

## ABSTRACT

Ridarni Yanti. NIM. 8136132045. The Effect of Organizational Culture, Perception About Transformational Leadership Principal and Work Motivation to Teacher Performance in SMP Tanjung Morawa District of Deli Serdang. **Thesis**. Graduate Program, State University of Medan.

A teacher is required to have a good competence to carry out all duties begin learning plan, the implementation of learning to integrated learning evaluation. Without the ability to do it, learning will not run properly resulting in poor quality of learning and becoming qualified. This study aims to determine: (1) the effect of organizational culture on work motivation; (2) the effect of perception of transformational leadership principals on work motivation; (3) the effect of organizational culture on productive teacher performance; (4) the effect of perception of transformational leadership principals on teacher performance productive; and (5) the effect of the performance of teachers' motivation to work productively. Subjects were junior high school teachers Tanjung Morawa District of Deli Serdang district with a total sample of 152 people. Sampling was done by simple random sampling proportionate. The research method is the path analysis aimed to test the theory and obtain information about the research. Based on hypothesis testing concluded: (1) the effect of organizational culture on work motivation with  $t_{\text{count}} > t_{\text{table}}$  ( $3.114 > 1.645$ ); (2) the effect of the perception of transformational leadership principals on work motivation with  $t_{\text{count}} > t_{\text{table}}$  ( $2.863 > 1.645$ ); (3) the effect of organizational culture on productive teacher performance with  $t_{\text{count}} > t_{\text{table}}$  ( $2.466 > 1.645$ ); (4) the effect of the perception of transformational leadership principals on teacher performance productively with  $t_{\text{count}} > t_{\text{table}}$  ( $2.370 > 1.645$ ); and (5) the effect of the performance of teachers' motivation to work productively with  $t_{\text{count}} > t_{\text{table}}$  ( $6.205 > 1.645$ ). Results of the study describe the organization's culture, the perception of transformational leadership principals, and teachers' work motivation effect performance of 33.7% and the remainder other specified circumstances. It is hoped the research results can be used to improve the performance of teachers to take into account organizational culture, the perception of transformational leadership principals, and motivation in achieving the goals of education in schools.

## ABSTRAK

Ridarni Yanti. NIM. 8136132045. **Pengaruh Budaya Organisasi, Persepsi Tentang Kepemimpinan Transformasional Kepala Sekolah, dan Motivasi Kerja terhadap Kinerja Guru SMP Kecamatan Tanjung Morawa Kabupaten Deli Serdang. Tesis. Program Pascasarjana Universitas Negeri Medan.**

Untuk dapat melaksanakan tugas mengajarnya dengan baik, seorang guru memerlukan dukungan dari kepala sekolah dan rekan kerja yang ada di lingkungan sekolah. Terkait hal ini, maka dilakukan penelitian yang bertujuan mengetahui: (1) pengaruh langsung budaya organisasi terhadap motivasi kerja; (2) pengaruh langsung persepsi tentang kepemimpinan transformasional kepala sekolah terhadap motivasi kerja; (3) pengaruh langsung budaya organisasi terhadap kinerja guru produktif; (4) pengaruh langsung persepsi tentang kepemimpinan transformasional kepala sekolah terhadap kinerja guru produktif; dan (5) pengaruh langsung motivasi kerja terhadap kinerja guru produktif. Subjek penelitian adalah guru SMP Kecamatan Tanjung Morawa Kabupaten Deli Serdang dengan jumlah sampel sebanyak 152 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 disimpulkan: (1) terdapat pengaruh langsung budaya organisasi terhadap motivasi kerja dengan  $t_{hitung} > t_{tabel}$  ( $3,114 > 1,645$ ); (2) terdapat pengaruh langsung persepsi tentang kepemimpinan transformasional kepala sekolah terhadap motivasi kerja dengan  $t_{hitung} > t_{tabel}$  ( $2,863 > 1,645$ ); (3) terdapat pengaruh langsung budaya organisasi terhadap kinerja guru produktif dengan  $t_{hitung} > t_{tabel}$  ( $2,466 > 1,645$ ); (4) terdapat pengaruh langsung persepsi tentang kepemimpinan transformasional kepala sekolah terhadap kinerja guru produktif dengan  $t_{hitung} > t_{tabel}$  ( $2,370 > 1,645$ ); dan (5) terdapat pengaruh langsung motivasi kerja terhadap kinerja guru produktif dengan  $t_{hitung} > t_{tabel}$  ( $6,205 > 1,645$ ). Hasil penelitian menggambarkan budaya organisasi, persepsi tentang kepemimpinan transformasional kepala sekolah, dan motivasi kerja mempengaruhi kinerja guru sebesar 33,7% dan sisanya ditentukan keadaan lain. Dengan demikian diharapkan hasil penelitian dapat digunakan untuk meningkatkan kinerja guru dengan memperhatikan faktor budaya organisasi, persepsi tentang kepemimpinan transformasional kepala sekolah, dan motivasi kerja dalam pencapaian tujuan pendidikan di sekolah.