

## ABSTRAK

*Syahrial, NIM : 081188130143, Hubungan Persepsi Guru Terhadap Kepemimpinan Kepala Sekolah, Motivasi Kerja, dan Kepuasan Kerja dengan Kinerja Guru Sekolah Dasar Gugus I Kecamatan Binjai Barat Kota Binjai. Tesis, Program Pascasarjana, Universitas Negeri Medan. 2013.*

Penelitian ini bertujuan untuk mengetahui hubungan: 1) Persepsi Guru Terhadap Kepemimpinan Kepala Sekolah dengan Kinerja Guru, 2) Motivasi Kerja dengan Kinerja Guru, 3) Kepuasan Kerja dengan Kinerja Guru, 4) Persepsi Guru Terhadap Kepemimpinan Kepala Sekolah, Motivasi Kerja, dan Kepuasan Kerja secara bersama-sama dengan Kinerja Guru. Subjek penelitian adalah Guru SD Gugus I Kecamatan Binjai Barat Kota Binjai, dengan jumlah sampel sebanyak 58 responden. Alat ukur instrumen yang dipergunakan dalam pengambilan data Persepsi Guru Terhadap Kepemimpinan Kepala Sekolah, Motivasi Kerja Guru, Kepuasan Kerja Guru dan Kinerja Guru menggunakan angket berskala Likert. Sebelum instrumen penelitian digunakan untuk mengumpulkan data penelitian terlebih dahulu diujicobakan, dilanjutkan dengan uji validitas dan uji reliabilitas. Untuk perhitungan uji validitas angket digunakan rumus korelasi product moment, dan untuk uji reliabilitas angket digunakan rumus Cronbach's Alpha.

Hasil ujicoba validitas instrumen angket tentang Persepsi Guru Terhadap Kepemimpinan Kepala Sekolah diperoleh 25 dari 26 items, Motivasi Kerja Guru diperoleh 25 dari 25 items, Kepuasan Kerja Guru 25 dari 26 items dan Kinerja Guru diperoleh 87 items dari semua item yang diujicobakan. Untuk koefisien reliabilitas Persepsi Guru Terhadap Kepemimpinan Kepala Sekolah sebesar 0,902, Motivasi Kerja Guru sebesar 0,917, Kepuasan Kerja Guru sebesar 0,867 dan Kinerja Guru sebesar 0,963. Dengan demikian instrument angket tersebut termasuk dalam angket berkategori sangat tinggi.

Untuk menguji hipotesis yang diajukan dalam penelitian ini, digunakan teknik korelasi sederhana dan ganda. Berdasarkan pengujian hipotesis dapat disimpulkan bahwa terdapat hubungan positif dan signifikan antara : (1) Kepemimpinan Kepala Sekolah dengan Kinerja Guru,  $r_{X1Y} = 0,363$ , dan besar  $t_{tabel} < t_{hitung}$  ( $1,672 < 2,918$ ), (2) Motivasi Kerja dengan Kinerja Guru,  $r_{X2Y} = 0,384$ , dan besar  $t_{tabel} < t_{hitung}$  ( $1,672 < 3,115$ ), (3) Kepuasan Kerja dengan Kinerja Guru,  $r_{X3Y} = 0,383$ , dan besar  $t_{tabel} < t_{hitung}$  ( $1,672 < 3,102$ ), (4) Persepsi Guru Terhadap Kepemimpinan Kepala Sekolah, Motivasi Kerja, dan Kepuasan Kerja secara bersama-sama dengan Kinerja Guru,  $R = 0,547$  dan besar  $F_{tabel} < F_{hitung}$  ( $2,78 < 7,678$ ).

Semakin baik Kepemimpinan Kepala Sekolah, Motivasi Kerja dan Kepuasan Kerja maka semakin meningkat Kinerja Guru Sekolah Dasar Gugus I Kecamatan Binjai Barat Kota Binjai, maka untuk mengoptimalkan Kinerja Guru perlu peningkatan tentang Kepemimpinan Kepala Sekolah, Motivasi Kerja dan Kepuasan Kerja Guru.

## ABSTRAK

*Syahrial, NIM: 081188130143, Relations Principal Leadership, Work Motivation and Job Satisfaction Job Satisfaction with Primary School Teacher Performance Cluster I in The District of West Binjai, Binjai City.  
Thesis, Graduate Program, State University of Medan. , 2013.*

This study aims to determine the relationship: 1) Leadership of the Principal by Teacher Performance, 2) Work Motivation by Teacher Performance, 3) Job Satisfaction by Teacher Performance, 4) Principal Leadership, Work Motivation and Job Satisfaction together with Performance Teachers. Subjects in this research were all primary school teachers cluster I in the district of West Binjai, Binjai City, with a total sample of 58 respondents. Tool measuring of instruments used in collecting data Leadership of the Principal, Work Motivation Teacher, Teacher Job Satisfaction and Teacher Performance using a likert scale questionnaire. Firstly gave trial test before research instrument used to collect the research data, then followed by testing the validity and reliability testing. To test the validity of the questionnaire used calculation formula product moment correlation, and so was the reliability of the questionnaire using by Cronbach's Alpha formula.

The results of the validity of Principal Leadership obtained by 25 of 26 items, Work Motivation of Teacher 25 of the 25 items, Teacher Job Satisfaction 25 of 26 items, and Teacher Performance obtained by 87 items of all items tested. For coefficient Principal Leadership reliability is 0.902, 0.917 for Work Motivation of Teacher, Teacher Job Satisfaction of 0.867, and Teacher Performance of 0.963. Thus the questionnaire instrument included in the very high category.

To test the hypothesis proposed in this study, used simple and multiple correlation techniques. Based on the hypothesis testing can be concluded that there is a positive and significant relationship between: (1) the Principal Leadership with Teacher Performance,  $r_{X1Y} = 0.445$ , and the large of  $t_{tabel} < t_{count}$  ( $1.672 < 3.718$ ), (2) Work Motivation with Teacher Performance,  $r_{X2Y} = 0.418$ , and large  $t_{tabel} < t_{count}$  ( $1.672 < 3.446$ ), (3) Job Satisfaction with Teacher Performance,  $r_{X3Y} = 0.355$ , and the  $t_{tabel} < t_{count}$  ( $1.672 < 2.842$ ), (4) Leadership of the Principal, Work Motivation and Job Satisfaction together along with the Teacher Performance,  $R = 0.581$  and the large of  $F_{table} < F_{count}$  ( $2.78 < 9.190$ ).

The better Principal Leadership, Work Motivation and Job Satisfaction hence increasing Primary School Cluster I in the District of West Binjai, Binjai City, and vice versa to optimize the Teacher Performance at school needs to be improved as good as possible Principal Leadership, Work Motivation and teacher Job Satisfaction.