

ABSTRAK

KUMALA DEWI. Pengaruh Budaya Sekolah, Persepsi Guru tentang Kepemimpinan Kepala Sekolah, dan Motivasi Kerja terhadap Kinerja Guru di SD Prime One School Medan. Tesis. Medan: Program Pascasarjana, Universitas Negeri Medan. 2013.

Penelitian ini dilakukan untuk mengetahui dan menjawab permasalahan dari lima hipotesis yang diajukan, yakni pengaruh langsung antara budaya sekolah terhadap kinerja guru di SD Prime One School Medan, Pengaruh langsung antara persepsi guru tentang kepemimpinan kepala sekolah terhadap kinerja guru di SD Prime One School Medan, Pengaruh langsung antara motivasi kerja guru terhadap kinerja guru di SD Prime One School Medan, Pengaruh langsung antara budaya sekolah terhadap motivasi kerja guru di SD Prime One School Medan, dan Pengaruh langsung antara persepsi guru tentang kepemimpinan kepala sekolah terhadap motivasi kerja guru di SD Prime One School Medan.

Data dari 80 orang responden dari total populasi guru SD Prime One School Medan. Instrumen penelitian ini adalah kuesioner dengan analisis uji coba validitas dan reliabilitas. Uji persyaratan analisis mencakup uji normalitas, linearitas, dan keberartian regresi kemudian dilakukan analisis data dengan model *path analysis*.

Hasil analisis menunjukkan pengaruh langsung antara budaya sekolah terhadap motivasi kerja guru di SD Prime One School Medan adalah sebesar 4,5 %, dan pengaruh langsung antara persepsi guru tentang kepemimpinan kepala sekolah terhadap motivasi kerja guru di SD Prime One School Medan adalah 10,6 %. Pengaruh langsung antara budaya sekolah terhadap kinerja guru di SD Prime One School Medan adalah sebesar 5,8 %, Pengaruh langsung antara persepsi guru tentang kepemimpinan kepala sekolah terhadap kinerja guru di SD Prime One School Medan adalah sebesar 3,0 %, Pengaruh langsung antara motivasi kerja guru terhadap kinerja guru di SD Prime One School Medan adalah sebesar 11,9 %.

Semakin tinggi budaya sekolah, persepsi guru tentang kepemimpinan kepala sekolah, dan motivasi kerja maka semakin tinggi pula kinerja guru di SD Prime One School Medan, maka untuk mengoptimalkan kinerja guru perlu peningkatan budaya sekolah, persepsi guru tentang kepemimpinan kepala sekolah di SD Prime One School Medan.

ABSTRACT

KUMALA DEWI. The influence of School Culture, Teachers' Perception on the Principal's Leadership, and Working Motivation to Teacher's Performance. Empirical Study at SD Prime One School Medan. Postgraduate Program, State University of Medan. 2013.

This research aims were to study and identify the problems of five submitted hypotheis, ie. The influence of school culture to teacher's performance, the teacher's perception on the principal's leadership to teachers' performance, the work motivation to teachers' performance, the school culture to work motivation, and the teacher's perception on principal's leadership to work motivation at SD Prime One School Medan.

Samples were taken from 80 respondents which were all population of the teachers at SD Prime One School Medan. The study instruments were questionnaires by performing validity and reliability. The analysis conditional tested normality test, linearity test and regressions significantly and the data analysis with path analysis model.

The result of analysis indicated that the direct influence of school culture to work motivation was 4,5 %, dan the direct influence of teachers' perception on principal's leadership to work motivation is 10,6 %, the direct influence of school culture to teacher's performance was 5,8 %, the direct influence of teachers' perception on principal's leadership to teacher's performance was 3,0 %, the direct influence of work motivation to teacher's performance was 11,9 %.

The higher the school culture, teachers' perception on principal's leadership, and work motivation, the higher teachers' performance will be at SD Prime One School Medan. Therefore, in order to optimize the teachers' performance, we need to increase the school culture, teacher's perception on principal's leadership and work motivation at SD Prime One School Medan.