

ABSTRACT

MUHAMMAD ARDANSYAH. NIM. 8106132039. **Effect of Principal Leadership, Organizational Culture, Job Satisfaction and Work Motivation to Performance SMK Teachers in Medan. Thesis. Graduate Program in Medan State University.**

This study aimed to determine: (1) the influence of the principal's leadership on job satisfaction, (2) the influence of organizational culture on job satisfaction, (3) the influence of the principal's leadership on work motivation, (4) the influence of organizational culture on work motivation, (5) the influence of the principal's leadership on teacher performance, (6) the influence of organizational culture on teacher performance, (7) the effect of job satisfaction on the performance of teachers, and (8) the effect of work motivation on teacher performance. Subjects were teachers SMK Field Technology and Engineering in Medan with a total sample of 174 people. Sampling is done by random sampling. Path analysis research method is aimed to obtain the effect of exogenous variables on endogenous variables of research. Prior to this research instrument research first tested, followed by testing the validity and reliability testing. Questionnaire instrument valid principal's leadership earned 26 points. Questionnaire instrument valid organizational culture gained 26 points. Job satisfaction questionnaire instrument obtained 27 valid point. Instruments of work motivation questionnaire obtained 26 valid point. Questionnaire instrument valid teacher's performance earned 25 grains. Based on the hypothesis testing can be concluded: (1) there is a significant effect between the principal's leadership on job satisfaction of 4.8%, (2) there is significant influence between organizational culture on job satisfaction by 2.3%, (3) there is an influence which means that the leadership of the principal motivation of 7.8%, (4) there is a significant effect between organizational culture on work motivation by 3.4%, (5) there is a significant effect between the principal's leadership on teacher performance by 16.2%, (6) there is a significant effect between organizational culture on teachers' performance by 7.6%, (7) there is a significant effect between job satisfaction on the performance of teachers by 4.6%, and (8) there is a significant influence the motivation of the teacher's performance of 10.2%. The results obtained by the principal leadership, organizational culture, job satisfaction, and motivation of the teacher's performance by 59.7%, and the remainder other circumstances determined.

ABSTRAK

MUHAMMAD ARDANSYAH. NIM. 8106132039. **Pengaruh Kepemimpinan Kepala Sekolah, Budaya Organisasi, Kepuasan Kerja, dan Motivasi Kerja terhadap Kinerja Guru Guru SMK Negeri di Kota Medan. Tesis. Program Pasca Sarjana Universitas Negeri Medan.**

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh kepemimpinan kepala sekolah terhadap kepuasan kerja; (2) pengaruh budaya organisasi terhadap kepuasan kerja; (3) pengaruh kepemimpinan kepala sekolah terhadap motivasi kerja; (4) pengaruh budaya organisasi terhadap motivasi kerja; (5) pengaruh kepemimpinan kepala sekolah terhadap kinerja guru; (6) pengaruh budaya organisasi terhadap kinerja guru; (7) pengaruh kepuasan kerja terhadap kinerja guru; dan (8) pengaruh motivasi kerja terhadap kinerja guru. Subjek penelitian adalah guru SMK Negeri Bidang Teknologi dan Rekayasa di Kota Medan dengan jumlah sampel sebanyak 174 orang. Pengambilan sampel dilakukan dengan *random sampling*. Metode penelitian bersifat analisis jalur yang bertujuan untuk memperoleh pengaruh variabel eksogen terhadap variabel endogen penelitian. Sebelum penelitian ini dilakukan instrumen penelitian terlebih dahulu diujicobakan, dilanjutkan dengan uji validitas dan uji reliabilitas. Instrumen angket kepemimpinan kepala sekolah yang valid diperoleh 26 butir. Instrumen angket budaya organisasi yang valid diperoleh 26 butir. Instrumen angket kepuasan kerja yang valid diperoleh 27 butir. Instrumen angket motivasi kerja yang valid diperoleh 26 butir. Instrumen angket kinerja guru yang valid diperoleh 25 butir. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh yang berarti antara kepemimpinan kepala sekolah terhadap kepuasan kerja sebesar 4,8%; (2) terdapat pengaruh yang berarti antara budaya organisasi terhadap kepuasan kerja sebesar 2,3%; (3) terdapat pengaruh yang berarti antara kepemimpinan kepala sekolah terhadap motivasi kerja sebesar 7,8%; (4) terdapat pengaruh yang berarti antara budaya organisasi terhadap motivasi kerja sebesar 3,4%; (5) terdapat pengaruh yang berarti antara kepemimpinan kepala sekolah terhadap kinerja guru sebesar 16,2%; (6) terdapat pengaruh yang berarti antara budaya organisasi terhadap kinerja guru sebesar 7,6%; (7) terdapat pengaruh yang berarti antara kepuasan kerja terhadap kinerja guru sebesar 4,6%; dan (8) terdapat pengaruh yang berarti antara motivasi kerja terhadap kinerja guru sebesar 10,2%. Hasil penelitian diperoleh kepemimpinan kepala sekolah, budaya organisasi, kepuasan kerja, dan motivasi kerja terhadap kinerja guru sebesar 59,7%, dan sisanya ditentukan keadaan lain.