

ABSTRAK

SRI ANDARI, Kontribusi Manajemen Supervisi Kepala Sekolah, Iklim Organisasi, Dan Motivasi Kerja terhadap Kinerja Guru SD di Kecamatan Wonosari, Gunungkidul. Tesis. Yogyakarta: Program Pascasarjana, Universitas Negeri Yogyakarta, 2013.

Penelitian ini bertujuan untuk mengetahui: 1) kinerja guru, 2) motivasi kerja guru, 3) iklim kerja guru, 4) manajemen supervisi oleh kepala sekolah kepada guru, dan 5) pengaruh motivasi kerja, iklim kerja, dan manajemen supervisi terhadap kinerja guru sekolah dasar (SD) di Kecamatan Wonosari, Kabupaten Gunungkidul

Penelitian ini menggunakan metode *expost facto*. Penelitian ini dilakukan di sekolah dasar di lingkungan Kecamatan Wonosari, Kabupaten Gunungkidul. Pelaksanaan penelitian dilakukan pada bulan Februari sampai bulan Juli 2013. Populasi dalam penelitian ini adalah guru sekolah dasar yang ada di lingkungan Kecamatan Wonosari Kabupaten, Gunungkidul sebanyak 520 orang. Sampel sejumlah 78 guru ditentukan menggunakan teknik *multi stage random sampling*. Data dikumpulkan dengan kuesioner dan dianalisis dengan analisis regresi sederhana dan analisis regresi ganda.

Hasil penelitian menunjukkan bahwa: 1) manajemen supervisi kepala sekolah tergolong sangat baik, dan berpengaruh signifikan terhadap kinerja guru SD di Kecamatan Wonosari, Kabupaten Gunungkidul dengan kontribusi 39,3%; 2) motivasi kerja tergolong sangat baik, dan berpengaruh signifikan terhadap kinerja guru SD di Kecamatan Wonosari, Kabupaten Gunungkidul dengan kontribusi 31,7%; 3) iklim organisasi tergolong sangat baik, dan berpengaruh signifikan terhadap kinerja guru SD di Kecamatan Wonosari, Kabupaten Gunungkidul dengan kontribusi 40,1%; 4) kinerja guru SD di Kecamatan Wonosari, Kabupaten Gunungkidul tergolong sangat baik, dan 5) manajemen supervisi kepada sekolah, motivasi kerja dan iklim organisasi secara bersama-sama berpengaruh signifikan terhadap kinerja guru SD di Kecamatan Wonosari, Kabupaten Gunungkidul dengan kontribusi 59,6%.

Kata kunci: *manajemen supervisi kepala sekolah*

ABSTRACT

SRI ANDARI, *Contribution of Headmasters' Supervising Management, Organizational Climate, and Work Motivation to Primary School Teachers' Performance in the District of Wonosari, Gunungkidul*. Thesis. Yogyakarta: Graduate School, State University of Yogyakarta, 2013.

This research study was aimed to discover: 1) the performance of primary school teachers, 2) work motivation of primary school teachers, 3) work climate of primary school teachers, 4) supervision management conducted by the headmasters to primary school teachers, and 5) the influence of work motivation, work climate, and management supervision to the performance of primary school teachers in the District of Wonosari, Gunungkidul.

The method used in this research study was ex post facto. The research was implemented in primary schools in the District of Wonosari, Gunungkidul. The research was held from February until July 2013. The population of this research was primary school teachers in the District of Wonosari, Gunungkidul as many as 520 teachers. A sample of 78 teachers was established using the multi-stage random sampling technique. The data were collected using a questionnaire and analyzed using the simple regression analysis. The results show that 1) headmasters' management supervision is considered excellent, and having a significant effect on the performance of teachers of primary schools in the District of Wonosari, Gunungkidul with a contribution of 39.3%; 2) the work motivation is considered excellent, and having a significant effect on the performance of teachers in primary schools in the District of Wonosari, Gunungkidul with a contribution of 31.7%; 3) organizational climate is classified as very good, and having a significant effect on the performance of teachers in primary schools in the District of Wonosari, Gunungkidul with a contribution of 40.1%; 4) performance of teachers in primary schools in the District of Wonosari, Gunungkidul is classified as very good; and 5) headmasters' management supervision, work motivation, and organizational climate have a significant effect on the performance of teachers in primary schools in the District of Wonosari, Gunungkidul with a contribution of 59.6%.

Keywords: *headmasters' supervision management*