

## ABSTRAK

Muhammad Erman Sikumbang, NIM : 081188130136, **Pengaruh Kepemimpinan Transformasional Kepala Sekolah, Kepuasan Kerja Guru dan Motivasi Kerja Guru terhadap Kinerja Guru SMP Kota Sibolga.**

Tesis, Sekolah Pascasarjana Universitas Negeri Medan.

Penelitian ini bertujuan untuk mengetahui pengaruh: 1) Kepemimpinan Transformasional Kepala Sekolah terhadap Kepuasan Kerja Guru, 2) Kepuasan Kerja Guru terhadap Motivasi Kerja Guru, 3) Kepemimpinan Transformasional Kepala Sekolah terhadap Kinerja Guru, 4) Kepuasan Kerja Guru terhadap Kinerja Guru, 5) Motivasi Kerja Guru terhadap Kinerja Guru. Subjek penelitian adalah Guru SMP Kota Sibolga, dengan jumlah sampel sebanyak 118 responden.

Alat ukur instrumen yang dipergunakan dalam pengambilan data Kepemimpinan Transformasional Kepala Sekolah, kepuasan Kerja Guru, Motivasi Kerja Guru dan Kinerja Guru menggunakan angket berskala likert. Sebelum instrumen penelitian (dalam hal ini alat instrumen angket) dipakai untuk mengumpulkan data penelitian terlebih dahulu diujicobakan, dilanjutkan dengan uji validitas dan uji reliabilitas. Untuk perhitungan uji validitas angket digunakan rumus product momen, dan untuk uji reliabilitas angket digunakan rumus alpha.

Instrumen angket Kepemimpinan Transformasional Kepala Sekolah diperoleh koefisien reliabilitasnya sebesar 0,905, Kepuasan Kerja Guru sebesar 0,895, Motivasi Kerja Guru sebesar 0,902 dan Kinerja Guru sebesar 0,831. Dengan demikian instrument angket tersebut termasuk dalam angket berkategori sangat tinggi.

Untuk menguji hipotesis yang diajukan dalam penelitian ini, digunakan teknik korelasi dan koefisien jalur. Berdasarkan pengujian hipotesis dapat disimpulkan bahwa terdapat pengaruh langsung dan berarti antara : (1) Kepemimpinan Transformasional Kepala Sekolah terhadap Kepuasan Kerja Guru, besar koefisien jalur  $\rho_{21} = 0,203$ , dan besar  $t_{hitung} > t_{tabel}$  ( $2,258 > 1,99$ ), (2) Kepemimpinan Transformasional Kepala Sekolah terhadap Motivasi Kerja Guru besar koefisien jalur  $\rho_{31} = 0,208$ , dan besar  $t_{hitung} > t_{tabel}$  ( $2,134 > 1,99$ ), (3) Kepemimpinan Transformasional Kepala Sekolah terhadap Kinerja Guru, besar koefisien jalur  $\rho_{41} = 0,212$ , dan besar  $t_{hitung} > t_{tabel}$  ( $2,299 > 1,99$ ), (4) Kepuasan Kerja Guru terhadap Kinerja Guru besar koefisien jalur  $\rho_{42} = 0,279$ , dan besar  $t_{hitung} > t_{tabel}$  ( $2,972 > 1,99$ ), (5) Motivasi Kerja Guru terhadap Kinerja Guru besar koefisien jalur  $\rho_{43} = 0,230$ , dan besar  $t_{hitung} > t_{tabel}$  ( $2,449 > 1,99$ ).

Besar pengaruh proporsional secara total Kepemimpinan Transformasional Kepala Sekolah menentukan perubahan-perubahan Kinerja Guru adalah sebesar 13,8%, pengaruh secara proporsional untuk Kepuasan Kerja Guru menentukan perubahan-perubahan Kinerja Guru adalah sebesar 7,8%, pengaruh secara proporsional untuk Motivasi Kerja Guru menentukan perubahan-perubahan Kinerja Guru adalah sebesar 5,3%, dan pengaruh secara proporsional untuk Kepemimpinan Transformasional Kepala Sekolah, Kepuasan Kerja Guru dan Motivasi Kerja Guru secara bersama-sama menentukan perubahan-perubahan Kinerja Guru adalah sebesar 26,9%.

## ABSTRACT

*Muhammad Sikumbang Erman, NIM: 081188130136, Effect of Principal Transformational Leadership, Job Satisfaction and Work Motivation of Junior High Performance Sibolga.*

*Thesis, Graduate School, State University of Medan.*

This study aims to determine the effect of: 1) Principal Transformational Leadership on Teacher Job Satisfaction, 2) Teacher Job Satisfaction on Job Motivation Guru, 3) Principal Transformational Leadership on Teacher Performance, 4) Teacher Job Satisfaction of Teacher Performance, 5) MotivationTeacher to Teacher Work Performance. Subjects were junior high school teacher Sibolga, with a sample of 118 respondents.

Instruments measuring devices used in data retrieval Principal Transformational Leadership, Teacher Work satisfaction, Work Motivation and Performance Guru Guru using Likert scale questionnaire. Before the research instrument (in this case the questionnaire instrument) is used to collect research data first tested, followed by a test of validity and reliability testing. To test the validity of the questionnaire used the calculation of product moment formula, and to test the reliability of the questionnaire used  $\alpha$  formula. Transformational Leadership questionnaire instrument Principal reliability coefficient obtained for 0.905, 0.895 for Teacher Job Satisfaction, Work Motivation and Performance Master Teacher of 0.902 at 0.831. Thus the questionnaire instrument included in the questionnaire is very high category.

To test the hypothesis presented in this study, use of correlation techniques and path coefficient. Based on hypothesis testing can be concluded that there is a direct and significant influence of: (1) Principal Transformational Leadership on Teacher Job Satisfaction, large path coefficients  $\rho_{21} = 0.203$ , and a large  $t_{count} > t_{table}$  ( $2.258 > 1.99$ ), (2) Transformational Leadership Head of the School of Teacher Work Motivation of path coefficients  $\rho_{31} = 0.208$ , and a large  $t_{count} > t_{table}$  ( $2.134 > 1.99$ ), (3) Principal Transformational Leadership for Performance Guru, large path coefficients  $\rho_{41} = 0.212$ , and a large  $t_{count} > t_{table}$  ( $2.299 > 1.99$ ), (4) of Teacher Job Satisfaction of Teacher Performance  $\rho_{42}$  path coefficient = 0.279, and a large  $t_{count} > t_{table}$  ( $2.972 > 1.99$ ), (5) Work Motivation of Teachers of the Teacher Performance  $\rho_{43}$  path coefficient = 0.230, and a large  $t_{count} > t_{table}$  ( $2.449 > 1.99$ ).

Disproportionately large influence in the total principal transformational leadership to determine changes in teacher performance is 13.8%, the effect is proportional to Teacher Job Satisfaction to determine changes in teacher performance was 7.8%, the effect is proportional to determine Work Motivation Guru changes in teacher performance is 5.3%, and the effect is proportional to the Principal Transformational Leadership, Job Satisfaction and Work Motivation Guru Guru jointly determine changes in teacher performance is equal to 26.9%.