

## ABSTRACT

MARIATIK. NIM. 8106132035. **Correlation Supervision Principal, Reward, Commitment Working with Elementary School Teacher Productivity in Medan Medan Deli.** Thesis. Graduate Program, State University of Medan.

This study aimed to determine: (1) the principal supervisory correlation with the productivity of teachers, (2) reward correlation with teacher productivity, (3) productivity correlation commitment of teachers, and (4) the principal supervisory correlation, rewards, and work commitments the productivity of teachers. Subjects were elementary school in Medan Medan Deli with a total sample of 197 people. Research sampling technique used random sampling method. Descriptive research method aimed at obtaining information about the symptoms when the study was conducted. Prior to this research instrument research first tested, followed by testing the validity and reliability testing. The instrument used was a questionnaire, validity testing using the product moment correlation coefficient, and to use Formulas Alpha reliability test. Questionnaire instrument valid teacher productivity gained 24 points out of 30 questionnaire items were tested, and has a reliability of 0.781. Questionnaire instrument supervision valid principals earned 26 points out of 30 questionnaire items were tested, and the reliability coefficient of 0.900. Valid questionnaire instrument rewards earned 25 points out of 30 questionnaire items were tested, and the reliability coefficient of 0.893. Instruments of work commitments valid questionnaires obtained 25 of the 30 item questionnaire items were tested, and the reliability coefficient of 0.881. Based on the hypothesis testing can be concluded: (1) there is a significant correlation between the principal supervision of teacher productivity  $r_{X1Y} = 0.356 > r_{table} = 0.176$  and  $5.368$ ;  $t_{count} > t_{table} = 1.645$ , (2) there is a significant correlation between the productivity reward teachers for  $r_{X2Y} = 0.331 > r_{table} = 0.176$  and  $4.905$ ;  $t_{count} > t_{table} = 1.645$ , (3) there is a significant correlation between teachers' commitment to work with the productivity of  $r_{X3Y} = 0.294 > r_{table} = 0.176$  and  $4.291$   $t_{count} > t_{table} = 1.645$ , and (4) there is a significant correlation between the principal supervision, rewards, and commitment to work with teacher productivity by  $R_{y,123} = 0.464 > r_{table} = 0.176$  and  $F_{count} = 17.662 > F_{table} = 2.65$ . The results obtained supervising principals, reward, and a commitment to work together to contribute to productivity by 21.5% of teachers, and the rest are other circumstances determined.

## ABSTRAK

MARIATIK. NIM. 8106132035. **Hubungan Supervisi Kepala Sekolah, Reward, Komitmen Kerja dengan Produktivitas Guru SD Negeri di Medan Deli Kota Medan. Tesis. Program Pasca Sarjana Universitas Negeri Medan.**

Penelitian ini bertujuan untuk mengetahui: (1) hubungan supervisi kepala sekolah dengan produktivitas guru; (2) hubungan reward dengan produktivitas guru; (3) hubungan komitmen kerja dengan produktivitas guru; dan (4) hubungan supervisi kepala sekolah, reward, dan komitmen kerja dengan produktivitas guru. Subjek penelitian adalah SD Negeri di Medan Deli Kota Medan dengan jumlah sampel sebanyak 197 orang. Teknik pengambilan sampel penelitian digunakan cara *random sampling*. Metode penelitian bersifat deskriptif yang bertujuan untuk memperoleh informasi tentang suatu gejala pada saat penelitian dilakukan. Sebelum penelitian ini dilakukan instrumen penelitian terlebih dahulu diujicobakan, dilanjutkan dengan uji validitas dan uji reliabilitas. Instrumen yang digunakan adalah angket, pengujian validitas butir menggunakan koefisien korelasi product moment, dan untuk uji reliabilitas digunakan Rumus Alpha. Instrumen angket produktivitas guru yang valid diperoleh 24 butir dari 30 butir angket yang diujicobakan, dan mempunyai reliabilitas sebesar 0,781. Instrumen angket supervisi kepala sekolah yang valid diperoleh 26 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,900. Instrumen angket reward yang valid diperoleh 25 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,893. Instrumen angket komitmen kerja yang valid diperoleh 25 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,881. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat hubungan yang berarti antara supervisi kepala sekolah dengan produktivitas guru sebesar  $r_{X1Y} = 0,356 > r_{tabel} = 0,176$  dan  $t_{hitung} = 5,368 > t_{tabel} = 1,645$ ; (2) terdapat hubungan yang berarti antara reward dengan produktivitas guru sebesar  $r_{X2Y} = 0,331 > r_{tabel} = 0,176$  dan  $t_{hitung} = 4,905 > t_{tabel} = 1,645$ ; (3) terdapat hubungan yang berarti antara komitmen kerja dengan produktivitas guru sebesar  $r_{X3Y} = 0,294 > r_{tabel} = 0,176$  dan  $t_{hitung} = 4,291 > t_{tabel} = 1,645$ ; dan (4) terdapat hubungan yang berarti antara supervisi kepala sekolah, reward, dan komitmen kerja dengan produktivitas guru sebesar  $R_{y,123} = 0,464 > r_{tabel} = 0,176$  dan  $F_{hitung} = 17,662 > F_{tabel} = 2,65$ . Hasil penelitian diperoleh supervisi kepala sekolah, reward, dan komitmen kerja secara bersama-sama memberikan sumbangan sebesar 21,5% terhadap produktivitas guru, dan sisanya ditentukan keadaan lain.