

ABSTRAK

Rini Puji Lestina Br. Sitepu. Hubungan Kompetensi Profesional dan Budaya Organisasi dengan Kinerja Guru Biologi SMP Negeri di Kota Binjai. Tesis. Medan : Program Pascasarjana Universitas Negeri Medan, 2013.

Penelitian ini dilatarbelakangi oleh kenyataan bahwa banyak guru belum melaksanakan kinerjanya dengan baik dalam mengajar diberbagai jenjang pendidikan.

Masalah penelitian ini adalah : (1) apakah terdapat hubungan antara kompetensi profesional dengan kinerja guru Biologi SMP Negeri di kota Binjai; (2) apakah terdapat hubungan antara budaya organisasi dengan kinerja guru Biologi SMP Negeri di kota Binjai; (3) apakah terdapat hubungan antara kompetensi profesional dan budaya organisasi secara bersama-sama dengan kinerja guru SMP Negeri di kota Binjai. Tujuan penelitian ini adalah : (1) untuk mengetahui hubungan antara kompetensi profesional dan kinerja guru Biologi SMP Negeri di kota Binjai; (2) untuk mengetahui hubungan antara budaya organisasi dengan kinerja guru Biologi SMP Negeri di kota Binjai; (3) untuk mengetahui hubungan antara kompetensi profesional dan budaya organisasi secara bersama – sama dengan kinerja guru Biologi SMP Negeri di kota Binjai.

Penelitian ini merupakan penelitian deskriptif korelasional karena melihat hubungan antara variabel penelitian. Populasi penelitian ini adalah seluruh guru biologi di kota binjai. Dan sampel penelitian berjumlah 48 orang yang diambil dari populasi secara acak dengan mengacu *Nomogram Herry King*. Instrumen pengumpulan data adalah : (1) tes untuk variabel kompetensi profesional; (2) angket untuk variabel budaya organisasi dengan koefisien reliabilitas $r = 0,815$; dan observasi untuk variabel kinerja guru yang diambil dari instrumen prnilaian kinerja guru yang di buat oleh tim Dinas pendidikan. Tehnik analisis data yang digunakan adalah tehnik analisis korelasi dan regresi sederhana dan ganda.

Hasil analisis data menunjukkan bahwa; (1) terdapat hubungan positif dan signifikan antara kompetensi profesional dengan kinerja guru Biologi SMP Negeri di kota Binjai; (1) terdapat hubungan positif dan signifikan antara budaya organisasi dengan kinerja guru Biologi SMP Negeri di kota Binjai; (3) terdapat hubungan positif dan signifikan antara kompetensi profesional dan budaya organisasi secara bersama – sama dengan kinerja guru Biologi SMP Negeri di kota Binjai. Besarnya variasi kinerja guru yang dapat dijelaskan kompetensi profesional dan budaya organisasi sebesar 31,24 %. Selanjutnya ditemukan bahwa kompetensi profesional memberikan kontribusi sebesar 17,19% terhadap kinerja guru, sementara budaya organisasi memberikan kontribusi 14,05% terhadap kinerja guru.

Simpulan hasil penelitian ini adalah terdapat hubungan positif dan signifikan antara kompetensi profesional dan budaya organisasi secara sendiri – sendiri maupun secara bersama – sama dengan kinerja guru Biologi SMP Negeri di kota Binjai.

ABSTRACT

Sitepu, Rini Puji Lestina. The Correlation Between Professional Competence ,Organization Culture and The Performance of The State Junior High School Biology Teachers in Binjai. Thesis. Medan : Post Graduate Program of Medan State University 2013.

This research was based on : (1) Whether any correlation between professional competence with the performance of the state junior high school biology teachers in Binjai. (2) Whether any correlation between organization culture with the performance of the state junior high school biology teachers in Binjai. (3) Whether any correlation between professional competence and organization culture together with the performance of the state junior high school biology teachers in Binjai. The objectives of this research were : (1). To find out of the correlation between professional competence and the performance of the state junior high school biology teachers in Binjai. (2). To find out the correlation between organization culture with the performance of biology teachers of the state junior high school in Binjai. (3). To find out the relationship between professional competence and organization culture together with in the performance of biology teachers of the state junior high school in Binjai.

This research was a descriptive correlation because the correlation between variable research. The population of this research were all the biology teachers in Binjai. And the sample were 48 people takes at random refered to Nomogram Herry King. The instruments of collecting data were (1). test for variable of professional competence. (2). questionnaire for variable of organization culture with the reliability coefficient $r = 0,815$; and observation for the variable of teacher performance taken from evaluation instrument of teacher performance made by education department team. The technical data analistic which is used is the technical correlation analysis and simple and double regression.

The result of data analysis shows that. (1) There was positif and significant correlation between professional competence with the performance of the state junior high school biology teachers in Binjai. (2) There was a positive and significant correlation between organization culture with the performance of the state junior high school biology teachers in Binjai. (3) There was a positive and significant correlation between professional competence and organization together with the performance of the state junior high school biology teacher in Binjai.

The variation amoun of teacher performance which could be described by professional competence and organization was 31,24%. And then found that

professional competence gave contribution of 17,19% for the teacher performance, while organization gave contribution of 14,05% for the teacher performance.

The conclusion of this research is that there is a positive and significant correlation between professional competence and organization culture, in personally or together way with the performance of the state junior high school biology teachers in Binjai.



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