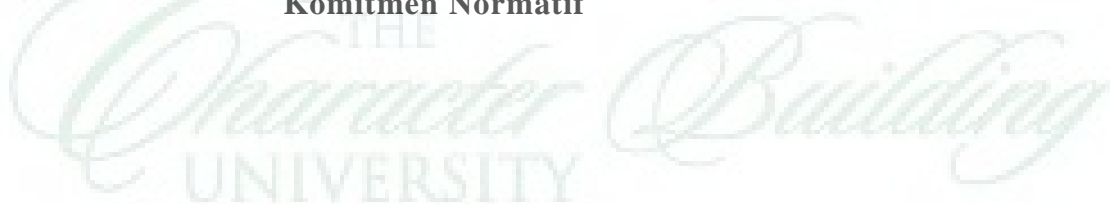


ABSTRAK

Nurzanna, NIM. 8186132003 Pengaruh Budaya Sekolah, Kerjasama Tim dan Motivasi Kerja Terhadap Komitmen Normatif Guru SMK Negeri Kota Padangsidimpuan. Tesis. Program Studi Administrasi Pendidikan, Medan : Pascasarjana Univesritas Negeri Medan, 2020.

Penelitian ini bertujuan untuk mengetahui (1) pengaruh budaya sekolah terhadap motivasi kerja guru; (2) pengaruh kerjasama tim terhadap motivasi kerja guru; (3) pengaruh budaya sekolah terhadap komitmen normatif guru; (4) pengaruh kerjasama tim terhadap komitmen normatif guru; (5) pengaruh motivasi kerja guru terhadap komitmen normatif guru. Populasi penelitian ini 147 orang guru dan untuk menentukan jumlah sampel digunakan tabel Kreijcie, sehingga diperoleh sampel sebanyak 108 orang. Metode penelitian bersifat analisis jalur yang bertujuan untuk menguji teori dan memperoleh informasi tentang penelitian. Berdasarkan hasil penelitian disimpulkan: (1) budaya organisasi berpengaruh langsung positif terhadap motivasi kerja guru, yaitu $\rho_{31} = 0,234$ dan $t_{hitung} = 2,881$ dengan taraf signifikan 0,005; (2). kerjasama tim berpengaruh langsung positif terhadap motivasi kerja guru, yaitu $\rho_{32} = 0,487$ dan $t_{hitung} = 6,010$ dengan taraf signifikan 0,000; (3). budaya sekolah berpengaruh langsung positif terhadap komitmen normatif guru, yaitu dan $\rho_{41} = 0,445$ dan $t_{hitung} = 9,275$ dengan taraf signifikan 0,000; (4). kerjasama tim berpengaruh langsung positif terhadap komitmen normatif guru, yaitu $\rho_{42} = 0,336$ dan $t_{hitung} = 6,270$ dengan taraf signifikan 0,000; (5) motivasi kerja guru berpengaruh langsung positif terhadap komitmen normatif guru, yaitu $\rho_{43} = 0,399$ dan $t_{hitung} = 7,171$ dengan taraf signifikan 0,000. Hasil penelitian memberikan gambaran bahwa budaya sekolah, kerjasama tim dan motivasi kerja mempengaruhi komitmen normatif guru SMK Negeri Kota Padangsidimpuan.

Kata Kunci : Budaya Sekolah, Kerjasama Tim, Motivasi Kerja, Komitmen Normatif



ABSTRACT

Nurzanna, NIM. 8186132003 The Influence of School Culture, Teamwork and Work Motivation on the Normative Commitment of Teachers at Padangsidempuan State Vocational Schools. Thesis. Educational Administration Study Program, Medan: Postgraduate Program, State University of Medan, 2020.

This study aims to determine (1) the influence of school culture on teacher work motivation; (2) the effect of teamwork on teacher work motivation; (3) the influence of school culture on the normative commitment of teachers; (4) the effect of teamwork on teacher normative commitment; (5) the influence of teacher work motivation on teacher normative commitment. The study population was 147 teachers and to determine the number of samples used the Krejcie table, in order to obtain a sample of 108 people. The research method is path analysis which aims to test the theory and obtain information about the research. Based on the research results, it was concluded that: (1) organizational culture has a positive direct effect on teacher work motivation, namely $\rho_{31} = 0.234$ and $t_{count} = 2.881$ with a significant level of 0.005; (2). Teamwork has a positive direct effect on teacher work motivation, namely $\rho_{32} = 0.487$ and $t_{count} = 6.010$ with a significant level of 0.000; (3). School culture has a positive direct effect on the normative commitment of teachers, namely and $\rho_{41} = 0.445$ and $t_{count} = 9.275$ with a significant level of 0.000; (4). Teamwork has a positive direct effect on teacher normative commitment, namely $\rho_{42} = 0.336$ and $t_{count} = 6.270$ with a significant level of 0.000; (5) teacher work motivation has a positive direct effect on the normative commitment of teachers, namely $\rho_{43} = 0.399$ and $t_{count} = 7.171$ with a significant level of 0.000. The results of the study illustrate that school culture, teamwork and work motivation influence the normative commitment of teachers of Padangsidempuan State Vocational Schools.

Keywords : School Culture, Teamwork, Work Motivation, Normative Commitment

