

ABSTRAK

ADELINA SILAEN, NIM, 081188130128. Pengaruh Perilaku Kepemimpinan Kepala Sekolah, Iklim Organisasi dan Kepuasan Kerja terhadap Kinerja Guru (Studi Empiris di Sekolah Sub Rayon SMA Negeri 1 Medan).

Tesis, Sekolah Pasca Sarjana Universitas Negeri Medan.

Penelitian ini bertujuan untuk mendeskripsikan dan mengetahui pengaruh: (1) Kepuasan Kerja terhadap Kinerja Guru (2) Iklim Organisasi Sekolah terhadap Kinerja Guru, (3) Iklim Organisasi Sekolah terhadap Kepuasan Kerja Guru (4) Perilaku Kepemimpinan Kepala Sekolah terhadap Kinerja Guru (5) Perilaku Kepemimpinan Kepala Sekolah terhadap Kepuasan Kerja Guru.

Subjek penelitian adalah Guru-guru di Sub Rayon SMA Negeri 1 Medan dengan jumlah populasi 340 orang yang menjadi Sample penelitian 68 orang atau 20% dari populasi dengan menggunakan Teknik Cochran yaitu Stratified Proporsional Random Sampling.

Alat ukur instrument yang digunakan dalam pengambilan data Perilaku Kepemimpinan Kepala Sekolah, Iklim Organisasi, Kepuasan Kerja dan Kinerja Guru menggunakan angket berskala Likert. Sebelum instrument penelitian (dalam hal ini alat instrument angket) dipakai untuk mengumpulkan data penelitian terlebih dulu dilakukan uji coba. Dilanjutkan dengan uji validitas dan uji reliabilitas. Untuk perhitungan uji validitas angket, digunakan rumus *product moment* dan untuk uji reliabilitas angket digunakan rumus *alpha*. Instrument angket perilaku kepemimpinan diperoleh koefisien reliabilitasnya 0,890, Iklim Organisasi 0,877, Kepuasan kerja 0,905 dan Kinerja Guru 0,877. Dengan demikian instrumen angket tersebut termasuk dalam angket berkategori sangat tinggi.

Untuk menguji hipotesis yang diajukan dalam penelitian ini digunakan teknik korelasi dan koefisien jalur. Berdasarkan pengujian hipotesis, dapat disimpulkan bahwa terdapat pengaruh langsung dan berarti antara: (1) Perilaku Kepemimpinan Kepala Sekolah terhadap Kinerja Guru dengan besar koefisien jalur $\rho_{41} = 0,193$ dan besar $t_{hitung} > t_{tabel}$ ($1,709 > 1,67$), (2) Perilaku Kepemimpinan terhadap Kepuasan Kerja, besar koefisien jalur $\rho_{31} = 0,293$ dan besar $t_{hitung} > t_{tabel}$ ($2,756 > 1,67$), (3) Iklim Organisasi terhadap Kinerja Guru, besar koefisien jalur $\rho_{42} : 0,313$, dan besar $t_{hitung} > t_{tabel}$ ($2,634 > 1,67$), (4) Iklim Organisasi Terhadap Kepuasan Kerja besar koefisien jalur $\rho_{32} : 0,414$, dan besar $t_{hitung} > t_{tabel}$ ($3,902 > 1,67$) (5) Kepuasan Kerja terhadap Kinerja Guru, besar koefisien jalur $\rho_{43} = 0,226$ dan besar $t_{hitung} > t_{tabel}$ ($1,808 > 1,67$).

Besar pengaruh proporsional secara total Perilaku Kepemimpinan Kepala Sekolah menentukan perubahan-perubahan Kinerja Guru adalah sebesar 13,5%, pengaruh secara proporsional untuk Iklim Organisasi menentukan perubahan-perubahan Kinerja Guru 29,8%, pengaruh secara proporsional untuk Kepuasan Kerja guru menentukan perubahan-perubahan Kinerja Guru 5,1%, dan pengaruh secara proporsional untuk perilaku kepemimpinan Kepala Sekolah, Iklim Organisasi dan Kepuasan Kerja Guru secara bersama-sama menentukan perubahan-perubahan Kinerja Guru adalah sebesar 48,4%.

Hasil penelitian Pengaruh Perilaku Kepemimpinan Kepala Sekolah, Iklim Organisasi dan Kepuasan Kerja terhadap Kinerja Guru, hendaknya dapat berguna bagi para guru, Kepala Sekolah, pihak Pengawas, Dinas Pendidikan Kabupaten/Kota dan Provinsi dalam upaya meningkatkan Kinerja Guru.

ABSTRACT

ADELINA SILAEN. NIM 081188130128. The Influence of Principal's Leadership Behavior, School Organizational Climate and Job Satisfaction to Teachers' Performance (Empirical Studies at the Teachers' Working Group of the State High School 1/SMA Negri 1 Medan). Thesis, Post Graduate of State University of Medan.

The purpose of this research was to determine the influence of: (1) Job Satisfaction on Teacher Performance (2) School Organizational Climate on Teachers' Performance, (3) School Organizational Climate on Teacher Job Satisfaction (4) Principal's Leadership Behavior on Teacher Performance (5) Principal's Leadership Behavior on Teacher Job Satisfaction.

Subjects of the research were teachers in Teachers' Working Group of the State High School 1 (SMA Negri 1) Medan by the number of population of 340 teachers. The sample of the research was 68 persons or 20% of the population by using Cochran's Proportional Stratified Random Sampling.

Measuring instruments used in data retrieval on Leadership Behavior, School Organizational Climate, Job Satisfaction and Teacher Performance was Likert's Scale Questionnaire. Before the research instrument (in this case Likert's Scale Questionnaire) was used to collect data on research, validity and reliability test were conducted first. To test the calculation validity of the questionnaire, product moment formula was used and to test the reliability of the questionnaire, alpha formula was used. From the questionnaire instruments, we obtain the reliability coefficient is 0.890 on Principal's Leadership Behaviour, 0.877 on School Organizational Climate, 0.905 Teacher Job Satisfaction and 0.877 on Teacher Performance. From the result, we could conclude that the reliability of the questionnaire was very high.

To test the hypothesis presented in this study, techniques of correlation and path coefficients were used. Based on the hypothesis examination result, we could conclude that there was a direct and significant influence of : (1) Principal's Leadership Behavior on Teacher Performance with path coefficient $\rho_{41} = 0.193$ and $t_{score} > t_{table}$ ($1.709 > 1.67$), (2) Principal's Leadership Behavior on Teacher Job Satisfaction with path coefficient $\rho_{31} = 0.293$ and $t_{score} > t_{table}$ ($2.756 > 1.67$), (3) School Organizational Climate on Teachers' Performance with path coefficient $\rho_{42} = 0.313$ and $t_{score} > t_{table}$ ($2.634 > 1.67$), (4) School Organizational Climate on Teachers' Job Satisfaction with path coefficient $\rho_{32} = 0.414$ and $t_{score} > t_{table}$ ($3.902 > 1.67$), (5) Teacher Job Satisfaction on Teachers' Performance with path coefficient $\rho_{43} = 0.226$ and $t_{score} > t_{table}$ ($1.808 > 1.67$).

The percentage of the influence of Principal's Leadership Behavior on Teachers' Performance was 13.5%, School Organizational Climate on Teachers' Performance was 29.8%, Teacher Job Satisfaction on Teachers' Performance was 5.1%, and the percentage of the influence of Principal's Leadership Behavior, School Organizational Climate and Teachers' Job Satisfaction all together on Teacher Performance was 48.4%.

Hopefully, the result of the research on Principal's Leadership Behavior, School Organizational Climate, and Teachers' Job Satisfaction on Teachers' Performance, would be useful for the teachers, School Principals, the Super Intendants and the Provincial and District Office of Education in order to improve Teachers' Performance.