

## ABSTRACT

MHD. JUHUM. NIM. 8106132037. **The Relationship of Work Culture, Attitudes Toward Principal Leadership, and Organizational Commitment Job Satisfaction with Private Junior High Teacher in the District of Beringin-Deli Serdang. Thesis. Graduate Program, State University of Medan. June 2013.**

In teaching teachers are required to stay committed to the learning objectives that have been set previously. Commitment to the goal of teaching will facilitate students and teachers implement the learning process. Teacher commitment increases when task demands in accordance with their competence and feel happy during their duties. The purpose of this study is to know: (1) a positive relationship with the working culture of organizational commitment; (2) a positive relationship attitudes toward school leadership and organizational commitment; (3) a positive relationship with job satisfaction organizational commitment; and (4) positive relationship work culture, attitude towards school leadership, and job satisfaction and organizational commitment. Subjects were public junior high school teacher in the district of Beringin-Deli Serdang with a total sample of 112 people. Sampling was done by proportional random sampling. A descriptive research method that aims to obtain information about the symptoms in the study. The results showed an average count variable of organizational commitment 71.23; culture of 75.18; attitudes toward school leadership at 78.31, and 78.31 of job satisfaction. Based on hypothesis testing can be concluded: (1) there is a positive relationship with the work culture of organizational commitment  $r_{y1.23} = 0.39 > r_{table} = 0.19$  and  $t_{count} = 6.84 > t_{table} = 1.66$ ; (2) there is a positive relationship attitudes toward school leadership and organizational commitment of  $r_{y2.13} = 0.22 > r_{table} = 0.195$  and  $t_{count} = 2.86 > t_{table} = 1.66$ ; (3) there is a positive relationship with job satisfaction organizational commitment of  $r_{y3.12} = 0.28 > r_{table} = 0.19$  and  $t_{count} = 4.06 > t_{table} = 1.66$ ; and (4) there is a positive relationship work culture, attitude towards school leadership, and job satisfaction and organizational commitment of  $R_{y(123)} = 0.53 > r_{tabel} = 0.19$  and  $F_{count} = 13.78 > F_{table} = 2.70$ . Variables are jointly working culture, attitudes toward school leadership, and job satisfaction contributed 27.7% to organizational commitment. Research conducted to the conclusion that the work culture, attitude towards school leadership, and job satisfaction have a relationship with organizational commitment. Thus, it can be said that the increase in organizational commitment can be done by improving the work culture, attitude towards school leadership, and job satisfaction to a better direction.

## ABSTRAK

MHD. JUHUM. NIM. 8106132037. **Hubungan Budaya Kerja, Sikap Terhadap Kepemimpinan Kepala Sekolah, dan Kepuasan Kerja dengan Komitmen Organisasi Guru SMP Swasta di Kecamatan Beringin Kabupaten Deli Serdang. Tesis. Program Pasca Sarjana Universitas Negeri Medan. Juni 2013.**

Dalam mengajar guru dituntut untuk tetap berkomitmen dengan tujuan belajar yang telah ditetapkan sebelumnya. Komitmen terhadap tujuan pengajaran akan mempermudah siswa dan guru melaksanakan proses belajar mengajar. Komitmen seorang guru akan meningkat apabila tuntutan tugasnya sesuai dengan kompetensinya dan merasa senang selama menjalankan tugasnya. Tujuan penelitian ini dilakukan adalah untuk mengetahui: (1) hubungan positif budaya kerja dengan komitmen organisasi; (2) hubungan positif sikap terhadap kepemimpinan kepala sekolah dengan komitmen organisasi; (3) hubungan positif kepuasan kerja dengan komitmen organisasi; dan (4) hubungan positif budaya kerja, sikap terhadap kepemimpinan kepala sekolah, dan kepuasan kerja dengan komitmen organisasi. Subjek penelitian adalah guru SMP swasta di Kecamatan Beringin Kabupaten Deli Serdang dengan jumlah sampel sebanyak 112 orang. Pengambilan sampel dilakukan dengan *proportional random sampling*. Metode penelitian bersifat deskriptif yang bertujuan untuk memperoleh informasi tentang suatu gejala pada penelitian. Hasil penelitian menunjukkan rata-rata hitung variabel komitmen organisasi sebesar 71,23; budaya kerja sebesar 75,18; sikap terhadap kepemimpinan kepala sekolah sebesar 78,31; dan kepuasan kerja sebesar 78,31. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat hubungan positif budaya kerja dengan komitmen organisasi sebesar  $r_{y1.23} = 0,39 > r_{tabel} = 0,19$  dan  $t_{hitung} = 6,84 > t_{tabel} = 1,66$ ; (2) terdapat hubungan positif sikap terhadap kepemimpinan kepala sekolah dengan komitmen organisasi sebesar  $r_{y2.13} = 0,22 > r_{tabel} = 0,19$  dan  $t_{hitung} = 2,86 > t_{tabel} = 1,66$ ; (3) terdapat hubungan positif kepuasan kerja dengan komitmen organisasi sebesar  $r_{y3.12} = 0,28 > r_{tabel} = 0,19$  dan  $t_{hitung} = 4,06 > t_{tabel} = 1,66$ ; dan (4) terdapat hubungan positif budaya kerja, sikap terhadap kepemimpinan kepala sekolah, dan kepuasan kerja dengan komitmen organisasi sebesar  $R_{y(123)} = 0,53 > r_{tabel} = 0,19$  dan  $F_{hitung} = 13,78 > F_{tabel} = 2,70$ . Secara bersama-sama variabel budaya kerja, sikap terhadap kepemimpinan kepala sekolah, dan kepuasan kerja memberikan sumbangan sebesar 27,7% terhadap komitmen organisasi. Penelitian yang dilakukan memberikan kesimpulan bahwa budaya kerja, sikap terhadap kepemimpinan kepala sekolah, dan kepuasan kerja mempunyai hubungan dengan komitmen organisasi. Dengan demikian, dapat dikatakan bahwa peningkatan komitmen organisasi dapat dilakukan dengan memperbaiki budaya kerja, sikap terhadap kepemimpinan kepala sekolah, dan kepuasan kerja ke arah yang lebih baik.