

## ABSTRACT

MUHAMMAD ASRUL. NIM. 8106132040. **The Correlation Among The Leadership Style of Madrasah Principal, Organization Atmosphere, and Non-Financial Compensation with The Work Commitment of MAN Teachers in Medan. Thesis. Education Administration Study Program, State University of Medan 2013.**

The objectives of this study are to investigate: (1) the correlation between the leadership style of Madrasah principal with work commitment, (2) the correlation between organization atmosphere with work commitment, (3) the correlation between non-financial compensation with work commitment, and (4) the correlation among the leadership style of madrasah principal, organization atmosphere, and non-financial compensation with the work commitment. There are 57 teachers of madrasah aliyah negeri in Medan as the sample of this study. The sample was taken using the proportionate stratified random sampling. This is a descriptive study. This study used questionnaire as its instrument which was tested before and was continued by validity and reliability test. The valid questionnaire for the work commitment was 24 items out of 30 items which has the reliability score 0.897. The valid questionnaire for the leadership style of madrasah principal was 26 items out of 30 items which has the reliability score 0.901. The valid questionnaire for organisation atmosphere was 25 itmes out of 30 items which has the reliability score 0.902. The valid questionnaire for non-financial compensation was 26 items out of 30 items which has reliability 0.887. Based on the hypotheses testing, it reveals that: (1) there is significant correlation between the leadership style of Madrasah principal with work commitment with  $r_{y1,23} = 0.567 > r_{table} = 0.266$  and  $t_{observed} = 9.515 > t_{table} = 1.67$ , (2) there is significant correlation between organization atmosphere with work commitment with  $r_{y2,13} = 0.309 > r_{table} = 0.266$  and  $t_{observed} = 3.261 > t_{table} = 1.67$ , (3) there is significant correlation between non-financial compensation with work commitment with  $r_{y3,12} = 0.432 > r_{table} = 0.266$  and  $t_{observed} = 5.30 > t_{table} = 1.67$ , and (4) there is significant correlation among the leadership style of madrasah principal, organization atmosphere, and non-financial compensation with the work commitment with  $R_{y(123)} = 0.602 > r_{table} = 0.266$  and  $F_{observed} = 10.034 > F_{table} = 2.65$ . The result of the study shows that the leadership style of madrasah principal, organization atmosphere, and non-financial compensation altogether give contribution 36.2% toward the work commitment, and the rest is decided by others condition.

## ABSTRAK

MUHAMMAD ASRUL. NIM. 8106132040. **Hubungan Gaya Kepemimpinan Kepala Madrasah, Iklim Organisasi, dan Kompensasi Non-Finansial dengan Komitmen Kerja Guru Madrasah Aliyah Negeri di Kota Medan. Tesis. Program Pasca Sarjana Universitas Negeri Medan.**

Penelitian ini bertujuan untuk mengetahui: (1) hubungan gaya kepemimpinan kepala madrasah dengan komitmen kerja; (2) hubungan iklim organisasi dengan komitmen kerja; (3) hubungan kompensasi non-finansial dengan komitmen kerja; dan (4) hubungan gaya kepemimpinan kepala madrasah, iklim organisasi, dan kompensasi non-finansial dengan komitmen kerja. Subjek penelitian adalah guru Madrasah Aliyah Negeri di Kota Medan dengan jumlah sampel sebanyak 57 orang. Pengambilan sampel dilakukan dengan *proportionate stratified random sampling*. Metode penelitian bersifat deskriptif yang bertujuan untuk memperoleh informasi tentang suatu gejala pada penelitian. Sebelum penelitian ini dilakukan instrumen penelitian terlebih dahulu diujicobakan, dilanjutkan dengan uji validitas dan uji reliabilitas. Instrumen angket komitmen kerja yang valid diperoleh 24 butir dari 30 butir angket yang diujicobakan, dan mempunyai reliabilitas sebesar 0,897. Instrumen angket gaya kepemimpinan kepala madrasah yang valid diperoleh 26 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,901. Instrumen angket iklim organisasi yang valid diperoleh 25 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,902. Instrumen angket kompensasi non-finansial yang valid diperoleh 26 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,887. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat hubungan yang berarti antara gaya kepemimpinan kepala madrasah dengan komitmen kerja sebesar  $r_{y1,23} = 0,567 > r_{tabel} = 0,266$  dan  $t_{hitung} = 9,515 > t_{tabel} = 1,67$ ; (2) terdapat hubungan yang berarti antara iklim organisasi dengan komitmen kerja sebesar  $r_{y2,13} = 0,309 > r_{tabel} = 0,266$  dan  $t_{hitung} = 3,261 > t_{tabel} = 1,67$ ; (3) terdapat hubungan yang berarti antara kompensasi non-finansial dengan komitmen kerja sebesar  $r_{y3,12} = 0,432 > r_{tabel} = 0,266$  dan  $t_{hitung} = 5,530 > t_{tabel} = 1,67$ ; dan (4) terdapat hubungan yang berarti antara gaya kepemimpinan kepala madrasah, iklim organisasi, dan kompensasi non-finansial dengan komitmen kerja sebesar  $R_{y(123)} = 0,602 > r_{tabel} = 0,266$  dan  $F_{hitung} = 10,034 > F_{tabel} = 2,65$ . Hasil penelitian diperoleh gaya kepemimpinan kepala madrasah, iklim organisasi, dan kompensasi non-finansial secara bersama-sama memberikan sumbangan sebesar 36,2% terhadap komitmen kerja, dan sisanya ditentukan keadaan lain.