ABSTRACT

ARTAIDA SIHITE. NIM. 8106132051. **The Relationship Between the Principal Supervision, Work Culture and Work Motivation with Performance in Sub Private School Teacher in the District Medan Petisah, Medan City. Thesis. Graduate Program, State University of Medan. June 2013.**

This study aimed to determine: (1) the relationship between the supervising principal with teacher performance; (2) the relationship between work culture with the performance of teachers; (3) the relationship between work motivation with teacher performance; and (4) the relationship between the supervision of the principal, work culture and work motivation with teacher performance. Subjects were private elementary school teachers in the district Medan Petisah, Medan City with a total sample of 122 people. Sampling was done by random sampling proportionl. A descriptive research method that aims to obtain information about the symptoms in the study. Prior to this research, prior research instruments tested, followed by testing the validity and reliability testing. Questionnaire instrument valid teacher's performance earned 25 points out of 30 questionnaire items were tested, and has a reliability of 0.85. Questionnaire instrument supervision valid principals earned 26 points out of 30 questionnaire items were tested, and a reliability coefficient of 0.91. Questionnaire instrument valid work culture obtained 26 points out of 30 questionnaire items were tested, and a reliability coefficient of 0.88. Motivation questionnaire instrument obtained a valid work item 25 of the 30 items tested questionnaire, and a reliability coefficient of 0.89. Based on hypothesis testing can be concluded: (1) there is a significant relationship between the principal supervision of teacher performance $r_{y1.23} = 0.36 > r_{table} = 0.17$ and $t_{count} = 6.12 > t_{table} = 1.65$; (2) there is a significant relationship between teachers' work culture with the performance of $r_{y2.13} = 0.21 > r_{table} = 0.17$ and $t_{count} = 2.88 > t_{table} = 1.65$'; (3) there is a significant relationship between work motivation with teacher performance by $r_{y3.12} = 0.30 > r_{table} = 0.17$ and $t_{count} = 4.59 > t_{table} = 1.65$; and (4) there is a significant relationship between the principal supervision, cultural work, and motivation to work with teacher performance by $R_{y(123)} = 0.50 > r_{table} = 0.17$ and $F_{count} = 13.50 > F_{table} = 2.65$. The results obtained by the principal supervision, work culture, and motivation to work together to contribute 25% of the performance of teachers, and the rest are other circumstances determined.

ABSTRAK

ARTAIDA SIHITE. NIM. 8106132051. **Hubungan antara Supervisi Kepala Sekolah, Budaya Kerja, dan Motivasi Kerja dengan Kinerja Guru SD Swasta di Kecamatan Medan Petisah Kota Medan. Tesis. Program Pascasarjana Universitas Negeri Medan. Juni 2013.**

Penelitian ini bertujuan untuk mengetahui: (1) hubungan antara supervisi kepala sekolah dengan kinerja guru; (2) hubungan antara budaya kerja dengan kinerja guru; (3) hubungan antara motivasi kerja dengan kinerja guru; dan (4) hubungan antara supervisi kepala sekolah, budaya kerja, dan motivasi kerja dengan kinerja guru. Subjek penelitian adalah guru SD Swasta di Kecamatan Medan Petisah Kota Medan dengan jumlah sampel sebanyak 122 orang. Pengambilan sampel dilakukan dengan *proportional 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 25 butir dari 30 butir angket yang diujicobakan, dan mempunyai reliabilitas sebesar 0,85. Instrumen angket supervisi kepala sekolah yang valid diperoleh 26 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,91. Instrumen angket budaya kerja yang valid diperoleh 26 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,88. Instrumen angket motivasi kerja yang valid diperoleh 25 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,89. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat hubungan yang berarti antara supervisi kepala sekolah dengan kinerja guru sebesar $r_{y1.23} = 0,36 > r_{tabel} = 0,17$ dan $t_{hitung} = 6,12 > t_{tabel} = 1,65$; (2) terdapat hubungan yang berarti antara budaya kerja dengan kinerja guru sebesar $r_{y2.13} = 0,21 > r_{tabel} = 0,17$ dan $t_{hitung} = 2,88 > t_{tabel} = 1,65$; (3) terdapat hubungan yang berarti antara motivasi kerja dengan kinerja guru sebesar $r_{y3.12} = 0,30 > r_{tabel} = 0,17$ dan $t_{hitung} = 4,59 > t_{tabel} = 1,65$; dan (4) terdapat hubungan yang berarti antara supervisi kepala sekolah, budaya kerja, dan motivasi kerja dengan kinerja guru sebesar $R_{y(123)} = 0,50 > r_{tabel} = 0,17$ dan $F_{hitung} = 13,50 > F_{tabel} = 2,65$. Hasil penelitian diperoleh supervisi kepala sekolah, budaya kerja, dan motivasi kerja secara bersama-sama memberikan sumbangan sebesar 25% terhadap kinerja guru, dan sisanya ditentukan keadaan lain.