ABSTRACT

Kristina Simangunsong. NIM (reg. No) 809132030. **The Influence of Effectiveness of Team, Stress control and Expectancy to the Co-Worker Satisfaction of Teacher at SLB Negeri in Education Office of North Sumatra Province. Thesis. Postgraduate Program of State University of Medan.**

This research aims to study (1) the influence of effectiveness of team to the expectancy; (2) the influence of stress control to expectancy; (3) the influence of effectiveness of team to the co worker satisfaction; (4) the influence of stress control to the co worker satisfaction and (5) the influence of expectancy to the co worker satisfaction.

This research applies quantitative method in which the applied model is path analysis. The population is teacher of SLB Negeri in Education Office in North Sumatra Province for 190 persons with 55 persons as sample. The sampling method is probability sampling/random sampling that provides the population with same opportunity to be representative sample. The data was collected by using questionnaire. The research instrument is a questionnaire by weight trial and error analysis, validity and reliability. The valid instrument is used to measure the variable of Co Worker satisfaction of teacher that consist of 24 items with reliability score 0.88. Instrument of variable of effectiveness of team for 25 items with the reliability score 0.87. The instrument of stress control variable for 26 items with the reliability score is 0.93. Instrument of expectancy variable for 26 items with the reliability score is 0.91. The requirement test of analysis is normality test, linearity and regression significant and does the data analysis by path analysis model.

Based on hypothesis testing it concluded that (1) there is a significant influence between the effectiveness of team and expectancy for 0.24; (2) there is a significant influence between the stress control and expectancy for 0.31; (3) there is a significant influence between effectiveness of team and co worker satisfaction for 0.41; (4) there is a significant influence between stress control and co worker satisfaction for 0.34; and (5) there is a significant influence between expectancy to the co worker satisfaction for 0.20. The result of research indicates that effectiveness of team, stress control and expectancy have influence to co worker satisfaction for 39.0% and its remain is determined by other condition.

ABSTRAK

Kristina Simangunsong. NIM. 809132030. **Pengaruh Efektifitas Tim, Pengendalian Stres, dan *Expectancy* terhadap *Co-Workers Satisfaction* Guru SLB Negeri Di Dinas Pendidikan Provinsi Sumatera Utara. Tesis. Program Pasca Sarjana Universitas Negeri Medan.**

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh Efketifitas tim terhadap expectancy; (2) pengaruh pengendalian stres terhadap expectancy; (3) pengaruh Efektifitas tim terhadap co-workers satisfaction; (4) pengaruh pengendalian stresterhadap co-workers satisfaction; dan (5) pengaruh *expectancy* terhadap co-workers satisfaction.

Penelitian ini menggunakan metode kuantitatif, model yang digunakan adalah analisis jalur/*Path Analysis*. Populasi adalah guru SLB Negeri Di Dinas Pendidikan Provinsi Sumatera Utara sebanyak 190 orang dengan jumlah sampel sebanyak 55 orang. Teknik sampling yang digunakan adalah *probability sampling/random sampling* atau pengambilan sampel secara acak yaitu teknik sampling yang memberikan peluang yang sama bagi setiap unsur populasi untuk dipilih menjadi anggota sampel yang representatif. Teknik pengumpulan data dilakukan dengan menggunakan angket. Instrumen penelitian adalah kuesioner dengan analisis uji coba pembobotan, validitas dan reliabilitas, instrumen yang valid digunakan sebagai alat ukur untuk variabel *Co-Workers Satisfaction* Guru ada 24 item dengan harga reliabilitas 0,88. Instrumen variabel Efektifitas Tim sebanyak 25 item dengan harga reliabilitas 0,87. Instrumen variabel Pengendalian Stres sebanyak 26 item dengan harga reliabilitas 0,93. Instrumen variabel *expectancy* sebanyak 26 item dengan harga reliabilitas 0,91. Uji persyaratan analisis adalah uji normalitas, linearitas dan keberartian regresi kemudian dilakukan analisis data dengan model *path analysis*.

Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh yang berarti antara Efektifitas tim dengan *expectancy* sebesar 0,24; (2) terdapat pengaruh yang berarti antara pengendalian stres dengan *expectancy* sebesar 0,31; (3) terdapat pengaruh yang berarti antara Efektitfitas tim dengan *co-workers satisfaction* sebesar 0,41; (4) terdapat pengaruh yang berarti antara pengendalian stres dengan *co-workers satisfaction* sebesar 0,34; dan (5) terdapat pengaruh yang berarti antara *expectancy* terhadap co-workers satisfaction sebesar 0,20. Hasil penelitian diperoleh Efektifitas tim, pengendalian stres, dan *expectancy* terhadap *co-workers satisfaction* sebesar 39,0% dan sisanya ditentukan keadaan lain.