

ABSTRACT

Contribution of Work Discipline and Interpersonal relationship to Teacher's work achievement of Techonology Department of SMK Bukittinggi.

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Based on pre-observation on the field it was seen that the teachers' work achievement of Technology department of SMK Bukittinggi was not optimal. This phenomenon was considered will influence the achievement of the educational adjective. These problems, had relationship with the work discipline and interpersonal relationship.

The purpose of the this research was to see the contribution of work discipline and international relationship to the teachers' work achievement of technology department of SMK Bukittinggi. There were three hypotheses which were tested on this research. First, work discipline had contribution to teachers' work achievement. Second, interpersonal relationship had contribution to teachers' work achievement. Third, work discipline and interpersonal relationships had contribution to teachers work achievement as well.

The population of this research was all teachers in techonology department of SMK Bukittinggi who are 357 in numbers. Sample consisted of 125 teachers that was chosen by Stratified Proportional Random Sampling by considering the educational strata and work period. Instrument used was questioners, Likert model, which has examined the validity are and reliability. The data of the research was analyzed by using correlation and regression technique.

The result of this research showed that work discipline and contribution 19,3% to teacher's work achievement, interpersonal relationship had contribution 11,1% to teacher's work achievement, work discipline and intepersonal relationship as well had contribution 26,8% to teacher's work achievement techonology department of SMK Bukittinggi. The level of score variable work discipline achievement, interpersonal relationship and teachers' duty application belong to moderate category.

ABSTRAK

Kontribusi Disiplin Kerja Dan Hubungan Interpersonal Terhadap Kinerja Guru SMK Kelompok Teknologi Kota Bukittinggi

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Berdasarkan pengamatan awal di lapangan terlihat kurang optimalnya kinerja guru SMK Kelompok Teknologi Kota Bukittinggi. Hal ini dikhawatirkan akan berpengaruh terhadap pencapaian tujuan pendidikan. Penulis menduga masalah tersebut ada kaitannya dengan disiplin kerja dan hubungan interpersonal.

Tujuan penelitian ini untuk mengungkap kontribusi disiplin kerja dan hubungan interpesonal terhadap kinerja guru pada SMK Kelompok Teknologi Kota Bukittinggi. Ada tiga hipotesis yang diuji. Pertama, disiplin kerja berkontribusi terhadap kinerja guru. Kedua, hubungan interpesonal berkontribusi terhadap kinerja guru. Ketiga, disiplin kerja dan hubungan interpersonal secara bersama-sama berkontribusi terhadap kinerja guru.

Populasi penelitian ini adalah semua guru pada SMK Kelompok Teknmologi Kota Bukittinggi yang berjumlah 357 orang. Sampel sebanyak 125 orang diambil dengan teknik *Stratified proportional random sampling* dengan mempertimbangkan strata tingkat pendidikan dan masa kerja. Instrumen yang digunakan adalah angket model skala *Likert*, yang telah diperiksa kesahihan dan keterandalannya. Data penelitian dianalisis dengan teknik korelasi dan regresi.

Hasil penelitian ini menunjukkan bahwa disiplin kerja berkontribusi sebesar 19,3% terhadap kinerja guru, hubungan interpersonal berkontribusi 11,1% terhadap kinerja guru, disiplin kerja dan kinerja guru secara bersama-sama berkontribusi 26,8% terhadap kinerja guru SMK Kelompok Teknologi Kota Bukittinggi. Tingkat ketercapaian skor variabel disiplin kerja, hubungan antar pribadi dan pelaksanaan tugas guru masuk dalam kategori cukup atau sedang.