

ABSTRAK

Yulia Hafni. NIM : 8136132055. Pengaruh Kepemimpinan Kepala Sekolah, Iklim Sekolah dan Motivasi Berprestasi Guru Terhadap Komitmen Kerja Guru SMP Negeri di Kecamatan Tanjung Morawa. Tesis. Prodi Administrasi Pendidikan Medan: Program Pascasarjana Universitas Negeri Medan, 2019.

Penelitian bertujuan untuk mengetahui pengaruh Kepemimpinan Kepala Sekolah terhadap Motivasi Berprestasi, pengaruh Iklim Sekolah terhadap Motivasi Berprestasi, pengaruh Kepemimpinan Kepala Sekolah terhadap Komitmen Kerja guru, pengaruh Iklim Sekolah terhadap Komitmen Kerja guru, dan pengaruh Motivasi Berprestasi terhadap Komitmen Kerja guru. Penelitian ini dilaksanakan Tahun 2019 kepada guru SMP Negeri di Kecamatan Tanjung Morawa, dengan populasi sebanyak 235 guru. Jumlah sampel ditentukan dengan rumus Slovin diperoleh 148 guru, diambil dengan teknik Proporsional Random Sampling. Pengumpulan data dilakukan menggunakan angket setelah diujicobakan. Uji Validitas dilakukan dengan Korelasi Product Moment dan uji Realibilitas menggunakan Koefisien Alpha Cronbach. Teknik analisis data yang digunakan adalah analisis deskriptif, uji persyaratan analisis, dan uji hipotesis menggunakan analisis jalur. Temuan penelitian bahwa Kepemimpinan Kepala Sekolah berpengaruh langsung positif terhadap Motivasi Berprestasi, Iklim Sekolah berpengaruh langsung positif terhadap Motivasi Berprestasi, Kepemimpinan Kepala Sekolah berpengaruh langsung positif terhadap Komitmen Kerja Guru, Iklim Sekolah berpengaruh langsung positif terhadap Komitmen Kerja Guru dan Motivasi Berprestasi berpengaruh langsung terhadap Komitmen Kerja Guru. Untuk meningkatkan Komitmen Kerja Guru dapat dilakukan dengan meningkatkan Kepemimpinan Kepala Sekolah, Iklim Sekolah dan Motivasi Berprestasi guru.

Kata Kunci: Kepemimpinan Kepala Sekolah, Iklim Sekolah, Motivasi Berprestasi, Komitmen Kerja



Abstract

Yulia Hafni. NIM : 8136132055. *The Effects of Principal Leadership, School Climate and Teacher's Achievement Motivation on Teacher's Work Commitment of State Junior High Schools in Tanjung Morawa Districty. Thesis. Medan Education Administration Study Program: Postgraduate Program Medan State University, 2019.*

The study aims to determine the effect of Principal Leadership on Achievement Motivation, the influence of School Climate on Achievement Motivation, the influence of Principal Leadership on Teacher Work Commitment, the influence of School Climate on Teacher Work Commitment, and the effect of Achievement Motivation on Teacher Work Commitment. This research was conducted in 2019 to state junior high school teachers in Tanjung Morawa sub-district, with a population of 235 teachers. The number of samples determined by Slovin formula obtained 148 teachers, taken with the Proportional Random Sampling technique. Data collection was carried out using a questionnaire after being trialed. Validity Test is done by Product Moment Correlation and Reliability test using Cronbach's Alpha coefficient. Data analysis techniques used are descriptive analysis, test requirements analysis, and hypothesis testing using path analysis. Research findings that Principal's Leadership has a direct positive effect on Achievement Motivation, School Climate has a direct positive effect on Achievement Motivation, Principal's Leadership has a direct positive effect on Teacher's Work Commitment, School Climate has a positive direct effect on Teacher's Work Commitment and Achievement Motivation has a direct effect on Teacher's Work Commitment. To increase the Teacher's work Commitment can be done by increasing the Principal's Leadership, School Climate and Teacher's Achievement Motivation.

Keywords: *Principal Leadership, School Climate, Achievement Motivation, Work Commitment*