

ABSTRAK

Vapea Pinta Lahi Tobing. NIM. 8236132005. Pengaruh Kepemimpinan Demokratis Kepala Sekolah, Komunikasi Interpersonal, Motivasi Kerja terhadap Kinerja Guru BK SMK Negeri Kabupaten Deli Serdang. Tesis. Program Pascasarjana Universitas Negeri Medan.

Penelitian ini bertujuan untuk mengetahui dan mengkaji pengaruh langsung : (1) kepemimpinan demokratis kepala sekolah terhadap motivasi kerja; (2) komunikasi interpersonal terhadap motivasi kerja; (3) kepemimpinan demokratis kepala sekolah terhadap kinerja guru BK, (4) komunikasi interpersonal terhadap kinerja guru BK dan (5) motivasi kerja terhadap kinerja guru BK. Populasi penelitian ini adalah guru BK SMK Negeri yang berada di Kabupaten Deli Serdang berjumlah 55 orang. Dengan menggunakan rumus Slovin diperoleh sampel sebanyak 35 orang yang ditentukan secara *random sampling*. Sebelum pengumpulan data dilakukan, terlebih dahulu dilakukan uji coba instrumen, dengan menggunakan uji coba validitas dan uji coba reliabilitas. Metode penelitian ini bersifat analisis jalur yang bertujuan untuk menguji teori dan memperoleh informasi tentang penelitian. Berdasarkan pengujian hipotesis dapat disimpulkan : kepemimpinan demokratis kepala sekolah berpengaruh langsung positif terhadap motivasi kerja sebesar 0,770 ; komunikasi interpersonal berpengaruh langsung positif terhadap motivasi kerja dengan nilai sebesar 0,283, kepemimpinan demokratis kepala sekolah berpengaruh langsung positif terhadap kinerja guru BK sebesar 0,625; komunikasi interpersonal berpengaruh langsung positif terhadap kinerja guru BK sebesar 0,259 dan motivasi kerja juga berpengaruh langsung positif terhadap kinerja guru BK sebesar 0,269.

Kata Kunci : Kepemimpinan Demokratis, Komunikasi Interpersonal, Motivasi Kerja, Kinerja Guru BK, Kuantitatif.

ABSTRACT

Vapea Pinta Lahi Tobing. NIM. 8236132005. The Influence of Democratic Leadership of the Principal, Interpersonal Communication, and Work Motivation on the Performance of Vocational High School Guidance and Counseling Teachers in Deli Serdang Regency. Thesis. Graduate Program, State University of Medan.

This study aims to examine and analyze the direct influence of: (1) the principal's democratic leadership on work motivation; (2) interpersonal communication on work motivation; (3) the principal's democratic leadership on the performance of guidance and counseling teachers; (4) interpersonal communication on the performance of guidance and counseling teachers; and (5) work motivation on the performance of guidance and counseling teachers. The population of this study consisted of 55 vocational high school guidance and counseling teachers in Deli Serdang Regency. Using Slovin's formula, a sample of 35 teachers was obtained through random sampling. Data acquisition involved instrument testing, which included both validity and reliability tests. This study employed path analysis as the research method, aimed at testing theoretical models and obtaining relevant information for the study. Based on the hypothesis testing, the following conclusions can be drawn: democratic leadership of the principal has a direct positive effect on work motivation with a coefficient of 0.770; interpersonal communication has a direct positive effect on work motivation with a coefficient of 0.283; democratic leadership of the principal has a direct positive effect on the performance of guidance and counseling teachers with a coefficient of 0.625; interpersonal communication has a direct positive effect on the performance of guidance and counseling teachers with a coefficient of 0.259; and work motivation also has a direct positive effect on the performance of guidance and counseling teachers with a coefficient of 0.269.

Keywords: Democratic Leadership, Interpersonal Communication, Work Motivation, Guidance and Counseling Teacher Performance, Quantitative.