

## ABSTRAK

SARIATI SILITONGA, NIM, 8106132018. Pengaruh Motivasi Ekstrinsik, Kontrol Diri (*self Control*), dan Pengambilan Keputusan Rasional Terhadap Komitmen Afektif Guru di SMP Negeri Kecamatan Tanah Jawa. Tesis, Sekolah Pasca Sarjana Universitas Negeri Medan.

Penelitian ini bertujuan untuk mendiskripsikan dan mengetahui pengaruh langsung: (1) Motivasi ekstrinsik guru terhadap pengambilan keputusan rasional guru, (2) Pengaruh kontrol diri terhadap pengambilan keputusan rasional guru (3) Pengaruh motivasi ekstrinsik guru terhadap komitmen afektif guru, (4) Pengaruh kontrol diri guru terhadap komitmen afektif guru, (5) Pengaruh pengambilan keputusan rasional guru terhadap komitmen afektif guru.

Subjek penelitian adalah Guru-guru di SMP Negeri Kecamatan Tanah Jawa Kabupaten Simalungun dengan jumlah populasi 134 orang. Sampel penelitian sebanyak 101 orang dengan menggunakan Nomogram Harry King. Alat ukur instrument yang digunakan dalam pengambilan data Motivasi Ekstrinsik, Kontrol Diri, Pengambilan Keputusan Rasional, dan Komitmen Afektif dengan menggunakan angket. Sebelum instrument penelitian (dalam hal ini alat instrument angket) dipakai untuk mengumpulkan data penelitian terlebih dulu dilakukan uji coba. Dilanjutkan dengan uji validitas dan uji reliabilitas.

Untuk menguji hipotesis yang diajukan dalam penelitian ini digunakan teknik korelasi dan koefisien jalur. Berdasarkan pengujian hipotesis, dapat disimpulkan bahwa terdapat pengaruh langsung dan signifikan antara: (1) Motivasi Ekstrinsik terhadap Pengambilan Keputusan Rasional dengan  $\rho_{31} = 0.38$  and  $t_{hitung} > t_{tabel}$  ( $4.69 > 1.98$ ), (2) Kontrol Diri terhadap Pengambilan Keputusan Rasional dengan  $\rho_{32} = 0.42$  and  $t_{hitung} > t_{tabel}$  ( $5.25 > 1.98$ ), (3) Motivasi Ekstrinsik terhadap Komitmen Afektif Guru dengan  $\rho_{41} = 0.33$  and  $t_{hitung} > t_{tabel}$  ( $4.07 > 1.98$ ), (4) Kontrol Diri terhadap Komitmen Afektif Guru dengan  $\rho_{42} = 0.31$  and  $t_{hitung} > t_{tabel}$  ( $4.37 > 1.98$ ), (5) Pengambilan Keputusan Rasional terhadap Komitmen Afektif Guru dengan  $\rho_{43} = 0.37$  and  $t_{hitung} > t_{tabel}$  ( $4.63 > 1.98$ ).

Disarankan kepada Kepala Sekolah kiranya dapat mewujudkan suasana sekolah yang kondusif, menyediakan fasilitas yang diperlukan dalam pembelajaran maupun untuk pengembangan guru, melakukan pengawasan atau supervisi yang menyenangkan dan adil terhadap semua guru, serta memberikan penghargaan terhadap guru yang berhasil melakukan pekerjaannya dengan hasil yang baik. Disarankan kepada setiap guru sebaiknya perlu secara individu maupun dengan cara bersama-sama untuk meningkatkan perasaan kesetiaan dan kebanggaan kepada sekolah dan pekerjaannya.

## ABSTRACT

SILITONGA, SARI. NIM. 8106132018. *The Influence of Extrinsic Motivation, Self Control, and Rational Decision Making on Teacher's Affective Commitment of Private Junior High School in Tanah Jawa Regency. Thesis, Post Graduate of State University of Medan.*

*The purpose of this research was to determine the direct influence of: (1) Extrinsic Motivation on Teacher's Rational Decision Making (2) Self Control on Teacher's Rational Decision Making, (3) Extrinsic Motivation on Teacher's Affective Commitment (4) Self Control on Teacher's Affective Commitment, (5) Rational Decision Making to Teacher's Affective Commitment.*

*Subjects of the research were teachers at Private Junior High School in Tanah Jawa Regency by the number of population of 134 teachers. The sample of the research was 101 persons by using Harry King Nomogram.*

*Measuring instruments used in data retrieval on Extrinsic Motivation, Self Control, Rational Decision Making and teacher's affective commitment was Questionnaire. Before the research instrument was used to collect data on research, validity and reliability test were conducted first. To test the calculation validity of the questionnaire, product moment formula was used and to test the reliability of the questionnaire, alpha formula was used.*

*To test the hypothesis presented in this study, techniques of correlation and path coefficients were used. Based on the hypothesis examination result, we could conclude that there was a direct and significant influence of : (1) Extrinsic Motivation on Teacher's Rational Decision Making with path coefficient  $\rho_{31} = 0.38$  and  $t_{score} > t_{table}$  ( $4.69 > 1.98$ ), (2) Self Control on Teacher's Rational Decision Making with path coefficient  $\rho_{32} = 0.42$  and  $t_{score} > t_{table}$  ( $5.25 > 1.98$ ), (3) Extrinsic Motivation on Teacher's Affective Commitment with path coefficient  $\rho_{41} = 0.33$  and  $t_{score} > t_{table}$  ( $4.07 > 1.98$ ), (4) Self Control on Teacher's Affective Commitment with path coefficient  $\rho_{42} = 0.31$  and  $t_{score} > t_{table}$  ( $4.37 > 1.98$ ), (5) Rational Decision Making to Teacher's Affective Commitment with path coefficient  $\rho_{43} = 0.37$  and  $t_{score} > t_{table}$  ( $4.63 > 1.98$ ).*

*Suggested to the principal would be able to create an atmosphere conducive school, providing the necessary facilities for learning and teachers development, oversight or supervision of fun and fair to all teachers, as well as pay tribute to the teachers who managed to do his work with good results. It is recommended to every teacher should have individually and jointly way to increase feelings of loyalty and pride to the school and work.*