

ABSTRAK

Siahaan, Sevianna. NIM: 810632019. Pengaruh Nilai Budaya Sekolah, Kemampuan Berpikir Konvergen dan Kepuasan Dalam Pekerjaan Terhadap Efektivitas Kepemimpinan Kepala Sekolah SMP Swasta di Kota Medan. Tesis, Pasca Sarjana Universitas Negeri Medan.

Penelitian ini bertujuan untuk mengetahui pengaruh langsung: (1) Nilai budaya sekolah terhadap kepuasan dalam pekerjaan kepala sekolah, (2) Kemampuan berfikir konvergen terhadap kepuasan dalam pekerjaan, (3) Kepuasan dalam pekerjaan terhadap efektivitas kepemimpinan kepala sekolah, (4) Nilai budaya terhadap efektivitas kepemimpinan kepala sekolah, (5) kemampuan berfikir konvergen terhadap efektivitas kepemimpinan kepala sekolah.

Subjek penelitian adalah kepala sekolah SMP Swasta di Kota Medan dengan jumlah populasi 321 orang. Penentuan sampel penelitian menggunakan *Nomogram Harry King* sehingga diperoleh sampel sebanyak 123 orang kepala sekolah. Dalam pengambilan data untuk keempat variabel menggunakan angket berskala Likert. Sebelum instrument penelitian dipakai untuk mengumpulkan data penelitian terlebih dulu dilakukan uji coba. Dilanjutkan dengan uji validitas dan uji reliabilitas. Untuk menguji hipotesis yang diajukan digunakan teknik analisis jalur.

Berdasarkan pengujian hipotesis, dapat disimpulkan: (1) Nilai budaya sekolah berpengaruh langsung secara signifikan terhadap kepuasan dalam pekerjaan kepala sekolah dengan $\rho_{31}=0.56$ dan $t_{hitung}>t_{tabel}$ ($7.78>1.98$), (2) Kemampuan berfikir konvergen berpengaruh langsung secara signifikan terhadap kepuasan dalam pekerjaan kepala sekolah dengan $\rho_{32} = 0.34$ dan $t_{hitung}>t_{tabel}$ ($4.72>1.98$), (3) Kepuasan dalam pekerjaan berpengaruh langsung secara signifikan terhadap efektivitas kepemimpinan kepala sekolah dengan $\rho_{43} = 0.38$ dan $t_{hitung}>t_{tabel}$ ($5.76>1.98$), (4) Nilai budaya sekolah berpengaruh langsung secara signifikan terhadap efektivitas kepemimpinan kepala sekolah dengan $\rho_{41} = 0.31$ dan $t_{hitung}>t_{tabel}$ ($5>1.98$), (5) Kemampuan berfikir konvergen berpengaruh langsung secara signifikan terhadap efektivitas kepemimpinan kepala sekolah dengan $\rho_{42} = 0.32$ and $t_{hitung}>t_{tabel}$ ($5.82>1.98$).

Berdasarkan hasil penelitian yang diperoleh disarankan kepada: Dinas Pendidikan Kota Medan untuk melakukan peninjauan kerja kepala sekolah dan mengevaluasinya dengan jangka waktu tertentu untuk melihat pencapaian kepala sekolah, memberikan kesempatan yang sama bagi seluruh kepala sekolah bukan hanya untuk SMP Swasta tetapi SMP Negeri juga untuk mengikuti pelatihan atau seminar, harus lebih peka akan lingkungan tempatnya memimpin, berupaya menerapkan kepemimpinan efektif, menjunjung tinggi nilai budaya sekolah, dan berkomitmen untuk melaksanakannya dengan baik.

ABSTRACT

Siahaan, Sevianna NIM: 810632019. *The Effect of School Culture Value, Principal's Convergen Thinking Skill, and Principal's Satisfaction in Work on Principal's Leadership Effectivity of Public Junior High School in Medan City.* Thesis.

The purpose of this research was to determine the direct influence of: (1) School Culture Value on Principal's Satisfaction in Work, (2) Principal's Convergen Thinking Skill on Principal's Satisfaction in Work, (3) Principal's Satisfaction in Work on Principal's Leadership Effectivity. (4) School Culture Value on Principal's Leadership Effectivity, (5) Principal's Convergen Thinking Skill on Principal's Leadership Effectivity,

Subjects of the research were teachers at Public Junior High School In Medan City by the number of population of 323 teachers. The sample of the research was 123 teachers by using Nomogram Harry King.

Instruments measuring used in data retrieval on all variables was five option answers Scale Questionnaire. Before the research instrument was used to collect data on research, validity and reliability test were conducted first. To test the hypothesis presented in this study, path analysis was used.

Based on the analysis result, we could conclude that: (1) School Culture Value Principal's Satisfaction has a direct and significant effect on Principal's Satisfaction in Work with $\rho_{31} = 0.56$ and $t_{score} > t_{table}$ ($7.78 > 1.98$), (2) Principal's Convergen Thinking Skill has a direct and significant effect on Principal's Satisfaction in Work with $\rho_{32} = 0.34$ and $t_{score} > t_{table}$ ($4.72 > 1.98$), (3) School Culture Value has a direct and significant effect on Principal's Leadership Effectivity with $\rho_{43} = 0.38$ and $t_{score} > t_{table}$ ($5.76 > 1.98$), (4) School Culture Value has a direct and significant effect on Principal's Leadership Effectivity has a direct and significant effect with $\rho_{41} = 0.31$ and $t_{score} > t_{table}$ ($5 > 1.98$), (5) Principal's Convergen Thinking Skill has a direct and significant effect on Principal's Leadership Effectivity with $\rho_{41} = 0.32$ and $t_{score} > t_{table}$ ($5.82 > 1.98$)

Based on the results obtained, it suggested to: Department of Education in Medan City to do observation and supervision about the principal's works and to make evaluation in a period time to know the works progress and what the principal can reach for the school, give the same chance for all the principals not only for private school but also for public school to follow education training or conference, The Principal suggested to: would be more sensitive to environmental in where they lead, to implement the effective leadership for every conditions, respect and implement school culture value, and also to has strong commitment to do the best.