

## ABSTRACT

**Banurea, Oda Kinata. Registration Number: 8106131034. The Correlations among The Principal transformational Leadership, School Culture and Interpersonal Communication on Teacher's Compensation of State Elementary School in Kecamatan Kabanjahe (Sub-District). Administration Of Education study programs. Post graduate School. State University of Medan. 2013.**

This research was aimed, (1) to ascertain the levels of the correlation between principal transformational leadership on the teacher's compensation, (2) to ascertain the levels of the correlation between school cultures towards teacher's compensation, (3) to ascertain the levels of the correlation between interpersonal communications on teacher's compensation, (4) to ascertain the levels of the correlation principal transformational leadership in interpersonal communications and school cultures on teachers compensations.

The method was quantitative descriptive research study. The correlations of correlative pattern were divided into two variables, independent variables and dependent variables. In this study the population were teachers of state elementary school in Kecamatan Kabanjahe comes from 23 States elementary school, and the total numbers of all the teachers were 260 persons. To determine the sample, the researcher used *stratified proportional random sampling techniques*, which is classified into two, firstly teachers with teaching proportional, secondly teachers with levels of education. From those qualifications, 70 persons/teachers are included in this research. The instrument of study was questionnaires with Likert Scale, and the analysis data used simple correlations, double partial and multiple regression techniques.

Based on the hypothesis it can be concluded that, (1) there were a positive and significant correlation between principal transformational leadership and teachers compensations, it was 37.73%, with coefficient correlation  $r_{x1y} = 0.45\%$ , and the relative contribution were given by the teachers compensations 37,73%. (2) There was positive and significant correlation between school culture and teachers compensations of state elementary school in kecamatan Kabanjahe with coefficient correlation  $r_{x2y} = 0.52\%$ , and the relative contribution were given by teachers teaching compensations 47.23%. (3) there was positive and significant correlations between interpersonal communication on teachers teaching compensations of state elementary school in kecamatan Kabanjahe with coefficient correlation  $r_{x3y} = 0.32\%$  and the relative contribution were given by teachers teaching compensations of state elementary school in Kecamatan Kabanjahe were 15,61%. (4) there was also the positive and significant correlation between transformational leadership school culture and interpersonal communication simultaneously by the teachers compensations of state elementary school in kecamatan Kabanjahe, with coefficient correlation (R) 0.50%, and coefficient ( $R^2$ ) 0.71%. Transformational leadership, school culture and interpersonal communications have given effective contributions on teacher's compensations towards teachers of elementary school in kecamatan Kabanjahe 44.84%, and the rest was determined by other factors.



## ABSTRAK

### **ODA KINATA BANUREA 8106131034 Hubungan Kepemimpinan Transformational Kepala Sekolah, Budaya Sekolah dan Komunikasi Interpersonal Terhadap Kepuasan Kerja Guru Sekolah Dasar Negeri Kecamatan Kabanjahe. Tesis. Program Pascasarjana Universitas Negeri Medan**

Penelitian ini bertujuan untuk mengetahui (1) mengetahui tingkat hubungan antara kepemimpinan transformasional kepala sekolah terhadap kepuasan kerja guru. (2) mengetahui tingkat hubungan antara budaya sekolah terhadap kepuasan kerja guru. (3) mengetahui tingkat hubungan komunikasi Interpersonal terhadap kepuasan kerja guru (4) mengetahui tingkat hubungan kepemimpinan transformasional kepala sekolah Komunikasi Interpersonal dan budaya sekolah secara bersama-sama terhadap kepuasan kerja guru.

Metode penelitian ini adalah penelitian kuantitatif jenis deskriptif studi korelasional dengan pola kajian korelatif dengan menempatkan variabel penelitian dalam dua kelompok yaitu variabel bebas dan variabel terikat. Populasi dalam penelitian ini adalah guru-guru sekolah dasar negeri kecamatan kabanjahe yang berjumlah 23 sekolah dengan jumlah guru sebanyak 262 orang guru. Untuk menentukan sampel digunakan teknik *stratified proforsional random sampling* dengan strata yang di ambil yaitu strata masa kerja dan tingkat pendidikan guru. Sehingga didapatkan sampel sebanyak 70 orang guru. Instrumen penelitian yang digunakan adalah angket dengan skala likert dan teknik analisis data menggunakan teknik korelasi sederhana, ganda parsial dan regresi sederhana serta ganda.

Berdasarkan pengujian hipotesis dapat disimpulkan bahwa: (1). Terdapat hubungan yang positif dan signifikan antara kepemimpinan transformasional kepala sekolah dengan kepuasan kerja dengan koefisien korelasi  $r_{X1Y} = 0.45$  sumbangan relatif yang diberikan terhadap kepuasan kerja guru sebesar 37,73%. (2). Terdapat hubungan yang positif dan signifikan antara budaya sekolah terhadap kepuasan kerja guru sekolah dasar negeri kecamatan Kabanjahe dengan koefisien korelasi  $r_{X2Y} = 0.52$  sumbangan relatif diberikan terhadap kepuasan kerja guru sebesar 47,25%. (3). Terdapat hubungan yang positif dan signifikan antara Komunikasi interpersonal terhadap kepuasan kerja guru sekolah dasar negeri kecamatan kabanjahe dengan koefisien korelasi  $r_{X3Y} = 0.32$ . komunikasi interpersonal memberikan sumbangan relatif terhadap kepuasan kerja guru sebesar 15,01%. (4). Terdapat pula hubungan yang positif dan signifikan antara Kepemimpinan transformasional, budaya sekolah dan komunikasi interpersonal secara simultan terhadap kepausan kerja guru sekolah dasar negeri kecamatan kabanjahe dengan koefisien korelasi (R) sebesar 0,50 dan koefisien ( $R^2$ ) 0,71. Kepemimpinan transformasional, budaya sekolah dan komunikasi interpersonal memberikan sumbangan efektif terhadap kepuasan kerja guru sekolah dasar negeri kecamatan kabanjahe 44,84 %. Dan sisanya ditentukan oleh faktor lain.