

ABSTRAK

MORIA. Pengaruh Persepsi Guru tentang Kepemimpinan Kepala Sekolah, Sikap Inovatif, dan Motivasi Berprestasi terhadap Komitmen Afektif Guru di SMK Teknologi Industri Sub-Rayon 2 Medan.

Tesis. Medan: Prodi Administrasi Pendidikan Program Pascasarjana. UNIMED, 2013.

Penelitian ini bertujuan untuk mendeskripsikan dan mengetahui: (1). pengaruh langsung persepsi guru tentang kepemimpinan kepala sekolah terhadap sikap inovatif guru di SMK TI subrayon 2 Medan; (2) pengaruh langsung persepsi guru tentang kepemimpinan kepala sekolah terhadap motivasi berprestasi guru di SMK TI subrayon 2 Medan; (3) pengaruh langsung sikap inovatif terhadap motivasi berprestasi guru di SMK TI subrayon 2 Medan; (4) pengaruh langsung persepsi guru tentang kepemimpinan kepala sekolah terhadap komitmen afektif guru di SMK TI subrayon 2 Medan; (5) pengaruh langsung sikap inovatif terhadap komitmen afektif guru di SMK TI subrayon 2 Medan; (6) pengaruh langsung motivasi berprestasi terhadap komitmen afektif guru di SMK TI subrayon 2 Medan.

Rumusan penelitian ini adalah: (1). Apakah persepsi guru tentang kepemimpinan kepala sekolah berhubungan langsung dengan sikap inovatif guru di SMK TI subrayon 2 Medan; (2) Apakah persepsi guru tentang kepemimpinan kepala sekolah berpengaruh langsung terhadap motivasi berprestasi guru di SMK TI subrayon 2 Medan; (3) Apakah sikap inovatif berpengaruh langsung terhadap motivasi berprestasi guru di SMK TI subrayon 2 Medan; (4) Apakah persepsi guru tentang kepemimpinan kepala sekolah berpengaruh langsung terhadap komitmen afektif guru di SMK TI subrayon 2 Medan; (5) Apakah sikap inovatif berpengaruh langsung terhadap komitmen afektif guru di SMK TI subrayon 2 Medan; (6) Apakah motivasi berprestasi berpengaruh langsung terhadap komitmen afektif guru di SMK TI subrayon 2 Medan.

Penelitian ini menggunakan metode kuantitatif, model yang digunakan adalah model analisis jalur atau hubungan sebab akibat, teknik analisis data yang digunakan adalah deskriptif dan inferensial. Populasi dalam penelitian ini adalah semua guru-guru SMK Teknologi Industri subrayon 2 Medan yang aktif bertugas pada tahun 2012/2013 yang berjumlah 133 orang, Sampel berjumlah 56 orang yang ditentukan dengan menggunakan *stratified random sampling* atau pengambilan sampel secara acak. Teknik pengumpulan data dilakukan dengan menggunakan angket Instrument di uji validitas dengan Product Moment dengan tingkat penerimaan 95% atau pada taraf signifikan 0,05. Reliabilitas dihitung dengan rumus koefisien alpha (r_{11}) diperoleh angket sebanyak 28 butir yang valid dan reliabel dari 30 butir yang di validasi.

Data penelitian ini terlebih dahulu diuji normalitas distribusi variabelnya dengan rumus Lilifors, untuk menguji linieritas dan keberartian persamaan regresi diuji dengan analisis varians (ANOVA). Untuk menguji hipotesis digunakan analisis korelasi parsial jenjang pertama dan keberartiannya diuji dengan uji-t. Korelasi ganda diuji dengan analisis regresi ganda, homogenitas diuji dengan rumus Bartlett, uji independensi dilakukan dengan rumus Product Moment.

Hasil analisis regresi menyatakan bahwa seluruh variabel yang dihitung dianalisis dengan menggunakan uji F dan hasilnya menyatakan $F_h > F_t$ dari itu dapat dikatakan hasil penelitian ini menjelaskan bahwa variabel persepsi guru tentang kepemimpinan kepala sekolah, sikap inovatif, dan motivasi berprestasi dapat dijadikan untuk meningkatkan komitmen afektif guru di SMK TI subrayon 2 Medan.

Saran kepada guru dan komponen yang terkait untuk berupaya meningkatkan persepsi guru tentang kepemimpinan kepala sekolah, sikap inovatif, dan motivasi berprestasi agar komitmen afektif guru semakin meningkat.

ABSTRACT

MORIA. *The Influence of the Perception of Teachers about Leadership of Headmaster, Innovative Attitude and Motivation of Achievement to Teachers' Affective Commitment in SMK Teknologi Industri sub-rayon 2 Medan. Thesis. Medan : Study Program Education Administration Post Graduates Program. UNIMED. 2013*

Key words : *Perception, Leadership, Innovative Attitude, Motivation to Achievement, Affective Commitment*

This research was aimed to describe and know (1) direct influence of teachers' perception about leadership of headmaster to teachers' innovative attitude at SMK TI subrayon 2 Medan; (2) direct influence of teachers' perception about leadership of headmaster to teachers' motivation of achievement at SMK TI subrayon 2 Medan; (3) direct influence of innovative attitude to teachers' motivation of achievement at SMK TI subrayon 2 Medan; (4) direct influence of teachers' perception about leadership of headmaster to teachers' affective commitment at SMK TI subrayon 2 Medan; (5) direct influence of innovative attitude to teachers' affective commitment at SMK TI subrayon 2 Medan; (6) direct influence of motivation of achievement to teachers' affective commitment at SMK TI subrayon 2 Medan.

The formulation of the problems : (1) was teachers' perception about leadership of headmaster directly related to teachers' innovative attitude at SMK TI subrayon 2 Medan; (2) was teachers' perception about leadership of headmaster directly related to teachers' motivation of achievement at SMK TI subrayon 2 Medan; (3) was innovative attitude directly related to teachers' motivation of achievement at SMK TI subrayon 2 Medan; (4) was teachers' perception about leadership of headmaster directly related to teachers' affective commitment at SMK TI subrayon 2 Medan; (5) was innovative attitude directly related to teachers' affective commitment at SMK TI subrayon 2 Medan; (6) was motivation of achievement directly related to teachers' affective commitment at SMK TI subrayon 2 Medan ?

This research used quantitative method, the model used path analysis model or cause and effect relationship, data analysis technique used descriptive and inferential. The population were all teachers at SMK TI subrayon 2 Medan who are actively teaching in 2012/2013 for 133 teachers. The samples were 56 teachers using stratified random sampling. Data collection technique used the instrument of questionnaire with validity using Product Moment and significance level 95% or 0,05. The reliability was calculated using alpha coefficient formula (r_{11}) and it was found 28 questions were valid and 30 questions were reliable.

The data of research was firstly tested using Lilifors formula to know the distribution of its variable normality, and to test the linearity and significance of regression equation, it was tested with ANAVA (analysis of varians). To test the hypothesis, it used first rank partial correlation and its significance was tested with t-test. Multiple correlation was tested using multiple regression analysis, homogeneity was tested with Bartlett formula, and independency test was carried out using Product Moment formula.

The results of research showed that all calculated variables were analysed using F-test and it was obtained $F_h > F_t$. It can be concluded that the variable of teachers' perception about leadership of headmaster, innovative attitude, and motivation of achievement can be made to add teacher's affective commitment at SMK TI subrayon 2 Medan.

It is suggested for the teachers and related parties to add the perception of teachers about leadership of headmaster, innovative attitude, and motivation of achievement in order to improve teachers' affective commitment.