

## ABSTRAK

**SAIFUL BAHRI. Pengaruh Sikap Keinovatifan, Komunikasi Interpersonal, Etos Kerja dan Kepuasan Kerja Terhadap Kinerja Guru SMP Negeri Kota Lhokseumawe. Disertasi. Medan: Program Pascasarjana Universitas Negeri Medan, September 2022.**

Penelitian ini bertujuan untuk mengetahui secara parsial (1) Sikap keinovatifan terhadap etos kerja (2) komunikasi interpersonal terhadap etos kerja (3) Sikap keinovatifan terhadap kepuasan kerja (4) Komunikasi interpersonal terhadap kepuasan kerja. 5) Sikap keinovatifan, komunikasi interpersonal, etos kerja dan kepuasan kerja secara bersama sama terhadap kinerja guru. Penelitian ini dilakukan pada SMP Negeri se Kota Lhokseumawe dengan menggunakan metode kuantitatif, pendekatan *survey*, populasi 584 guru, sampel 237 guru, teknik pengambilan sampel secara *proportional random sampling*, berdasarkan ketentuan sampel oleh Slovin, teknik pengumpulan data kuesioner "skala likert" dan teknik pengolahan data analisis jalur. Temuan penelitian secara parsial (1) pengaruh langsung sikap keinovatifan terhadap etos kerja sebesar 0,048; (2) pengaruh langsung komunikasi interpersonal terhadap etos kerja sebesar 0,05; (3) pengaruh langsung sikap keinovatifan terhadap kepuasan kerja sebesar 0,019; (4) pengaruh langsung komunikasi interpersonal terhadap kepuasan kerja sebesar 0,04; (5) pengaruh langsung sikap keinovatifan terhadap kinerja guru sebesar 0,22; (6) pengaruh langsung komunikasi interpersonal terhadap kinerja sebesar 0,016; (7) pengaruh langsung etos kerja terhadap kinerja sebesar 0,027; (8) pengaruh langsung kepuasan kerja terhadap kinerja sebesar 0,062. Temuan penelitian secara simultan Sikap keinovatifan, komunikasi interpersonal, etos kerja dan kepuasan kerja secara bersama sama terhadap kinerja guru sebesar 0,53 sedangkan sisanya 0,47 ditentukan oleh faktor lain.

Kata Kunci : Sikap Keinovatifan, Komunikasi Interpersonal, Etos Kerja, Kepuasan Kerja, kinerja, guru SMP

## ABSTRAC

**Saiful Bahri, The Impact Of Interpersonal Communication, A Creative Mindset, Work Ethics, And Job Satisfaction On The Performance Of Junior High School Teachers In Lhokseumawe, Disertasi, Medan Program Pascasarjana Universitas Negeri Medan, September 2022.**

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This study seeks to learn about: (1) Innovative work ethic attitudes, (2) Interpersonal interactions about work ethics, (3) A creative approach to job satisfaction (4) Personal interactions that contribute to job satisfaction, 5) The impact of a creative mindset, effective interpersonal communication, a strong work ethic, and job happiness on teachers' effectiveness. Using quantitative methods, a survey approach, a population of 584 teachers, a sample of 237 teachers, a proportional random sampling technique based on the provisions of the model by Slovin, a questionnaire data collection technique called the "Likert scale," and plans for path analysis data processing, this research was carried out at public junior high schools in Lhokseumawe. The direct effect of innovation on work ethic is 0.048; the direct influence of interpersonal communication on work ethic is 0.05; the immediate impact of innovation on job satisfaction is 0.019; the direct impact of interpersonal communication on job satisfaction is 0.04; the direct effect of innovation on teacher performance is 0.22; the direct influence of interpersonal communication on performance is 0.04; these are just a few of the research findings. Concurrent research findings A total of 0.53 of the characteristics that directly affect teacher performance are innovative attitude, interpersonal communication, work ethic, and job satisfaction; the remaining 0.47 is affected by other factors.

**Keywords:** Innovativeness, Interpersonal Communication, Work Ethic, Job Satisfaction, Performance, Junior High School Teacher