

ABSTRACT

YENNY ARIZA. 2010. The Contribution of work Motivation and Implementation of Supervision toward Teachers' performance of senior high school in Bukittinggi. Thesis. Graduate Program State University of Padang.

On the basis of preliminary observation it was found that teachers' performance of Senior High School in Bukittinggi was relatively low. It was predicated by is many factors, such as work motivation and implementation of supervision conducted by the headmaster. The purpose of this research was to identify the contribution of work motivation and implementation of supervision. Toward teachers' performance of senior high school in Bukittinggi individually on in groups.

This research used quantitative approach. The population of this research were all the teachers at senior high school in Bukittinggi totaling 326 teachers. 83 teachers of them were selected as the sample by using stratified proportional random sampling technique considering the work experiences and gender instrument which was used to collect data was likert's scale questionnaire model whose validity and reliability had been tested. Collected data were analyzed by using SPSS service computer program versi 12 @ 2009.

The findings of this research indicated. The contribution of work motivation is 17,3% toward teachers' performance, implementation of supervisions contributes 6,6% toward teachers' performance and implementation contribute collectively 20,7% toward teachers performance.

The findings of this research indicated that the three hypotheses were accepted, from the finding of this research it could be concluded that work motivation and implementation of supervision were two independent variables effecting positively toward dependent variable teachers' performance. To improve teachers' performance of senior high school in Bukittinggi, it needed to improve work motivation and implementation of supervision conducted by the headmaster.

ABSTRAK

YENNY ARIZA. 2010. Kontribusi Motivasi Kerja dan Pelaksanaan Supervisi terhadap Kinerja Guru SMAN Di Bukittinggi. Tesis. Program Pascasarjana Universitas Negeri Padang.

Berdasarkan hasil pengamatan dan survei awal bahwa kinerja guru SMAN Bukittinggi terkesan masih kurang baik hal ini diduga disebabkan oleh banyak faktor, diantaranya faktor motivasi kerja dan pelaksanaan supervisi kepala sekolah. Penelitian ini bertujuan untuk menggungkapkan seberapa besar kontribusi motivasi kerja dan pelaksanaan supervisi terhadap kinerja guru SMAN Bukittinggi baik secara sendiri-sendiri maupun secara bersama-sama.

Penelitian ini menggunakan pendekatan kuantitatif, populasinya seluruh guru SMAN Bukittinggiyang berjumlah 326 orang, sedangkan sampel berjumlah 83 orang yang ditetapkan dengan teknik Stratified Proportional Random Sampling dan strat masa kerja dan jenis kelamin. Data diperoleh dengan menggunakan angket model skala likert yang telah diuji kesahihan dan keandalannya. Semua analisis dikerjakan dengan bantuan program komputer Monas Versi 12 @ 2009

Hasil analisis data menunjukkan bahwa motivasi kerja berkontribusi secara signifikan terhadap kinerja guru sebesar 17,3%, pelaksanaan supervisi berkontribusi secara signifikan terhadap kinerja guru sebesar 6,6% sedangkan motivasi kerja dan pelaksanaan supervisi secara bersama-sama berkontribusi dengan kinerja guru sebesar 20,7%

Anlisis data diatas telah menunjukkan bahwa ketiga hipotesis dapat diterima secara empiris. Dari hasil temuan ini dapat disimpulkan bahwa motivasi kerja dan pelaksanaan supervisi merupakan dua variabel bebas yang berdampak positif terhadap variabel terikat kinerjaguru. Untuk meningkatkan kinerja guru SMAN Bukittinggi perlu ditingkatkan motivasi kerja dan pelaksanaan supervisi oleh kepala sekolah. .