

ABSTRAK

RIBKA HERNITA SITEPU. NIM. 8216132007. Pengaruh Kualitas Pengawasan Kepala Sekolah, Hubungan Interpersonal dan Budaya Sekolah terhadap Kepuasan Kerja Guru SMP Se-Kecamatan Laubaleng Kabupaten Karo. Tesis. Program Pascasarjana Universitas Negeri Medan.

Penelitian ini bertujuan untuk mengetahui dan mengkaji pengaruh langsung: (1) kualitas pengawasan kepala sekolah terhadap budaya sekolah; (2) hubungan interpersonal terhadap budaya sekolah; (3) kualitas pengawasan kepala sekolah terhadap kepuasan kerja guru; (4) hubungan interpersonal terhadap kepuasan kerja guru dan (5) budaya sekolah terhadap kepuasan kerja guru. Populasi penelitian adalah guru SMP Se-Kecamatan Laubaleng Kabupaten Karo berjumlah 182 orang. Dengan menggunakan rumus Slovin diperoleh sampel sebanyak 137 orang yang ditentukan secara *proportionate simple random sampling*. Metode penelitian bersifat analisis jalur yang bertujuan untuk menguji teori dan memperoleh informasi tentang penelitian. Berdasarkan pengujian hipotesis dapat disimpulkan terdapat pengaruh langsung: (1) kualitas pengawasan kepala sekolah terhadap budaya sekolah dengan $\rho_{31} > r_{tabel}$ ($0,521 > 0,159$) dan $t_{hitung} > t_{tabel}$ ($7,377 > 1,645$); (2) hubungan interpersonal terhadap budaya sekolah dengan $\rho_{32} > r_{tabel}$ ($0,259 > 0,159$) dan $t_{hitung} > t_{tabel}$ ($3,660 > 1,645$); (3) kualitas pengawasan kepala sekolah terhadap kepuasan kerja guru dengan $\rho_{41} > r_{tabel}$ ($0,385 > 0,159$) dan $t_{hitung} > t_{tabel}$ ($4,558 > 1,645$); (4) hubungan interpersonal terhadap kepuasan kerja guru dengan $\rho_{42} > r_{tabel}$ ($0,160 > 0,159$) dan $t_{hitung} > t_{tabel}$ ($2,155 > 1,645$) dan (5) budaya sekolah terhadap kepuasan kerja guru dengan $\rho_{43} > r_{tabel}$ ($0,255 > 0,159$) dan $t_{hitung} > t_{tabel}$ ($2,943 > 1,645$). Hasil penelitian memberikan gambaran Kualitas pengawasan kepala sekolah, hubungan interpersonal, dan budaya sekolah secara bersama-sama mempengaruhi kepuasan kerja guru sebesar 0,675 atau sebesar 45,5% dan sisanya ditentukan keadaan lain.

Kata kunci: Kualitas pengawasan kepala sekolah; Hubungan interpersonal; Budaya sekolah; Kepuasan kerja guru

ABSTRACT

RIBKA HERNITA SITEPU. NIM. 8216132007. The Effect of the Quality of Principal Supervision, Interpersonal Relations and School Culture on Job Satisfaction of Middle School Teachers in Laubaleng District, Karo Regency. **Thesis.** Medan State University Postgraduate Program.

This research aims to determine and examine the direct influence of: (1) the quality of principal supervision on school culture; (2) interpersonal relationships towards school culture; (3) the quality of the principal's supervision on teacher job satisfaction; (4) interpersonal relationships on teacher job satisfaction and (5) school culture on teacher job satisfaction. The research population was 182 junior high school teachers in Laubaleng District, Karo Regency. By using the Slovin formula, a sample of 137 people was obtained which was determined using proportionate simple random sampling. The research method is path analysis which aims to test theory and obtain information about research. Based on hypothesis testing, it can be concluded that there is a direct influence: (1) the quality of the principal's supervision on school culture with $\rho_{31} > r\text{-tbl}$ ($0.521 > 0.159$) and $t\text{-observer} > t\text{-tbl}$ ($7.377 > 1.645$); (2) interpersonal relationships towards school culture with $\rho_{32} > r\text{-tbl}$ ($0.259 > 0.159$) and $t\text{-observer} > t\text{-tbl}$ ($3.660 > 1.645$); (3) the quality of the principal's supervision on teacher job satisfaction with $\rho_{41} > r\text{-tbl}$ ($0.385 > 0.159$) and $t\text{-observer} > t\text{-tbl}$ ($4.558 > 1.645$); (4) interpersonal relationships on teacher job satisfaction with $\rho_{42} > r\text{-tbl}$ ($0.160 > 0.159$) and $t\text{-observer} > t\text{-tbl}$ ($2.155 > 1.645$) and (5) school culture on teacher job satisfaction with $\rho_{43} > r\text{-tbl}$ ($0.255 > 0.159$) and $t\text{-observer} > t\text{-tbl}$ ($2.943 > 1.645$). The results of the research provide an overview of the quality of the principal's supervision, interpersonal relationships, and school culture which together influence teacher job satisfaction by 0.675 or 45.5% and the rest is determined by other conditions.

Keywords: The quality of the principal's supervision; Interpersonal relationships; School culture; Teacher job satisfaction