

## ABSTRAK

Harison Surbakti.2011.Hubungan Kepemimpinan Kepala Sekolah, Pemberian Insentif Non-Materi, Iklim Sekolah dengan Pelaksanaan Tugas Guru Sekolah Dasar Negeri di Kecamatan Kuala Simpang Kabupaten Aceh Tengah.Tesis.Medan: Sekolah Pascasarjana Universitas Negeri Medan

Masalah penelitian dirumuskan sebagai berikut: (1) Apakah terdapat hubungan yang berarti antara kepemimpinan kepala sekolah dengan pelaksanaan tugas guru SD Negeri di Kecamatan Kota Kuala Simpang Kabupaten Aceh Tamiang ?, (2) Apakah terdapat hubungan yang berarti antara pemberian insentif non materi dengan pelaksanaan tugas guru SD Negeri di Kecamatan Kota Kuala Simpang Kabupaten Aceh Tamiang ?, (3) Apakah terdapat hubungan yang berarti antara iklim sekolah dengan pelaksanaan tugas guru SD Negeri di Kecamatan Kota Kuala Simpang Kabupaten Aceh Tamiang ?, (4) Apakah terdapat hubungan yang berarti antara kepemimpinan kepala sekolah, pemberian insentif non materi dan iklim sekolah secara bersama-sama dengan pelaksanaan tugas guru SD Negeri di Kecamatan Kota Kuala Simpang Kabupaten Aceh Tamiang ?

Sampel penelitian sebanyak 40 orang merupakan Guru Sekolah Dasar Negeri di Kecamatan Kuala Simpang Kabupaten Aceh Tamiang. Instrumen penelitian menggunakan angket dengan skala Likert untuk kepemimpinan Kepala Sekolah, pemberian insentif non-materi, iklim sekolah, dan pengamatan untuk pelaksanaan tugas guru SD Negeri di Kecamatan Kota Kuala Simpang Kabupaten Aceh Tamiang. Uji validitas dan reliabilitas instrumen melalui uji *product moment Pearson*, dimana reliabilitas  $X_1$  sebesar 0,899,  $X_2$  sebesar 0,914,  $X_3$  sebesar 0,909, dan  $Y$  sebesar 0,928, uji normalitas berdasarkan rasio skewness dan rasio kurtosis, uji independensi dengan uji *Pearson chi square* ( $X^2$ ), uji multikolinieritas dengan besaran VIF, analisis korelasi dan regresi *Pearson* pada  $\alpha = 0,05$ .

Terdapat hubungan yang signifikan dengan tingkatan korelasi  $r_{y1} = 0,973$ , dimana analisis data korelasi kepemimpinan Kepala Sekolah terhadap pelaksanaan tugas guru SD Negeri di Kecamatan Kota Kuala Simpang Kabupaten Aceh Tamiang sangat kuat, positif dan searah dengan bentuk persamaan regresi linier sederhana  $\hat{Y} = 28,437 + 0,516X_1$ . Terdapat hubungan yang signifikan, dengan tingkatan korelasi  $r_{y2} = 0,974$ , dimana korelasi pemberian insentif non-materi terhadap pelaksanaan tugas guru SD Negeri di Kecamatan Kota Kuala Simpang Kabupaten Aceh Tamiang sangat kuat, positif dan searah dengan bentuk persamaan regresi linier sederhana  $\hat{Y} = 1,018 + 0,969X_2$ . Terdapat hubungan yang signifikan dengan korelasi  $r_{y3} = 0,967$  bermakna sangat kuat, koefisien determinasi 93,51% bermakna variasi pelaksanaan tugas guru SD Negeri di Kecamatan Kota Kuala Simpang Kabupaten Aceh Tamiang dapat dijelaskan oleh Kepemimpinan Kepala Sekolah, Pemberian Insentif Non-Materi, Iklim Sekolah secara bersama-sama melalui persamaan regresi berganda  $\hat{Y} = 21,044 + 0,299X_1 + 0,578X_2 - 0,207X_3$ .

Kepemimpinan Kepala Sekolah memberikan kontribusi efektif sebesar 21,456% dan kontribusi relatif sebesar 22,35% terhadap pelaksanaan tugas guru SD Negeri di Kecamatan Kota Kuala Simpang Kabupaten Aceh Tamiang, pemberian insentif non-materi memberikan kontribusi efektif 31,498% dan kontribusi relatif sebesar 32,81% terhadap pelaksanaan tugas guru SD Negeri di Kecamatan Kota Kuala Simpang Kabupaten Aceh Tamiang, iklim sekolah memberikan kontribusi efektif 43,046% dan kontribusi relatif sebesar 44,84% terhadap pelaksanaan tugas guru SD Negeri di Kecamatan Kota Kuala Simpang Kabupaten Aceh Tamiang. Temuan-temuan dalam penelitian ini menunjukkan bahwa bahwa pemberian insentif non-materi memberikan kontribusi efektif 31,498% dan kontribusi relatif sebesar 32,81% terhadap pelaksanaan tugas guru SD Negeri di Kecamatan Kota Kuala Simpang Kabupaten Aceh Tamiang dapat diprediksi oleh Kepemimpinan Kepala Sekolah, Pemberian Insentif Non-Materi, Iklim Sekolah baik sendiri-sendiri maupun bersama-sama. Hasil penelitian ini berimplikasi bahwa Kepemimpinan Kepala Sekolah, Pemberian Insentif Non-Materi, Iklim Sekolah harus tetap dipertahankan dalam pelaksanaan tugas guru SD Negeri di Kecamatan Kota Kuala Simpang Kabupaten Aceh Tamiang guna meningkatkan kualitas pendidikan secara umum. Saran-saran bagi Guru-guru SD Negeri di Kecamatan Kuala Simpang harus terus mengasah kemampuan dalam meningkatkan pelaksanaan tugas guru di sekolah.

## ABSTRACT

**Harison Surbakti. 2011. Principal Leadership Relationships, Incentives Non-Material with the Implementation of the School Climate Task State Primary School Teachers in the District of Kuala Simpang, Central Aceh District: Graduate School, State University of Medan.**

Research problem is formulated as follows: (1) is there a significant relationship between school leadership by carrying out the duties of state primary school teachers in the district of Aceh Regency Kuala Simpang, Tamiang?, (2) is there a significant relationship between non-material incentives with the performance of duties elementary school teachers district in Aceh Regency Kuala Simpang, Tamiang?, (3) is there a significant relationship between school climate by carrying out the duties of state primary school teachers in the district of Aceh Regency Kuala Simpang, Tamiang?, (4) is there a significant relationship between leadership principals, non-material incentives and school climate together with the performance of duties of State Primary school teachers in the district of Aceh Regency Kuala Simpang, Tamiang?.

Study sample as many as 40 people a Public Elementary School Teachers in Sub-district of Aceh Regency Kuala Simpang, Tamiang. Research instruments using Likert-scale questionnaire for principal leadership, non-material incentives, school climate, and the observations for the implementation task elementary school in sub-district of Aceh Regency Kuala Simpang, Tamiang. Test validity and reliability of the instruments through Pearson Product Moment test, where the reliability of 0,899 for  $X_1$ , of 0,914 for  $X_2$ , for 0,909 for  $X_3$ , and 0,928 for Y, the normality test based on the skewness ratio and kurtosis ratio, test independence with Pearson Chi Square test ( $X^2$ ), multicollinieritas with VIF scale test, Person correlation and regression analysis to  $\alpha = 0,05$ .

There is a significant relationship with the degree of correlation  $r_{y_1}=0,973$ , where the correlation data analysis principal leadership of the implementation of duties of state primary school very strong, positive and in line with the form of a simple linear regression equation  $Y=28,437+0,516X_1$ . There is a significant relationship with the degree of correlation  $r_{y_2}=0,974$ , where the correlation of non-material incentives to the performance of duties of state primary school very strong, positive and in line with the form of a simple linear regression equation  $Y=1,018+0,969X_2$ . There is a significant relationship with  $r_{y_3}=0,967$ , significant correlation is very strong, the coefficient of determination 93,51%, significant variations in performance of duties of state primary school can be explained by the Principal of School leadership, incentive non-material, school climate in together through a multiple regression equation  $\hat{Y} = 21,044 + 0,299X_1 + 0,578X_2 - 0,207X_3$ .

Principal leadership contributes effectively for 21,456% and the relative contribution of 23,35% against the performance of duties of state primary school teachers in the district of Aceh Regency Kuala Simpang, Tamiang, non-material incentives effectively contributes 31,489% and the relative contributions of 32,81% the implementation of duties of state primary school teachers in district town, Kuala Simpang, Aceh Tamiang District, effective school climate contributes 43,046% and the relative contribution of 44,84%, against the performance of duties state primary school the findings in this study indicates that the non-material incentives contributes effectively relative contribution of 31,498% and 32, 81% for the implementation of duties of state primary school can be predicted by the Principal of school leadership, non-material incentives, school climate either individually or together. These result imply that principal leadership giving non-material incentive, school climate must be maintained in the performance of duties of state primary school teachers in the district of Aceh Regency Kuala Simpang , Tamiang to improve the quality of educational in generally. The suggestions for the Principal elementary school must be continued to manage skills in improving the performance of duties of teachers in schools.