

## ABSTRACT

M. Dian Wahyudi. NIM 8116131014. **The Relationship Teachers Perceptions of Transformational Leadership Behaviors Principals and Teacher Performance Communication with Elementary School in the District of East Binjai. Thesis. Graduate Program, State University of Medan.**

This study aimed to determine: (1) the relationship teachers perceptions of transformational leadership behaviors principals with teachers performance; (2) the relationship communication climate relationship with teachers performance; and (3) the relationship teachers perceptions of transformational leadership behaviors of principals and climate communication with performance teacher. Subjects were Elementary School in the District of East Binjai with a sample size of 60 people. Sampling was done by proportionate stratified random sampling. Descriptive research method that aims to obtain information about the symptoms in the study. Before the study was conducted prior research instruments tested, followed by testing the validity and reliability testing. Questionnaire instrument teacher performance obtained 56 valid items from 60 items tested questionnaire, and has a reliability of 0.946. Questionnaire instrument teachers' perceptions of transformational leadership behaviors valid principals earned 33 points out of 39 questionnaire items were tested, and a reliability coefficient of 0.919. Communication climate questionnaire instrument obtained 30 valid items from 34 items tested questionnaire, and reliability coefficient of 0.924. Based on the hypothesis testing can be concluded: (1) there is a significant relationship teachers perceptions of transformational leadership behaviors with the principals of teacher performance  $r_{y1.2} = 0.514 > r_{table} = 0.254$  and  $t_{count} = 4.526 > t_{table} = 1.67$ ; (2) there is a significant relationship communication climate of teacher performance  $r_{y2.1} = 0.316 > r_{table} = 0.254$  and  $t_{count} = 2.517 > t_{table} = 1.67$ ; and (3) there is a significant relationship teachers perceptions of transformational leadership behaviors of principals and climate communication with the teacher's performance by  $R_{y(12)} = 0.674 > r_{table} = 0.254$  and  $F_{count} = 23.780 > F_{table} = 3.23$ . The results were obtained teachers' perceptions of the principal's transformational leadership behaviors and communication climate together contributed 45.5 % of the performance of teachers, and the rest other circumstances determined.

## ABSTRAK

M. Dian Wahyudi. NIM 8116131014. **Hubungan Persepsi Guru Tentang Perilaku Kepemimpinan Transformasional Kepala Sekolah dan Iklim Komunikasi dengan Kinerja Guru SD Negeri di Kecamatan Binjai Timur Kota Binjai. Tesis. Program Pascasarjana Universitas Negeri Medan.**

Penelitian ini bertujuan untuk mengetahui: (1) hubungan persepsi guru tentang perilaku kepemimpinan transformasional kepala sekolah dengan kinerja guru; (2) hubungan iklim komunikasi dengan kinerja guru; dan (3) hubungan persepsi guru tentang perilaku kepemimpinan transformasional kepala sekolah dan iklim komunikasi dengan kinerja guru. Subjek penelitian adalah SD Negeri di Kecamatan Binjai Timur Kota Binjai dengan jumlah sampel sebanyak 60 orang. Pengambilan sampel dilakukan dengan *proportionate stratified random sampling*. Metode penelitian bersifat deskriptif yang bertujuan untuk memperoleh informasi tentang suatu gejala pada penelitian. Sebelum penelitian ini dilakukan instrumen penelitian terlebih dahulu diujicobakan, dilanjutkan dengan uji validitas dan uji reliabilitas. Instrumen angket kinerja guru yang valid diperoleh 56 butir dari 60 butir angket yang diujicobakan, dan mempunyai reliabilitas sebesar 0,946. Instrumen angket persepsi guru tentang perilaku kepemimpinan transformasional kepala sekolah yang valid diperoleh 33 butir dari 39 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,919. Instrumen angket iklim komunikasi yang valid diperoleh 30 butir dari 34 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,924. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat hubungan yang berarti antara persepsi guru tentang perilaku kepemimpinan transformasional kepala sekolah dengan kinerja guru sebesar  $r_{y1.2} = 0,514 > r_{tabel} = 0,254$  dan  $t_{hitung} = 4,526 > t_{tabel} = 1,67$ ; (2) terdapat hubungan yang berarti antara iklim komunikasi dengan kinerja guru sebesar  $r_{y2.1} = 0,316 > r_{tabel} = 0,254$  dan  $t_{hitung} = 2,517 > t_{tabel} = 1,67$ ; dan (3) terdapat hubungan yang berarti antara persepsi guru tentang perilaku kepemimpinan transformasional kepala sekolah dan iklim komunikasi dengan kinerja guru sebesar  $R_{y(12)} = 0,674 > r_{tabel} = 0,254$  dan  $F_{hitung} = 23,780 > F_{tabel} = 3,23$ . Hasil penelitian diperoleh persepsi guru tentang perilaku kepemimpinan transformasional kepala sekolah dan iklim komunikasi secara bersama-sama memberikan sumbangan sebesar 45,5% terhadap kinerja guru, dan sisanya ditentukan keadaan lain.