

ABSTRAK

ZISFERDI Hubungan Kepemimpinan Kepala Sekolah, Motivasi Berprestasi dan Partisipasi Guru Dalam Mengambil Keputusan dengan Kinerja Guru SD negeri di Kecamatan Binjai Utara Kota Binjai. Tesis. Program Pascasarjana Universitas Negeri Medan. 2011

Penelitian ini bertujuan untuk mengetahui hubungan kepemimpinan kepala sekolah (X_1) motivasi berprestasi (X_2) dan partisipasi guru dalam mengambil keputusan (X_3) dengan kinerja guru (Y) baik secara sendiri – sendiri maupun secara bersama – sama. Penelitian ini dilaksanakan di SD negeri Kecamatan Binjai Utara Kota Binjai. Populasi dalam penelitian ini yaitu seluruh guru SD negeri berjumlah 380 orang, dengan menggunakan teknik sampling proporsional acak berstrata diperoleh sampel sebanyak 72 orang (19 %).

Data hasil penelitian dianalisis dengan menggunakan teknik analisis korelasi dan regresi sederhana dan ganda, yang terlebih dahulu dilakukan uji persyaratan yaitu uji normalitas, uji linieritas, dan uji homogenitas data. Hasil uji normalitas menyimpulkan bahwa kinerja guru, kepemimpinan kepala sekolah, motivasi berprestasi dan partisipasi guru dalam mengambil keputusan berdistribusi normal. Hasil uji homogenitas dan uji linieritas menyimpulkan bahwa kinerja guru, kepemimpinan kepala sekolah, motivasi berprestasi dan partisipasi guru dalam mengambil keputusan mempunyai data homogen dan linier.

Hasil penelitian ini memperlihatkan bahwa : (1) terdapat hubungan yang positif antara kepemimpinan kepala sekolah dengan kinerja guru SD negeri di Kecamatan Binjai Utara Kota Binjai sebesar $r = 0,243$, dengan $\hat{Y} = 226,58 + 0,31 X_1$ dan sumbangan efektif 29,45 % variasi yang terjadi pada kinerja guru ditentukan oleh kepemimpinan kepala sekolah, (2) terdapat hubungan yang positif antara motivasi berprestasi dengan kinerja guru SD negeri di Kecamatan Binjai Utara Kota Binjai sebesar $r = 0,718$ dengan $\hat{Y} = 500,657 + 0,25 X_2$ dan sumbangan efektif sebesar 24,14% variasi yang terjadi pada kinerja guru ditentukan oleh motivasi berprestasi (3) terdapat hubungan yang positif antara partisipasi guru dalam mengambil keputusan dengan kinerja guru SD negeri di Kecamatan Binjai Utara Kota Binjai sebesar $r = 0,245$ dengan $\hat{Y} = 302,081 + 0,254$ dan sumbangan efektif 26,72% variasi yang terjadi pada kinerja guru ditentukan oleh partisipasi guru dalam mengambil keputusan, dan (4) terdapat hubungan yang positif kepemimpinan kepala sekolah, motivasi berprestasi dan partisipasi guru dalam mengambil keputusan secara bersama – sama dengan kinerja guru SD negeri di kecamatan Binjai Utara Kota Binjai, dengan $\hat{Y} = 13,95 + 0,31 + 0,25 + 0,31$ dan 80,3 % variasi yang terjadi pada kinerja guru ditentukan oleh kepemimpinan kepala sekolah, motivasi berprestasi dan partisipasi guru dalam mengambil keputusan secara bersama – sama.

ABSTRACT

ZISPERDI Relations Principal Leadership, Achievement Motivation and Participation in Decision-Making Teachers by Teacher Performance Binjai public school in the District of North Binjai City. Theses. Graduate Program, State University of Medan. 2011

This study aims to determine the relationship school leadership (X_1) achievement motivation (X_2) and teacher participation in decision making (X_3) with the performance of teachers (Y) either individually - individually or collectively - together. The research was conducted in the public school district of North Binjai Binjai City. Population in this research that all public school teachers numbered 380 people, using stratified random sampling technique proportionate sample is obtained as many as 72 people (19%).

Research data were analyzed using correlation and regression analysis technique is simple and double, which first tested the requirement that test for normality, linearity test, and test data homogeneity. Normality test results concluded that the performance of teachers, school leadership, achievement motivation and teacher participation in decision making normal distribution. The results of homogeneity test and linearity test concluded that the performance of teachers, school leadership, achievement motivation and teacher participation in decision-making data have homogeneous and linear.

The results of this study show that: (1) there is a positive relationship between principals kepeimipinan with the performance of public school teachers in the District of North Binjai Binjai City of $r = 0.243$, with $y = 226.58 + 0.3129.45 X_1$ and effective contribution 29,45 % variation occurred in the performance of teachers is determined by the school leadership, (2) there is a positive relationship between achievement motivation with the performance of public school teachers in the District of North Binjai Binjai City of $r = 0.718$ with $Y = 500.657 + 0.25 X_2$ and effective contribution 24.14% of the variation that occurs in the teacher's performance is determined by achievement motivation (3) there is a positive relationship between teacher participation in decision-making with the performance of public school teachers in the District of North Binjai Binjai City sebers $r = 0.245$ with $Y = 302.081 + 0.254$ and effective contribution of 26.72% of the variation that occurs in the teacher's performance is determined by the participation of teachers in making decisions, and (4) there is a positive school leadership, achievement motivation and teacher participation in taking decisions collectively - together with the performance of public school teachers in North Binjai Binjai City district, with $y = 13.95 + 0.31 + 0.25 + 0.31$ and 80.3% of the variation that occurs in the teacher's performance is determined by the school leadership, achievement motivation and teacher participation in decision-making in together.