

## ABSTRACT

**SYAFRI JUANA. 2010. “Teachers’ Work Performance Viewed from Work Motivation and Leadership of the Principal of State Madrasah Alyah Negeri Kerinci Regency the Province of Jambi. Thesis. Graduate Program, State University of Padang.**

On the basis of a preliminary observation conducted at several state Madrasah Alyah-s in Kerinci Regency, it was found that the teachers’ performance was relatively low. This phenomenon was noticed from the following evidences: a) teachers were not punctual to start or to end their teachings; b) some teachers did not make or complete their teaching plans; c) some teachers did not make use teaching-media; d) some teachers were not able to manage their classes. These phenomena were presumed to be related with several factors, among other things were work motivation of the teachers and leadership of the school principals.

This quantitative-correlational approachedly research was intended to know the contribution of work motivation and leadership of the principal toward the teachers’ work performance. In order to find the answers the researcher proposed three hypotheses: 1) teachers’ motivation contributed toward teachers’ work performance; 2) leadership of the principals contributed toward teachers’ work performance; and 3) simultaneously, both teachers’ motivation and leadership of the principals contributed toward teachers’ work performance. Research population were all PNS-teacher of Madrasah Alyah in Kerinci Regency totaling 105 teachers from whom 70 of them were selected as research sample through stratified proportional random sampling technique. The instrument used to collect data was a Likert-scale questionnaire whose validity and reliability were already examined. To analyze the data, the researcher applied statistical procedures: correlation and regression.

The result of data analyses show that the three hypotheses are significantly and empirically accepted. Teachers work motivation contributes 33,8 %; principals’ leadership contributes 21,30 %; and simultaneously, the two independent variables contribute 46,60 % toward teachers work performance. The achievement level of teachers motivation is 75,28 % constituting category of “sufficient”; the achievement level of principals’ leadership is 76,29 % constituting category of “sufficient”, while the achievement of teachers’ work performance is 77,32 % which is also constituting category of “sufficient”. The research findings imply that the two independent variables are potential factors meaning that in order to improve teacher performance at Madrasah Alyah in Kerinci Regency can be done through improving the motivation of the teachers and leadership of the principal of Madrasah Alyah.

## ABSTRAK

**SYAFRI JUANA. 2010. *Kinerja Guru ditinjau dari Motivasi Kerja dan Kepemimpinan Kepala Madrasah Aliyah Negeri Kabupaten Kerinci Provinsi Jambi*. Tesis. Program Pascasarjana Universitas Negeri Padang.**

Berdasarkan pengamatan awal pada beberapa Madrasah Aliyah Negeri di Kabupaten Kerinci ditemukan indikasi rendahnya kinerja guru diantaranya: tidak tepat waktu masuk dan keluar pada saat proses pembelajaran, perangkat mengajar yang tidak dibuat atau kurang lengkap, tidak membawa perangkat mengajar saat masuk ruangan kelas, kurang memanfaatkan media pembelajaran, kurang mampu mengelola kelas pada saat proses pembelajaran berlangsung. Indikasi ini diduga disebabkan oleh beberapa faktor, diantaranya Motivasi Kerja dan Kepemimpinan Kepala Madrasah.

Penelitian ini bertujuan untuk mengungkapkan kontribusi motivasi kerja dan kepemimpinan kepala madrasah terhadap kinerja guru Madrasah Aliyah Negeri Kabupaten Kerinci Provinsi Jambi. Hipotesis yang diuji dalam penelitian ini adalah: (1) Motivasi kerja guru berkontribusi terhadap kinerja guru, (2) Kepemimpinan kepala madrasah berkontribusi terhadap kinerja guru, dan (3) Motivasi kerja guru dan kepemimpinan kepala madrasah secara bersama-sama berkontribusi terhadap kinerja guru.

Penelitian ini menggunakan metode penelitian kuantitatif dengan pendekatan korelasional. Populasi penelitian ini adalah seluruh guru pegawai negeri sipil di Madrasah Aliyah Negeri Kabupaten Kerinci sebanyak 105 orang. Sampel penelitian sebanyak 70 orang yang diambil dengan menggunakan teknik *stratified proportional random sampling*. Instrumen yang digunakan untuk mengumpulkan data adalah angket model skala *Likert*, yang telah memiliki validitas dan reliabilitas. Untuk menguji hipotesis digunakan analisis korelasi dan regresi.

Hasil analisis data menunjukkan bahwa ketiga hipotesis yang diajukan telah teruji dan signifikan, yang hasilnya adalah (1) Motivasi kerja secara signifikan berkontribusi sebesar 33,80 % terhadap kinerja guru madrasah Kabupaten Kerinci, (2) Kepemimpinan kepala madrasah secara signifikan berkontribusi sebesar 21,30 % terhadap kinerja guru madrasah Kabupaten Kerinci, dan (3) Motivasi kerja dan Kepemimpinan kepala madrasah secara bersama-sama berkontribusi signifikan sebesar 46,60 % terhadap kinerja guru madrasah Kabupaten Kerinci. Tingkat ketercapaian variabel motivasi kerja adalah 75,28 % berada pada kategori cukup. Tingkat ketercapaian variabel kepemimpinan kepala madrasah adalah 76,29 % berada pada kategori cukup. Tingkat ketercapaian variabel kinerja guru sebesar 77,32 % berada pada kategori cukup. Kedua variabel motivasi kerja dan kepemimpinan kepala madrasah merupakan dua variabel prediktor terhadap kinerja guru Madrasah Aliyah Negeri di Kabupaten Kerinci Provinsi Jambi.