

ABSTRAK

Emma JM Sirait. Pengaruh Kerja Tim, Kohesivitas, Komitmen Guru terhadap Efektivitas Kinerja Guru Di SMP Negeri Pematangsiantar Kec. Siantar Barat. Tesis. Medan: Prodi Administrasi Pendidikan Program Pascasarjana. Universitas Negeri Medan, 2013.

Penelitian ini bertujuan untuk mengetahui: (1) Pengaruh kerja tim terhadap efektivitas kinerja guru, (2) pengaruh kohesivitas terhadap efektivitas kinerja guru, (3) pengaruh komitmen guru terhadap efektivitas kinerja guru (4) pengaruh kerja tim terhadap komitmen guru (5) Pengaruh kohesivitas terhadap komitmen guru .

Penelitian ini menggunakan metode penelitian kuantitatif. Penelitian ini menempatkan variabel penelitian yaitu variabel endogenus dan eksogenus. Populasi dalam penelitian ini adalah seluruh guru di SMP Negeri Pematangsiantar Kecamatan Siantar Barat yang berjumlah 153 guru. Sampel penelitian ditentukan dengan menggunakan tabel *Krejijie* sehingga didapatkan sampel sebanyak 106 guru. 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*. Angket yang valid untuk variabel kerja tim adalah 27 item dan invalid 3 item, angket yang valid untuk variabel kohesivitas adalah 28 item dan invalid 2 item, dan angket yang valid untuk variabel komitmen guru adalah 27 item dan invalid 3 item serta variabel efektivitas kinerja guru adalah 29 item dan invalid adalah 1 item. Koefisien reliabilitas untuk instrumen komitmen guru kerja tim = 0,845, kohesivitas = 0,855, dan komitmen guru = 0,847 serta efektivitas kinerja guru = 0,909 termasuk dalam kategori sangat tinggi. Uji persyaratan analisis adalah uji normalitas, homogenitas, linieritas, dan keberartian regresi, kemudian dilakukan analisa data dengan teknik *path anlisyis*.

Hasil dari penelitian ini ditemukan: (1) terdapat pengaruh langsung kerja tim terhadap efektivitas kinerja guru sebesar 26,7% dan sisanya sebesar 73,3% diluar kerja tim. (2) terdapat pengaruh langsung kohesivitas terhadap efektivitas kinerja guru sebesar 25,3% dan sisanya sebesar 74,7% diluar kerja tim. (3) terdapat pengaruh langsung komitmen guru terhadap efektivitas kinerja guru sebesar 34% dan sisanya sebesar 66% diluar kerja tim. (4) terdapat pengaruh langsung kerja tim terhadap komitmen guru sebesar 23% dan sisanya sebesar 67% diluar kerja tim. (5) terdapat pengaruh langsung kohesivitas terhadap komitmen guru sebesar 48,3% dan sisanya sebesar 51,7% diluar kohesivitas.

Hasil penelitian ini diharapkan akan memberikan manfaat sebagai pengembangan ilmu pengetahuan tentang peningkatan keefektifan guru melalui kerja tim guru, kohesivitas dan komitmen guru.

ABSTRACT

Emma JM Sirait. Influence Teamwork, Cohesiveness, Commitment to Teacher's Effectiveness in Secondary Schools Teacher Performance Pematangsiantar district. Siantar West. Thesis. Medan: Prodi Educational Administration Graduate Program. Medan State University, 2013.

This study aimed to determine: (1) The effect on the effectiveness of team work performance of teachers, (2) the influence of cohesion on the effectiveness of teacher performance, (3) the influence of teachers' commitment to the effectiveness of teacher performance (4) the effect of teamwork on teacher commitment (5) Effect of cohesiveness of the commitment of teachers.

This study used quantitative research methods. This study puts the research variables are endogenous and exogenous variables. The population in this study were all teachers at the Junior High School West Siantar Pematangsiantar District totaled 153 teachers. The research sample was determined by using the table Kreijie to obtain a sample of 106 teachers. The research instrument used for data collection was a questionnaire.

Before the instrument (questionnaire) research is 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. Questionnaire are valid for variable teamwork are 27 items and 3 items invalid, valid questionnaires for cohesiveness variables is 28 items and 2 items invalid and valid questionnaire for teachers' commitment variable is 27 and an invalid item 3 item and the variable effectiveness of teacher performance is 29 items and one item is invalid. Reliability coefficient for the instrument teacher commitment = 0.845 teamwork, cohesiveness = 0.855, and the commitment of teachers = 0.847 and = 0.909 effectiveness of teacher performance is included in the very high category. Test requirements analysis is a test of normality, homogeneity, linearity, and the significance of regression, then performed the data analysis techniques anlisis path.

The results of this study found: (1) there is a direct influence on the effectiveness of teamwork teacher performance of 26.7% and the remaining 73.3% work outside the team. (2) there is a direct effect of cohesiveness on the effectiveness of teacher performance by 25.3% and the remaining 74.7% work outside the team. (3) there is a direct influence on teachers' commitment to the effectiveness of teacher performance by 34% and the remaining 66% working outside the team. (4) there is a direct influence on teachers' commitment teamwork by 23% and the remaining 67% working outside the team. (5) there is a direct influence on teachers' commitment cohesiveness of 48.3% and the remaining 51.7% outside of cohesiveness. The results of this study are expected to provide benefits as the development of the science of increasing the effectiveness of teachers through teacher teamwork, cohesiveness and commitment of teachers.