

ABSTRAK

Elin Juwita, NIM : 081188130123, **Pengaruh Iklim Organisasi, Kepuasan Kerja dan Etika terhadap Komitmen Berkelanjutan Guru SMP Swasta Kota Tebing Tinggi.**
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Penelitian ini bertujuan untuk mengetahui pengaruh: 1) Iklim Organisasi terhadap Kepuasan Kerja, 2) Iklim Organisasi terhadap Etika, 3) Iklim Organisasi terhadap Komitmen Berkelanjutan Guru, 4) Kepuasan Kerja terhadap Komitmen Berkelanjutan Guru, 5) Etika terhadap Komitmen Berkelanjutan Guru. Subjek penelitian adalah Guru SMP Swasta Kota Tebing Tinggi, dengan jumlah sampel sebanyak 60 responden.

Hasil uji coba instrumen penelitian angket Iklim Organisasi diperoleh harga r_{hitung} antara -0,096 s/d 0,938 dan harga r_{tabel} diperoleh 0,361. Maka dari 30 butir angket yang diuji cobakan terdapat 1 butir angket yang tidak valid yaitu butir nomor 1. Kepuasan Kerja Guru diperoleh harga r_{hitung} antara -0,058 s/d 0,695 dari 30 butir angket yang diuji cobakan terdapat 1 butir angket yang tidak valid yaitu butir nomor 30, Etika Guru diperoleh harga r_{hitung} antara -0,171 s/d 0,729 dari 30 butir angket yang diuji cobakan terdapat 3 butir angket yang tidak valid yaitu butir nomor 17, 18 dan 22, dan Komitmen Berkelanjutan Guru diperoleh harga r_{hitung} antara 0,365 s/d 0,608 dari 30 butir angket yang diuji cobakan tidak terdapat angket yang tidak valid. Reliabilitas angket Iklim Organisasi sebesar 0,971, Kepuasan Kerja Guru sebesar 0,890, Etika Guru sebesar 0,880 dan Komitmen Berkelanjutan Guru diperoleh koefisiennya sebesar 0,875. Dengan demikian instrument angket tersebut termasuk dalam angket berkategori sangat tinggi.

Hasil uji 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) Iklim Organisasi terhadap Kepuasan Kerja, besar koefisien jalur $\rho_{21} = 0,401$, dan besar $t_{hitung} > t_{tabel}$ ($3,360 > 2,000$), (2) Iklim Organisasi terhadap Etika, besar koefisien jalur $\rho_{31} = 0,423$, dan besar $t_{hitung} > t_{tabel}$ ($3,582 > 2,000$), (3) Iklim Organisasi terhadap Komitmen Berkelanjutan Guru, besar koefisien jalur $\rho_{41} = 0,265$, dan besar $t_{hitung} > t_{tabel}$ ($2,071 > 2,005$), (4) Kepuasan Kerja terhadap Komitmen Berkelanjutan Guru, besar koefisien jalur $\rho_{42} = 0,263$, dan besar $t_{hitung} > t_{tabel}$ ($2,055 > 2,005$), (5) Etika terhadap Komitmen Berkelanjutan Guru, besar koefisien jalur $\rho_{43} = 0,269$, dan besar $t_{hitung} > t_{tabel}$ ($2,105 > 2,005$).

Hasil penelitian ini hendaknya berguna bagi para guru, kepala sekolah, seluruh SMP Swasta Kota Tebing Tinggi serta yayasan perguruan swasta dalam upaya meningkatkan komitmen gurunya.

ABSTRACT

Elin Juwita, NIM : 081188130123, *The Influence of Organizational Climate, Job Satisfaction and Ethic on the Teacher's Continual Commitment of The Private Junior High School in Tebing Tinggi*. Thesis, Graduate Program, State University of Medan.

This study aimed to determine the effect of : 1) Organizational Climate on Job Satisfaction, 2) Organizational Climate for Ethic, 3)Continual Commitment to Sustainable Organizational Climate, 4) Continual Commitment to Sustainable Job Satisfaction, 5) Continual Commitment to Sustainable Ethic. Subjects were Teachers of the Private Junior High School in Tebing Tinggi, with a total sample of 60 respondents .

The trial results of research instruments Organizational Climate questionnaire obtained r_{count} price between -0.096 s/d 0.938 and 0.361 obtained t_{table} price then of 30 items tested questionnaire contained one item questionnaire that is invalid point number 1. Teacher's Job Satisfaction r_{count} price obtained between -0.058 s/d 0.695 of the 30 items tested questionnaire which contained 1 invalid item questionnaire that item number 30, Teacher's Ethic r_{count} price obtained between -0.171 s/d 0.729 of the 30 items tested questionnaire which there are 3 item questionnaire piloted invalid in grains number 17 , 18 and 22. Teacher's Continual Commitment r_{count} price obtained between 0.365 s/d 0.608 of 30 questionnaire items that are not tested questionnaire invalid .

Organizational Climate questionnaire reliability was 0.971, 0.890 for Job Satisfaction of Teachers, 0.880 for Ethic and for teacher's Continual Commitment was 0.875 obtained coefficients. Thus the questionnaire instrument included in the questionnaire very high category .

Test results hypothesis proposed in this study, the technique used and the correlation coefficient of the path. Based on the hypothesis testing can be concluded that there is a direct and significant influence between : (1) Organizational Climate on Job Satisfaction, large path coefficient $\rho_{21} = 0.401$, and a large $t_{count} > t_{table}$ ($3.360 > 2.000$), (2) Organizational Climate for Ethics large path coefficient $\rho_{31} = 0.423$, and a large $t_{count} > t_{table}$ ($3.582 > 2.000$), (3) Continual Commitment to Organizational Climate, large ρ_{41} path coefficient = 0.265, and a large $t_{count} > t_{table}$ ($2.071 > 2.005$), (4) Job Satisfaction to Continual Commitment Professor sustainable path coefficient $\rho_{42} = 0.263$, and a large $t_{count} > t_{table}$ ($2.055 > 2.005$), (5) Continual Commitment to Sustainable Ethics Professor ρ_{43} path coefficient = 0.269, and a large $t_{count} > t_{table}$ ($2.105 > 2.005$).

This peirelitan results should be useful for teachers, principals, the entire Private Junior High School in Tebing Tinggi, State Universities, and private foundations in an effort to increase the commitment of teachers.