

ABSTRACT

Edison Situmorang. NIM. 8106132028. Effect of Pedagogic Competence, Cultural School, and Work Motivation towards Learning Teacher Effectiveness in Sub Rayon SMA Negeri 4 Medan. Thesis. Graduate Program, State University of Medan. June 2013.

This study aimed to determine: (1) the influence of pedagogical competence on work motivation; (2) the influence of school culture on work motivation; (3) the effect on the effectiveness of pedagogical productive learning; (4) the effect of school culture on the effectiveness of productive learning; and (5) the influence of work motivation on learning effectiveness productive. Subjects were teachers at SMAN 4 Rayon Sub Field with a total sample of 184 people. Sampling was done by simple random sampling proportionate. Path analysis research method is aimed to test the theory and to obtain information about the study. Based on hypothesis testing can be concluded: (1) there is a direct effect of the pedagogical work motivation 0.17; (2) there is a direct effect of school culture with work motivation 0.22; (3) there is a direct effect of the pedagogical effectiveness of productive learning of 0.13; (4) there is a direct effect of school culture with a productive learning effectiveness of 0.27; and (5) there is a direct effect of motivation to work toward productive learning effectiveness of 0.11. The results provide an overview of pedagogical, school culture, and motivation to work productively influence learning effectiveness by 20% and the remaining other circumstances determined.

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ABSTRAK

Edison Situmorang. NIM. 8106132028. **Pengaruh Kompetensi Pedagogik, Budaya Sekolah, dan Motivasi Kerja terhadap Keefektifan Pembelajaran Guru di Sub Rayon SMA Negeri 4 Medan. Tesis. Program Pasca Sarjana Universitas Negeri Medan. Juni 2013.**

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh kompetensi pedagogik terhadap motivasi kerja; (2) pengaruh budaya sekolah terhadap motivasi kerja; (3) pengaruh kompetensi pedagogik terhadap keefektifan pembelajaran produktif; (4) pengaruh budaya sekolah terhadap keefektifan pembelajaran produktif; dan (5) pengaruh motivasi kerja terhadap keefektifan pembelajaran produktif. Subjek penelitian adalah guru di Sub Rayon SMA Negeri 4 Medan dengan jumlah sampel sebanyak 184 orang. Pengambilan sampel dilakukan dengan *proportionate simple random sampling*. Metode penelitian bersifat analisis jalur yang bertujuan untuk menguji teori dan memperoleh informasi tentang penelitian. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh langsung kompetensi pedagogik dengan motivasi kerja sebesar 0,17; (2) terdapat pengaruh langsung budaya sekolah dengan motivasi kerja sebesar 0,22; (3) terdapat pengaruh langsung kompetensi pedagogik dengan keefektifan pembelajaran produktif sebesar 0,13; (4) terdapat pengaruh langsung budaya sekolah dengan keefektifan pembelajaran produktif sebesar 0,27; dan (5) terdapat pengaruh langsung motivasi kerja terhadap keefektifan pembelajaran produktif sebesar 0,11. Hasil penelitian memberikan gambaran kompetensi pedagogik, budaya sekolah, dan motivasi kerja mempengaruhi keefektifan pembelajaran produktif sebesar 20% dan sisanya ditentukan keadaan lain.

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