

ABSTRACT

THE TEACHERS PERCEPTIONS OF SCHOOL LEADERSHIP AND ORGANIZATION CLIMATE OF SCHOOL TO TEACHERS PERFORMANCE TO IMPROVE THE QUALITY OF EDUCATION IN SMK 45 WONOSARI

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The success of an educational organization (school) to enhance the quality and the quality of education is the result of good performance from all components, especially school teachers as the main actors in education delivery. It can not be separated from the ability of a leader in managing and integrating all components within the organization. In addition, the atmosphere of relations and interactions of all components of the organization is also important in the continuity of an organization's activities. The purpose of this study was to determine the perceptions of teachers on school leadership and school organizational climate on the performance of teachers in carrying out its function as an educational staff that improving the quality and the quality of education at SMK 45 Wonosari.

This research is quantitative research that is formulated with the formulation of the problem associative (relationship). In this study there are three variables to be studied consists of two independent variables (independent variables) that school leadership and school organizational climate and one dependent variable (dependent variable), namely the performance of teachers. Collecting data in this study using the questionnaire method (questionnaire). The samples taken are as many as 46 people from the entire population of teachers and principals SMK 45 Wonosari. Data obtained in the form of numbers and then analyzed by *Pearson Product Moment* correlation formula to determine the correlation (relationship) of each variable. Correlation values obtained and tested formula significance by t-test to determine whether the correlation value obtained is significant or not. To measure the relationship between each variable tested formula used regression analysis. The results of analysis of data obtained in the form of numbers and then translated in the form of words to describe the relationship between each variable in the study.

From the calculation and analysis of data obtained based on the perception that teachers at SMK 45 Wonosari there are positive and significant relationship between school leadership with teacher performance at a price $r = 0,30$, between school leadership with the climate of the school organization at a price $r = 0.39$, and between school leadership and organizational climate are shared equally to the performance of teachers at a price $r = 0.61$. That means the better school leadership and better social atmosphere in the school environment then the performance of teachers will also be getting better, thus the quality and the quality of education will be easily achieved.

Key words: School leadeship, organization climate of school, teachers performance.