

ABSTRACT

FIANDRI ANGGRA WINATA. NIM. 8116132006. **Influence Perceptions the Principal Leadership, Career Development, and Motivation Work on Teacher Performance SMA in North Labuhanbatu Regency. Thesis. Medan State University Graduate Program.**

This study aims to determine: (1) influence perceptions about school leadership to the work motivation; (2) the effect on work motivation of career development; (3) influence perceptions about leadership principals on teacher performance productive; (4) the effect of career development of the productive teacher performance; and (5) the effect of work motivation on productive teacher performance. Subjects were teachers of SMA in North Labuhanbatu Regency with a total sample of 131 people. Sampling was done by proportionate simple random sampling. The research method is the path analysis aimed to test the theory and obtain information about the research. Based on hypothesis testing can be concluded: (1) there is a direct influence perceptions of school leadership to work motivation expressed by $t_{\text{count}} \rho_{31} > t_{\text{table } \alpha = 5\%}$ ($2.005 > 1.645$); (2) there is a direct influence of career development with work motivation expressed by $t_{\text{count}} \rho_{32} > t_{\text{table } \alpha = 5\%}$ ($2.084 > 1.645$); (3) there is a direct influence perceptions about school leadership with a productive teacher performance is expressed by $t_{\text{count}} \rho_{41} > t_{\text{table } \alpha = 5\%}$ ($2.233 > 1.645$); (4) there is a direct influence on the development of productive career with the teacher's performance is expressed by $t_{\text{count}} \rho_{42} > t_{\text{table } \alpha = 5\%}$ ($2.126 > 1.645$); and (5) there is a direct influence on teacher performance motivation to work productively expressed by $t_{\text{count}} \rho_{43} > t_{\text{table } \alpha = 5\%}$ ($2.164 > 1.645$). The results of the study provides an overview of the perception of school leadership, career development, and work motivation affect teacher performance of 16.1% and the remainder other specified circumstances.

ABSTRAK

FIANDRI ANGGRA WINATA. NIM. 8116132006. **Pengaruh Persepsi Tentang Kepemimpinan Kepala Sekolah, Pengembangan Karir, dan Motivasi Kerja terhadap Kinerja Guru SMA Negeri di Kabupaten Labuhanbatu Utara. Tesis. Program Pascasarjana Universitas Negeri Medan.**

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh persepsi tentang kepemimpinan kepala sekolah terhadap motivasi kerja; (2) pengaruh pengembangan karir terhadap motivasi kerja; (3) pengaruh persepsi tentang kepemimpinan kepala sekolah terhadap kinerja guru produktif; (4) pengaruh pengembangan karir terhadap kinerja guru produktif; dan (5) pengaruh motivasi kerja terhadap kinerja guru produktif. Subjek penelitian adalah guru SMA Negeri di Kabupaten Labuhanbatu Utara dengan jumlah sampel sebanyak 131 orang. Pengambilan sampel dilakukan dengan *proportionate simple random sampling*. Metode penelitian bersifat analisis jalur yang bertujuan untuk menguji teori dan memperoleh informasi tentang penelitian. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh langsung persepsi tentang kepemimpinan kepala sekolah dengan motivasi kerja dinyatakan dengan $t_{hitung} \rho_{31} > t_{tabel \alpha=5\%}$ ($2,005 > 1,645$); (2) terdapat pengaruh langsung pengembangan karir dengan motivasi kerja dinyatakan dengan $t_{hitung} \rho_{32} > t_{tabel \alpha=5\%}$ ($2,084 > 1,645$); (3) terdapat pengaruh langsung persepsi tentang kepemimpinan kepala sekolah dengan kinerja guru produktif dinyatakan dengan $t_{hitung} \rho_{41} > t_{tabel \alpha=5\%}$ ($2,233 > 1,645$); (4) terdapat pengaruh langsung pengembangan karir dengan kinerja guru produktif dinyatakan dengan $t_{hitung} \rho_{42} > t_{tabel \alpha=5\%}$ ($2,126 > 1,645$); dan (5) terdapat pengaruh langsung motivasi kerja terhadap kinerja guru produktif dinyatakan dengan $t_{hitung} \rho_{43} > t_{tabel \alpha=5\%}$ ($2,164 > 1,645$). Hasil penelitian memberikan gambaran persepsi tentang kepemimpinan kepala sekolah, pengembangan karir, dan motivasi kerja mempengaruhi kinerja guru sebesar 16,1% dan sisanya ditentukan keadaan lain.