

## ABSTRAK

***Sampetua Tindaon, 8106131018, Hubungan Pengembangan Diri, Iklim Kerja, dan Pemberian Insentif Non Finansial dengan Kepuasan Kerja Guru di SD Negeri Kecamatan Lubuk Pakam. Tesis. Pascasarjana. Universitas Negeri Medan, 2013.***

Penelitian ini bertujuan untuk mengetahui: (1) Sejauh mana hubungan antara pengembangan diri dengan kepuasan kerja guru di SD Negeri Kecamatan Lubuk Pakam; (2) Sejauh mana hubungan antara iklim kerja dengan kepuasan kerja guru di SD Negeri Kecamatan Lubuk Pakam; (3) Sejauh mana hubungan antara pemberian insentif dengan kepuasan kerja guru di SD Negeri Kecamatan Lubuk Pakam; (4) Sejauh mana hubungan antara pengembangan diri, iklim kerja, pemberian insentif secara bersama-sama dengan kepuasan kerja guru SD Negeri Kecamatan Lubuk Pakam.

Metode penelitian yang digunakan adalah metode penelitian kuantitatif. Penelitian ini menempatkan variabel penelitian yaitu variabel bebas dan terikat. Populasi dalam penelitian ini adalah seluruh guru di SD Negeri Kecamatan Lubuk Pakam yang berjumlah 394 guru. Sampel penelitian ditentukan dengan menggunakan tabel *Isaac dan Michael* sehingga didapatkan sampel sebanyak 182 guru yang digunakan teknik proporsional random sampling. Instrumen penelitian yang digunakan untuk pengumpulan data adalah angket.

Sebelum instrument (angket) penelitian digunakan untuk mengumpulkan data penelitian, terlebih dahulu dilakukan uji coba yang dilakukan dengan uji validitas dan uji reliabilitas. Untuk menghitung uji validitas angket digunakan rumus *product moment* dan untuk uji reliabilitas angket digunakan rumus *alpha*. Uji persyaratan dilakukan untuk menguji normalitas, homogenitas, linieritas, dan independensi antar variabel bebas. Teknik analisis data digunakan korelasi dan regresi serta korelasi sederhana dan regresi dan korelasi ganda pada taraf signifikansi  $\alpha = 0,05$

Hasil dari penelitian ini ditemukan: (1) Terdapat hubungan positif dan berarti antara pengembangan diri dengan kepuasan kerja guru dengan angka korelasi sebesar 0,214 dan sumbangan efektif sebesar 3,821%; (2) Terdapat hubungan positif dan berarti antara iklim kerja dengan kepuasan kerja guru dengan angka korelasi sebesar 0,223 dan sumbangan efektif sebesar 4,246%; (3) Terdapat hubungan positif dan berarti antara pemberian insentif non finansial dengan kepuasan kerja guru dengan angka korelasi sebesar 0,164 dan sumbangan efektif sebesar 1,934%; (4) Terdapat Hubungan yang positif dan berarti secara bersama-sama antara variabel pengembangan diri, iklim kerja, pemberian insentif non finansial dengan kepuasan kerja guru dengan angka korelasi sebesar 0,316.

## ABSTRACT

**Sampetua Tindaon, 8106131018, Relationship self Development, Work Climate and Nonfinancial Incentives to Teacher Job Satisfaction in Elementary School District Lubuk Pakam. Thesis. Post Graduate. State University of Medan, 2013.**

This study aimed to determine: (1) The extent to which the relationship between self-development with job satisfaction of teachers in primary schools Lubuk Pakam District, (2) The extent to which the relationship between work climate with job satisfaction of teachers in primary schools Lubuk Pakam District, (3) so far where the relationship between the provision of incentives to job satisfaction of teachers in primary schools Lubuk Pakam District, (4) The extent to which the relationship between self-development, work climate, incentives together with the elementary school teachers' job satisfaction Lubuk Pakam District. The research method used was quantitative research methods. This study puts the research variables and bound variables. The population in this study were all primary school teachers in District Lubuk Pakam totaling 394 teachers. The research sample was determined by using the table and Kerjeie Morgan to obtain a sample of 182 teachers who used proportional random sampling technique. The research instrument used for data collection was a questionnaire.

Before the instrument (questionnaire) research was used to gather research data, first performed experiments performed with validity and reliability testing. To test the validity of the questionnaire used to calculate the product moment formulas and questionnaires are used to test the reliability alpha formula. Test requirements conducted to test normality, homogeneity, linearity, and independence of the independent variables. The data analysis technique used correlation and regression and correlation, and simple and multiple regression and correlation at significance level  $\alpha = 0.05$ .

The results of this study found: (1) There were a positive and significant relationship between self-development teacher job satisfaction correlation with numbers of 0.214 and the effective contribution of 3.821%, (2) There were a positive and significant relationship between climate with job satisfaction of teachers working with coefficient correlation correlation was 0.223 and the effective contribution of 4.246%, (3) There were a positive and significant relationship between non-financial incentives to teachers' job satisfaction correlation with coefficient correlation of 0.164 and the effective contribution of 1.934%, (4) There were a positive and meaningful relationship together -operation between the variables of self-development, work climate, non-financial incentives with job satisfaction with the coefficient correlation of 0.316.