

ABSTRACT

The Contribution of Managerial Supervision of the School Supervisors and Headmasters Commitment on Their Duties toward the Headmaster's Work Performance in Primary Schools (SD) in Kabupaten Pesisir Selatan.

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Based on the previous survey which was done in Primary Schools in Kabupaten Pesisir Selatan, it was found that the work performance of the headmasters of the schools was not satisfied yet. The researcher assumed that schools management, managerial supervision of the schools supervisors and headmasters' commitment on their duties exerted influence upon the headmasters' work performance. Therefore this research was conducted to reveal the contribution of the managerial supervision of the schools supervisor and the headmasters' commitment on their duties toward the headmasters' work performance in Primary Schools in Kabupaten Pesisir Selatan. The hypotheses proposed in this research were: (1) the managerial supervision of the schools supervisors in Primary Schools had a contribution toward the headmasters' work performance, (2) the headmasters' commitment on their duties had a contribution toward their work performance, (3) the managerial supervision of the schools supervisors and the headmasters' commitment on their duties simultaneously contributed toward their work performance.

The population of this research was all of headmasters in Primary Schools in Kabupaten Pesisir Selatan which consisted of 383 headmasters. By using Stratified Random Sampling technique and considering the headmasters' educational level and their work time, the researcher chose 100 headmasters as the sample of this research. The instrument used in gathering the data was the questionnaire of Likert scale which had been tested its validity and reliability. The data gotten then was analyzed by using correlation and regression techniques.

The result of data analysis showed that: (1) the managerial supervision of the schools supervisor contributed 20,7% toward the headmaster's work performance, (2) the headmasters' commitment on their duties contributed 17,3% toward the headmasters' work performance, (3) the managerial supervision of the schools supervisors and the headmasters' commitment on their duties simultaneously contributed 32,1% toward the headmasters' work performance. In addition, the result of the descriptive analysis revealed that the work performance of the headmasters, the managerial supervision of the schools supervisors and the headmasters' commitment on their duties were in good category (81,53%, 81,34% and 80,21% of ideal score).

This research finding implied that the managerial supervision of the schools supervisors and the headmasters' commitment on their duties were two of some factors which exerted influence upon the headmasters' work performance. The other factors which may have any influences on the headmasters' work performance are not studied yet in this research.

ABSTRAK

Kontribusi Supervisi Manajerial Kepala Sekolah dan Komitmen pada Tugas terhadap Kinerja Kepala SD di Kabupaten Pesisir Selatan.

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Berdasarkan pra survey di lapangan terlihat bahwa kinerja yang dimiliki oleh kepala SD di Kabupaten Pesisir Selatan masih kurang baik. Ini terlihat dari kurang baiknya pengelolaan yang dilakukan oleh kepala sekolah dalam pelaksanaan tugasnya. Hal ini dikhawatirkan akan berpengaruh terhadap pencapaian tujuan pembelajaran dan pada akhirnya pada tujuan pendidikan. Selanjutnya, peneliti menduga bahwa supervisi manajerial pengawas sekolah dan komitmen kepala sekolah pada tugas mempengaruhi kinerja kepala SD di Kabupaten Pesisir Selatan. Oleh karena itu perlu dilakukan penelitian untuk menguji kebenarannya. Penelitian ini bertujuan untuk mengungkap kontribusi supervisi manajerial pengawas sekolah dan komitmen kepala sekolah pada tugas terhadap kinerja kepala SD di Kabupaten Pesisir Selatan. Hipotesis yang diajukan dalam penelitian ini adalah: (1) supervisi manajerial pengawas sekolah berkontribusi terhadap kinerja kepala sekolah, (2) komitmen kepala sekolah pada tugas berkontribusi terhadap kinerja kepala sekolah, (3) supervisi manajerial pengawas sekolah dan komitmen kepala sekolah pada tugas secara bersama-sama berkontribusi terhadap kinerja kepala sekolah.

Populasi dalam penelitian ini adalah seluruh kepala SD Kabupaten Pesisir Selatan yang berjumlah 383 orang. Sampel penelitian berjumlah 100 orang yang diambil dengan teknik *Stratified proportional Random Sampling*, dengan mempertimbangkan strata tingkat pendidikan dan masa kerja. Instrumen penelitian yang digunakan adalah angket model Skala Likert yang telah teruji validitas dan reliabilitasnya. Data penelitian dianalisis dengan teknik korelasi dan regresi.

Hasil analisis data menunjukkan bahwa: (1) supervisi manajerial pengawas sekolah berkontribusi terhadap kinerja kepala sekolah sebesar 20,7%, (2) komitmen kepala sekolah pada tugas berkontribusi terhadap kinerja kepala sekolah sebesar 17,3%, (3) supervisi manajerial pengawas sekolah dan komitmen kepala sekolah pada tugas secara bersama-sama berkontribusi terhadap kinerja kepala sekolah sebesar 32,1%. Selanjutnya hasil analisis deskriptif mengungkap bahwa kinerja kepala sekolah dan supervisi manajerial pengawas sekolah, serta komitmen pada tugas berada pada kategori baik (81,53%, 81,34%, dan 80,21% dari skor ideal).

Temuan di atas mengimplikasikan bahwa supervisi manajerial pengawas sekolah dan komitmen kepala sekolah pada tugas adalah dua faktor yang memiliki pengaruh terhadap kinerja kepala sekolah, akan tetapi masih banyak faktor lain yang ikut berpengaruh terhadap kinerja kepala sekolah guru yang tidak dikaji dalam penelitian ini.