# GAYA PEMIKIRAN STRATEGIK YANG DIAMALKAN OLEHPENGURUSDANHUBUNGANNYADENGAN PENCAPAIAN ORGANISASI PENDIDIKAN

Kertas Projek diserahkan kepada Sekolah Siswazah
untuk memenuhi sebahagian daripada keperluan
Ijazah Sarjana Sains (Pengurusan)
Universiti Utara Malaysia

Oleh

Abd. Rahman Bin Haji Hashim

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**Sekolah Siswazah**
**(Graduate School)**
**Universiti Utara Malaysia**

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Nama Penyelia
*(Name of Supervisor)* : Tuan Haji Ahmad b. Khamis

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*(Signature)* :

Tarikh
*(Date)* : 16 Oktober 2000

## KEBENARAN MENGGUNA

Dalam menyerahkan tesis ini, sebagai memenuhi keperluan pengajian Ijazah Sarjana sains (Pengurusan), saya bersetuju supaya pihak perpustakaan Universiti Utara Malaysia mengedarkan tesis ini bagi tujuan rujukan. Saya juga bersetuju bahawa kebenaran untuk membuat salinan, keseluruhan, atau sebahagian daripadanya, bagi tujuan akademik, mestilah mendapat kebenaran penyelia saya atau semasa ketiadaan beliau, kebenaran boleh diperoleh daripada Dekan, Sekolah Siswazah, Universiti Utara Malaysia.

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Dekan,
Sekolah Siswazah,
Universiti Utara Malaysia,
06100 Sintok,
Kedah Darulaman.

# ABSTRAK

Penyelidikan ini bertujuan untuk mengenal pasti hubungan gaya pemikiran strategik yang diamalkan oleh pengurus dengan pencapaian organisasi pendidikan. Melalui penyelidikan ini dapat dibuktikan sebenarnya gaya pemikiran strategik yang diamalkan oleh pengurus mempunyai perkaitan yang signifikan dengan pencapaian organisasi pendidikan.

Soal selidik digunakan sebagai instrumen bagi mendapatkan data daripada responden untuk melihat tahap signifikan hubungan antara pemikiran strategik dengan pencapaian organisasi pendidikan. Bagi menilai pencapaian organisasi, data sekunder daripada majalah, laporan tahunan, buletin dan laman web sekolah digunakan sebagai bahan sokongan.

Data yang diperolehi dianalisis menggunakan aplikasi SPSS. Analisis data dibuat berdasarkan korelasi dan ANOVA sehala. Keputusan korelasi menunjukkan terdapat hubungan yang signifikan antara gaya pemikiran strategik pengurus dengan pencapaian organisasi.

Penyelidikan ini telah berjaya mencapai objektifnya dalam usaha menyelesaikan persoalan yang ditimbulkan. Walaupun penyelidikan ini telah berjaya membuktikan wujudnya hubungan yang signifikan antara ketiga-tiga pembolehubah, namun masih terdapat lagi aspek lain untuk dikaji berhubung dengan pencapaian organisasi. Kajian lanjut perlu dijalankan bagi mengenal pasti pembolehubah lain yang turut bertanggungjawab menentukan pencapaian organisasi pendidikan.

## ABSTRACT

The objectives of this research is to identify the strategic thinking styles practiced by a managers of educational organizations, to determine if the strategic management styles practiced by the managers are directly related to the performance of the school, to identify the significance of the relationship, if there is one, between the strategic thinking styles of the principal and the performance of the school, and lastly, to identify the factors contributing to successful performance of the school.

Questionnaire is used to collect the data from the respondents to determine the level of significance between the strategic thinking styles and the achievement of the educational organization. To evaluate the performance of the organization, secondary data from journal, annual reports, bulletin and school homepage are used as supporting materials.

The SPSS application package, especially the Pearson's r correlation and one-way ANOVA programs were used to analyze the collected data. The results show a significant and positive correlation between the strategic thinking styles of the managers with the achievement of the organizations.

This research achieved its objectives in answering all the questions raised. Although it manages to show a significant relationship, there is still room for further research into organizational achievement. Further research need to be done to determine other variables that also contribute to organizational achievement.

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# BAB SATU

# PENDAHULUAN

## 1.1 Pengenalan

Pemikiran strategik sering dikaitkan dengan keupayaan seseorang untuk membuat perancangan supaya selari dengan bentuk pengurusan organisasi yang akan dilaksanakan. Memang mudah menyatakan sesebuah organisasi itu perlu membuat strategi perancangan dan pengurusannya bagi menentukan tahap prestasi yang hendak dicapai. Dalam keadaan tertentu memang mudah mengucapkan bahawa kejayaan sesebuah organisasi itu bergantung kepada perancangan dan pengurusan strategik yang baik. Namun demikian ucapan-ucapan itu tidak semudah pelaksanaannya apabila perancangan itu sendiri perlu mempunyai bentuk pemikiran yang strategik untuk dialirkan dalam

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