

ABSTRACT

Julafrigandi Sinaga. NIM. 8126132013. The Influence of Participative Leadership of a Head of School applied Organizational Culture with Working Motivation on Affective Commitment of Teachers in SMPs Kabupaten Labuhanbatu Utara.

The objective of this study is to determine the influence of a participative leadership by the head of schools against a working motivation, the influence of organizational culture over a working motivation, the influence of a participative leadership by head of schools on an affective commitment, the influence of the organizational culture on an affective commitment and the influence of working motivation on an affective commitment on the SMPs Kabupaten Labuhanbatu Utara district. In this case, for collecting the data obtained by an questionnaire instrument.

By the research in the result indicated that there is a significance influence between a participative leadership of head of school over their motivation to work as teacher. It is noted in the assessment over the correlation in line between the participative leadership of head school with the working motivation of the teachers about 0.395, with rate of $p_{31} = 0.395$ obtained the value $t_{count} = 4.534$. It is noted a significance influence between the organizational culture with the working motivation of teachers some 0.395 with its rate of $p_{32} = 0.350$ obtained its rate $t_{count} = 3.946$.

Still, it is noted a significance influence between a participative leadership of those head of school on their affective commitment as teacher. For this rate noted on the result of count in line correlation between participative leadership of head of school with affective commitment of teacher 0.280. With rate $p_{41} = 0.280$ obtained the result rate $t_{count} = 3.077$. This rate has been referred to t_{table} with $N = 115$ on the rate of $5\% = 1.560$. It is found a significance influence between the organizational culture on the affective commitment of the teachers. This moment should be noted in the line correlation between the organizational culture with the affective commitment of teachers in rate 0.294 with the rate of $p_{42} = 0.294$, obtained its rate $t_{count} = 3.145$, for this is referred to the rate t_{table} to $N = 115$ on rate of $5\% = 1.560$.

It is noted yet a significance influence immediately between the working motivation to the affective commitment of the teachers, for in this case noted by the result of a line correlation in working to the affective commitment as teacher noted 0.233. With $p_{43} = 0.233$ was obtained a rate of $= 2.522$. This rate has been referred to the t_{table} in $N - 115$ on the rate of $5\% = 1.560$. So, the hypothesis as submitted mention that a significance of motivation works on the affective commitment of teacher is acceptable and reliable. The rate of directly influence of variable motivation of working to the effective commitment of teacher is noted 5.42%.

ABSTRAK

Julafrigandi Sinaga. NIM. 8126132013. Pengaruh Kepemimpinan Partisipatif Kepala Sekolah Budaya Organisasi dan Motivasi Kerja Terhadap Komitmen Afektif Guru di SMP Kabupaten Labuhanbatu Utara

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan partisipatif kepala sekolah terhadap motivasi kerja, pengaruh budaya organisasi terhadap motivasi kerja, pengaruh kepemimpinan partisipatif kepala sekolah terhadap komitmen afektif, pengaruh budaya organisasi terhadap komitmen afektif, dan pengaruh motivasi kerja terhadap komitmen afektif di SMP Kabupaten Labuhan Batu Utara. Penelitian ini menggunakan analisis jalur dengan responden sebanyak 115 guru di SMP Kabupaten Labuhanbatu Utara. Pengumpulan data diperoleh melalui instrumen angket.

Hasil temuan penelitian adalah terdapat terdapat pengaruh langsung kepemimpinan partisipatif kepala sekolah terhadap motivasi kerja guru. Hal ini dapat diketahui dari hasil hitung analisis jalur antara kepemimpinan partisipatif kepala sekolah dengan motivasi kerja guru sebesar 0,395. Dengan nilai $\rho_{31} = 0,395$ diperoleh harga $t_{hitung} = 4,534$. Terdapat pengaruh budaya organisasi terhadap motivasi kerja guru sebesar 0,350. Dengan nilai $\rho_{32} = 0,350$ diperoleh harga $t_{hitung} = 3,946$.

Terdapat pengaruh kepemimpinan partisipatif kepala sekolah terhadap komitmen afektif guru. Hal ini dapat diketahui dari hasil hitung analisis jalur antara kepemimpinan partisipatif kepala sekolah dengan komitmen afektif guru sebesar 0,280. Dengan nilai $\rho_{41} = 0,280$ diperoleh harga $t_{hitung} = 3,077$. Harga ini dikonsultasikan dengan t_{tabel} dengan $N=115$ pada taraf 5% $=1,560$. Terdapat pengaruh budaya organisasi terhadap komitmen afektif guru. Hal ini dapat diketahui dari hasil hitung analisis jalur antara budaya organisasi dengan komitmen afektif guru sebesar 0,294. Dengan nilai $\rho_{42} = 0,294$ diperoleh harga $t_{hitung} = 3,145$. Harga ini dikonsultasikan dengan t_{tabel} dengan $N=115$ pada taraf 5% $=1,560$.

Terdapat pengaruh langsung motivasi kerja terhadap komitmen afektif guru. Hal ini dapat diketahui dari hasil hitung analisis jalur antara motivasi kerja dengan komitmen afektif guru sebesar 0,233. Dengan nilai $\rho_{43} = 0,233$ diperoleh harga $t_{hitung} = 2,522$. Harga ini dikonsultasikan dengan t_{tabel} dengan $N=115$ pada taraf 5% $=1,560$. Dengan demikian hipotesis yang diajukan bahwa terdapat pengaruh motivasi kerja terhadap komitmen afektif guru dapat diterima dan teruji kebenarannya. Besar pengaruh langsung dari variabel motivasi kerja terhadap komitmen afektif guru adalah 5,42%.

