ABSTRAK

Lindawaty Roesli, NIM : 081188230178, **Hubungan Persepsi Guru Terhadap Perilaku Kepemimpinan Kepala Sekolah,** *Personality* **dan Motivasi Kerja dengan Kinerja Guru Sekolah Dasar Negeri di Kecamatan Medan Baru**.
Tesis, Program Pascasarjana, Universitas Negeri Medan. 2012.

Penelitian ini bertujuan untuk mengetahui hubungan : (1) Persepsi Guru terhadap Perilaku Kepemimpinan Kepala Sekolah dengan Kinerja Guru; (2) *Personality* dengan Kinerja Guru; (3) Motivasi Kerja dengan Kinerja Guru; serta (4) Persepsi Guru terhadap Perilaku Kepemimpinan Kepala Sekolah, *Personality*, dan Motivasi Kerja secara bersama-sama dengan Kinerja Guru. Subjek penelitian adalah Guru SD Negeri di Kecamatan Medan Baru, dengan jumlah sampel sebanyak 75 responden.

Alat ukur instrumen yang dipergunakan dalam pengambilan data Persepsi Guru terhadap Perilaku Kepemimpinan Kepala Sekolah, *Personality* Guru, Motivasi Kerja Guru dan Kinerja Guru menggunakan angket berskala Likert. Sebelum instrumen penelitian digunakan untuk mengumpulkan data penelitian terlebih dahulu diujicobakan, dilanjutkan dengan uji validitas dan uji reliabilitas. Untuk perhitungan uji validitas angket digunakan rumus korelasi product momen, dan untuk uji reliabilitas angket digunakan rumus alpha Cromback.

Hasil ujicoba validitas instrumen angket Persepsi Guru terhadap Perilaku Kepemimpinan Kepala Sekolah diperoleh 25 dari 26 items, *Personality* Guru diperoleh 19 dari 20 items, Motivasi Kerja Guru 25 dari 26 items dan Kinerja Guru diperoleh 48 items dari semua item yang diujicobakan. Untuk koefisien reliabilitas Persepsi Guru terhadap Perilaku Kepemimpinan Kepala Sekolah sebesar 0,895, *Personality* Guru sebesar 0,838, Motivasi Kerja Guru sebesar 0,888 dan Kinerja Guru sebesar 0,932. Dengan demikian instrumen angket tersebut termasuk dalam angket berkategori sangat tinggi.

Untuk menguji hipotesis yang diajukan dalam penelitian ini, digunakan teknik korelasi sederhana dan ganda. Berdasarkan pengujian hipotesis dapat disimpulkan bahwa terdapat hubungan positif antara : (1) Persepsi Guru terhadap Perilaku Kepemimpinan Kepala Sekolah dengan Kinerja Guru, $r_{X1Y} = 0{,}458$, dan besar $t_{hitung} > t_{tabel}$ $(4{,}402 > 1{,}67)$; (2) *Personality* dengan Kinerja Guru, $r_{X2Y} = 0{,}407$, dan besar $t_{hitung} > t_{tabel}$ $(3{,}807 > 1{,}67)$; (3) Motivasi dengan Kinerja Guru, $r_{X3Y} = 0{,}406$, dan besar $t_{hitung} > t_{tabel}$ $(3{,}796 > 1{,}67)$; serta (4) Persepsi Guru terhadap Perilaku Kepemimpinan Kepala Sekolah, *Personality*, dan Motivasi Kerja secara bersama-sama dengan Kinerja Guru, $R = 0{,}549$ dan besar $F_{hitung} > F_{tabel}$ $(10{,}191 > 2{,}74)$.

Semakin baik Persepsi Guru terhadap Perilaku Kepemimpinan Kepala Sekolah, *Personality* dan Motivasi Kerja Guru maka semakin meningkat Kinerja Guru Sekolah Dasar Negeri di Kecamatan Medan Baru, maka untuk mengoptimalkan Kinerja Guru perlu peningkatan Persepsi Guru terhadap Perilaku Kepemimpinan Kepala Sekolah, *Personality* dan Motivasi Kerja Guru.

ABSTRACT

Lindawaty Roesli, NIM : 081188230178, The Correlation Between Teachers' Perception on Principal's Leadership Behaviour, Personality and Motivation Towards The Public Primary School Teachers' Performance in Medan Baru Subdistrict.
Thesis, Post Graduate, Universitas Negeri Medan. 2012.

This research aims to acknowledge the correlation between : (1) Teachers' Perception on Principal's Leadership Behaviour and Teachers' Performance; (2) Personality and Teachers' Performance; (3) Motivation and Teachers' Performance; and (4) Teachers' Perception on Principal's Leadership Behaviour, Personality, and Motivation along with Teachers' Performance. Subject of research is Public Primary School teachers in *Medan Baru* Subdistrict, with 75 respondents as the samples.

The instrument gauge used in data collection of Teachers' Perception on Principal's Leadership Behaviour, Teachers' Personality, Teachers' Motivation and Teachers' Performance is Questionnaires with Likert scale. Prior to the usage of the research instrument in collecting research data, it is tested, then comes the validity test and reliability test. The product moment correlation formula is used for computing validity of the test whereas the Alpha Cromback formula is used for the questionnaires realiability test.

The validity test outcome of the questionnaires instrument of Teachers' Perception on Principal's Leadership Behaviour is gained 25 out of 26 items, Teachers' Personality is 19 out of 20 items, Teachers' Motivation is 25 out of 26 items and Teachers' Performance is 48 items out of all the tested items. As for the reliability coefficients of Teachers' Perception on Principal's Leadership Behaviour is 0.895; Teachers' Personality is 0.838; Teachers' Motivation is 0.888 and Teachers' Performance is 0.932. Thus the questionnaire instrument is classified as a very high category questionnaire.

Testing the hypothesis in this research by simple and multiple correlation techniques are applied. Based on the hypothesis testing, it is concluded that there is a positive correlation between: (1) Teachers' Perception on Principal's Leadership Behaviour and Teachers' Performance, $r_{X1Y} = 0.458$, and the amount of $t_{count} > t_{table}$ $(4.402 > 1.67)$; (2) Personality and Teachers' Performance, $r_{X2Y} = 0.407$, and the amount of $t_{count} > t_{table}$ $(3.807 > 1.67)$; (3) Motivation and Teachers' Performance, $r_{X3Y} = 0.406$, and the amount of $t_{count} > t_{table}$ $(3.796 > 1.67)$; and (4) Teachers' Perception on Principal's Leadership Behaviour, Personality, and Motivation along with the Teachers' Performance simultaneously, $R = 0.549$ and the amount of $F_{count} > F_{table}$ $(10.191 > 2.74)$.

The better of the Teachers' Perception on Principal's Leadership Behaviour, Personality and Teachers' Motivation then the higher the Teachers' Performance in Public Primary School at Medan Baru Subdistrict becomes. Hence, in optimizing the Teachers' Performance, the enhancement of Teachers' Perception on Principal's Leadership Behaviour, Personality and Teachers' Motivation is required.