

ABSTRACT

PITRIANI NASUTION. NIM. 8136131009. The Effect of transformational leadership style the head of school, work experience and motivation of working against the commitment affective in SMK Negeri Kota Binjai. Thesis. Graduate Program, State University of Medan. Januari 2016.

This study aimed to determine: (1) the effect perception of transformational leadership style against of work motivation; (2) the effect of work experience of work motivation; (3) the effect perception of transformational leadership style against of commitment affective; (4) the effect work experience of commitment affective; and (5) the effect motivation work of commitment affective. The subject of research is the teachers SMK negeri Kota Binjai with a proportional random sampling of 110 people. Sampling was conducted with a total sampling. Path analysis research method is aimed to test the theory and to obtain information about the study. Based on hypothesis testing can be concluded: (1) there is a direct effect perception of transformational leadership style against of work motivation by $t_{count} \rho_{31} > t_{tabel \alpha = 5\%} (2,72 > 1.64)$; (2) there is a direct effect work experience of work motivation by $t_{count} \rho_{32} > t_{tabel \alpha = 5\%} (3,72 > 1.64)$; (3) there is a direct effect perception of transformational leadership style against of commitment affective by $t_{count} \rho_{41} > t_{tabel \alpha = 5\%} (2,32 > 1.64)$; (4) there is a direct effect work experience of commitment affective by $t_{count} \rho_{42} > t_{tabel \alpha = 5\%} (2,72 > 1.64)$; and (5) there is a direct effect motivation work of commitment affective by $t_{count} \rho_{43} > t_{tabel \alpha = 5\%} (1,93 > 1.64)$. The results provide an overview of the of transformational leadership style the head of school, work experience and motivation of working against the commitment affective the morale of the remaining 33.1 % and other specified circumstances.

Keywords: Transformational leadership style is the principal, work experience, work motivation, affective commitment of teachers

ABSTRAK

PITRIANI NASUTION. NIM. 8136131009. Pengaruh Gaya kepemimpinan transformasional kepala sekolah, pengalaman kerja dan motivasi kerja terhadap komitmen afektif di SMK Negeri Kota Binjai. Tesis Program Pascasarjana Universitas Negeri Medan Januari 2016.

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh persepsi gaya kepemimpinan transformasional kepala sekolah terhadap motivasi kerja guru; (2) pengaruh pengalaman kerja terhadap motivasi kerja guru; (3) pengaruh persepsi gaya kepemimpinan transformasional kepala sekolah terhadap komitmen afektif guru; (4) pengaruh pengalaman kerja guru terhadap komitmen afektif guru; dan (5) pengaruh motivasi kerja terhadap komitmen afektif guru. Subjek penelitian adalah guru di SMK Negeri Kota Binjai. Dengan jumlah sampel sebanyak 110 orang. Pengambilan sampel dilakukan dengan *Proporsional 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 gaya kepemimpinan transformasional kepala sekolah terhadap motivasi kerja guru dinyatakan dengan $t_{hitung} \rho_{31} > t_{tabel \alpha=5\%}$ ($2,72 > 1,64$); (2) terdapat pengaruh langsung pengalaman kerja terhadap motivasi kerja guru dinyatakan dengan $t_{hitung} \rho_{32} > t_{tabel \alpha=5\%}$ ($3,72 > 1,64$); (3) terdapat pengaruh langsung persepsi gaya kepemimpinan transformasional kepala sekolah terhadap komitmen afektif guru dinyatakan dengan $t_{hitung} \rho_{41} > t_{tabel \alpha=5\%}$ ($2,32 > 1,64$); (4) terdapat pengaruh langsung persepsi gaya kepemimpinan transformasional kepala sekolah guru terhadap komitmen afektif guru dinyatakan dengan $t_{hitung} \rho_{42} > t_{tabel \alpha=5\%}$ ($2,72 > 1,64$); dan (5) terdapat pengaruh langsung motivasi kerja terhadap komitmen afektif guru dinyatakan dengan $t_{hitung} \rho_{43} > t_{tabel \alpha=5\%}$ ($1,93 > 1,64$). Hasil penelitian memberikan gambaran persepsi gaya kepemimpinan transformasional kepala sekolah, pengalaman kerja dan motivasi kerja terhadap komitmen afektif sebesar 33,1 % dan sisanya ditentukan keadaan lain.

Kata kunci: Gaya Kepemimpinan Transformasional Kepala Sekolah, Pengalaman Kerja, Motivasi Kerja, Komitmen Afektif Guru

