

ABSTRAK

Ria Wulan Dayanti. NIM. 8216131015. Pengaruh Komunikasi Interpersonal, Ketelitian dan Kepuasan Kerja terhadap Kinerja Kepala Sekolah PAUD di Kecamatan Medan Deli.

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh komunikasi interpersonal terhadap kinerja kepala sekolah; (2) pengaruh ketelitian terhadap kinerja kepala sekolah; (3) pengaruh kepuasan kerja terhadap kinerja kepala sekolah; (4) pengaruh komunikasi interpersonal terhadap kepuasan kerja kepala sekolah; (5) pengaruh ketelitian (*conscientiousness*) terhadap kepuasan kerja kepala sekolah. Penelitian ini menggunakan metode kuantitatif bentuk hubungan sebab akibat (kausalitas), dengan populasi penelitian adalah seluruh kepala sekolah PAUD swasta di Kecamatan Medan Deli yang berjumlah 60 orang. Sampel penelitian ditetapkan berjumlah 30 orang dengan teknik pengambilan sampel menggunakan *simple random sampling*. Data yang dihimpun pada masing-masing jalur selanjutnya dianalisis dengan teknik analisis jalur (*path analysis*). Hasil dari penelitian adalah: (1) terdapat pengaruh langsung komunikasi interpersonal terhadap kinerja kepala sekolah dengan koefisien korelasi $\rho_{41} = 0,352$ dan dengan sumbangan pengaruh sebesar 12,3%; (2) terdapat pengaruh langsung ketelitian (*conscientiousness*) terhadap kinerja kepala sekolah dengan koefisien korelasi $\rho_{42} = 0,298$ dengan sumbangan pengaruh langsung sebesar 8%; dan (3) terdapat pengaruh langsung kepuasan kerja terhadap kinerja kepala sekolah dengan koefisien korelasi $\rho_{43} = 0,621$ dan dengan sumbangan pengaruh langsung sebesar 38,5%. (4) terdapat pengaruh langsung komunikasi interpersonal terhadap kepuasan kerja kepala sekolah dengan koefisien korelasi $\rho_{31} = 0,328$ dan dengan sumbangan pengaruh sebesar 10,7% (2) terdapat pengaruh langsung ketelitian (*conscientiousness*) terhadap kepuasan kerja kepala sekolah dengan koefisien korelasi $\rho_{32} = 0,71$ dan dengan sumbangan pengaruh sebesar 50,4%; (3) Berdasarkan hasil penelitian tersebut, maka disarankan jika ingin meningkatkan kinerja kepala sekolah PAUD maka perlu ditingkatkan terlebih dahulu komunikasi interpersonal, ketelitian (*conscientiousness*), dan kepuasan kerja.

Kata kunci: kinerja, komunikasi interpersonal, ketelitian, kepuasan kerja.

ABSTRACT

Ria Wulan Dayanti. NIM. 8216131015. The influence of Interpersonal Communication, Conscientiousness and Job Satisfaction to Principal's Job Performance of early childhood education in the District of Medan Deli

This research aims to study: (1) the influence of interpersonal communication to principal's job performance; (2) the influence of conscientiousness to principal's job performance; (3) the influence of job satisfaction to principal's job performance; (4) the influence of interpersonal communication to principal's job satisfaction; (5) the influence of conscientiousness to principal's job satisfaction. This research uses quantitative methods form a causal relationship (causality), with the entire study population is the principal of early childhood education in the district of Medan Deli, amounting to 60 people. The research sample set were 30 people with a sampling technique using simple random sampling. Data were collected on each of the next lane were analyzed by using path analysis (path analysis). The results of the study are: (1) there is a direct influence of interpersonal communication to the principal's job performance with path coefficient $\rho_{41} = 0,352$ and contribution of 12,3% influence; (2) there is a direct influence conscientiousness to the principal's job performance with path coefficient $\rho_{42} = 0,298$ and contribution of 8% influence; (3) there is a direct influence job satisfaction to the principal's job performance with path coefficient $\rho_{43} = 0,621$ and contribution of 38,5 % influence (4) there is a direct influence of interpersonal communication to principal's job satisfaction with path coefficient $\rho_{31} = 0,328$ and contribution of 10,7% influence; (5) there is a direct influence of conscientiousness to the principal's job satisfaction with path coefficient $\rho_{32} = 0,71$ and contribution of 50,4% influence;. Based on the research result, if you want to improve the principal's job performance early childhood education, it needs to be improved in advance of interpersonal communication, conscientiousness, and job satisfaction.

Key words: job performance, interpersonal communication, conscientiousness, job satisfaction.