

ABSTRAK

Firza Syafriesti. NIM. 8136132016. Pengaruh Gaya Kepemimpinan Kepala Sekolah, Pemberian Insentif, Motivasi Kerja Guru terhadap Komitmen Kerja Guru SMA Negeri Kota Langsa. Tesis. Medan: Program Studi Administrasi Pendidikan Pascasarjana UNIMED, 2019.

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh gaya kepemimpinan kepala sekolah terhadap motivasi kerja guru, (2) pengaruh pemberian insentif terhadap motivasi kerja guru, (3) pengaruh gaya kepemimpinan kepala sekolah terhadap komitmen kerja guru, (4) pengaruh pemberian insentif terhadap komitmen kerja guru, dan (5) pengaruh motivasi kerja guru terhadap komitmen kerja guru. Penelitian ini menggunakan metode penelitian kuantitatif. Model penelitian yang digunakan adalah analisis jalur (*path analysis*). Populasi dalam penelitian ini adalah seluruh guru SMA Negeri Kota Langsa yang berjumlah 285 orang. Teknik pengambilan sampel penelitian dilakukan dengan cara *propotional random sampling*, menggunakan *Nomogram Harry King*, diperoleh jumlah sampel sebesar 163 orang. Teknik pengumpulan data dilakukan dengan menggunakan angket jawaban tertutup berskala empat alternatif jawaban. Hasil analisis data yang dilakukan menunjukkan bahwa data yang diperoleh berdistribusi Normal, dan Linier antar variabel penelitian. Hasil penelitian menunjukkan bahwa: (1) gaya kepemimpinan kepala sekolah berpengaruh langsung positif terhadap motivasi kerja guru, (2) pemberian insentif berpengaruh langsung positif terhadap motivasi kerja guru, (3) gaya kepemimpinan kepala sekolah berpengaruh langsung positif terhadap komitmen kerja guru, (4) pemberian insentif berpengaruh langsung positif terhadap komitmen kerja guru, dan (5) motivasi kerja guru berpengaruh langsung positif terhadap komitmen kerja guru. Untuk meningkatkan komitmen kerja guru SMA Negeri Kota Langsa dapat dilakukan dengan meningkatkan Gaya Kepemimpinan Kepala Sekolah, Pemberian Insentif dan Motivasi Kerja Guru.

Kata Kunci: Pengaruh, Gaya Kepemimpinan Kepala Sekolah, Pemberian Insentif, Motivasi Kerja Guru, Komitmen Kerja Guru.

ABSTRACT

Firza Syafriesti. NIM. 8136132016. The Influence of Principal's Leadership Style, Giving Incentives, Teacher's Work Motivation on Teachers's Work Commitments of High School in Langsa City. Thesis. Medan: Educational Administration Study Program, Postgraduate UNIMED, 2019.

The purpose of this study aims to: (1) the influence of the principal's leadership style on the teacher's work motivation, (2) the effect of giving incentives on teacher's work motivation, (3) the influence of the principal's leadership style on the teacher's work commitment, (4) the effect of providing incentives on teacher's work commitments, and (5) the influence of teacher's work motivation on teacher's work commitment. This study using quantitative methods of research. The research model used is the path analysis (path analysis). The population in this study were all the Teachers of High School in Langsa City are 285 teachers. The research sampling technique is done by means propotional random sampling, using Nomogram Harry King, the sample obtained are 163 teachers. Data collection techniques were carried out using a closed answer questionnaire instrument with a four options. The results of the data analysis showed that the data obtained were Normaly distributed and Linier between the research variables. The results of the study show that: (1) the principal's leadership style directly effects on teacher's work motivation, (2) the incentives giving directly effects on teacher's work motivation, (3) the principal's leadership style directly effects on teacher's work commitment, (4) the incentives giving directly effects on teacher's work commitments, and (5) teacher's work motivation directly effects on teacher's work commitment. To improve the teachers's work commitments in the Langsa City High School, it can be done by improving the Principal's Leadership Style, Incentives Giving and Work Motivation

Keywords: Influence, Principal's Leadership Style, Incentives Giving, Work Motivation, and Teachers's Work Commitments.

