Sibarani. The Relationship of Behavior in Leadership of Principal and School Climate with Teacher Performance in SMK Negeri Bisnis Manajemen Kota Medan. Thesis, Field: Program Pascasarjana Universitas Negeri Medan, 2011.

The problems in this study were about the relationship between leadership of principal and School Climate with the performance of teachers. This research aim was to know and descript relation between behavior of leadership of principal with teacher performance, the relation of School Climate with teacher performance, the relation of behavior of leadership of principal and School Climate together with teacher performance in SMK Negeri Bisnis Manajemen Kota Medan

The research variable was the behavior of principal leadership (X_1), School Climate (X_2) and teacher performance (Y). Population of this research was all teachers of SMK Negeri Bisnis Manajemen Kota Medan which amounts to 170, and taken research sample was 42. Instrument applied by questionnaire, beforehand had been tested. Test result questionnaire behavior of leadership of principal was obtained by 5 items which was not valid with reliability coefficient 0.96. Test result School Climate questionnaire of achievement was obtained by 6 items which was not valid with reliability coefficient 0.91. Test result of teacher performance questionnaire was obtained by 5 items which was not valid with reliability coefficient 0.90 .

Analyzing data technique used description analysis and inferential covering correlation analysis and regression. Result of research indicates that behavior of leadership of principal and School Climate was including high category and teacher performance was high. Then there was relation between behavior of leadership of principal with teacher performance with $r_{y1} = 0.64$. School Climate had relationship with teacher performance with $r_{y2} = 0.49$. and there was relation between behavior of leadership of principal and School Climate together with teacher performance, where $R_{y.12} = 0.75$ at level $\alpha = 5\%$. Double regression equation of a line between teacher performances with behavior of leadership of principal and School Climate that was $\hat{Y} = -19.11 + 0.80 X_1 + 0.50 X_2$

Based on result of inferential research that: (1) there was a positive relationship between behavior of leaderships of principal and School Climate either it self or together with teacher performances SMK Negeri Bisnis Manajemen Kota Medan, (2) behavior of leadership of principal and School Climate significant explanation (affect) teacher performance with the coefficient of determination 57.31.

Suggested to the headmaster in order to enhance the leadership behaviors and build better communication. Teachers are advised to jointly build a better school climate in order to improve its performance through a sense of community the school environment.