

ABSTRACT

Reza Fakhlevi; "The Effect of Model Supervision toward Organizational Citizenship Behavior Teachers MTs in Balangan." Advisor : (1) Dr. Wahyudin, M.Si and (2) Dr. Hj. Halimatus Sakdiah, M.Si, the Graduate IAIN Antasari Banjarmasin, (2017).

Keywords: Model Supervision, Principals, Organizational Citizenship Behavior, Teachers MTsS.

The discussion in this study is whether there is the influence of the model of supervision carried out by Principals toward Organizational Citizenship Behavior Teachers MTsS in Balangan. This study uses a quantitative approach to the type of field research study. This study examines the influence of the scientific supervision models (X1), a model of clinical supervision (X2), and the artistic supervision models (X3) as independent variables, Organizational Citizenship Behavior Teacher MTsS (Y) as the dependent variable. The research was conducted in all MTsS in Balangan with a population 174 teachers and sample 121 teachers. Samples were taken by proportional random sampling techniques in every school.

Data were collected by using questioner instrument, using five scale refers to the Likert scale. Data analysis performed in this study includes an analysis of test instruments, test classic assumptions and hypothesis testing that includes t-test to determine the correlation between variables partially using simple regression. Analysis of the results of a study with SPSS version 17 for windows.

The results showed that the model of supervision carried out by the headmaster at MTsS Balangan overall are in the category of being the percentage value of 71.1%. While the overall teacher OCB mostly at the level of medium category with a percentage value of 67.8%. There is a significant positive relationship between the scientific supervision models on Organizational Citizenship Behavior with a contribution of 40.6% influence. There is a significant positive relationship between the model of clinical supervision on Organizational Citizenship Behavior with a contribution of 53% influence. There is a significant positive relationship between the model of supervision artistic Organizational Citizenship Behavior with a contribution of 12.2% influence.

ABSTRAK

Reza Fakhlevi; “Pengaruh Model Supervisi terhadap *Organizational Citizenship Behaviour* Guru Madrasah Tsanawiyah Swasta di Kabupaten Balangan.” Di bawah bimbingan I: Dr. Wahyudin, M.Si, dan II: Dr. Hj. Halimatus Sakdiah, M.Si, pada Pascasarjana IAIN Antasari Banjarmasin, (2017).

Kata Kunci: Model Supervisi, Kepala Madrasah, *Organizational citizenship behaviour*, Guru MTsS.

Pembahasan dalam penelitian ini adalah apakah ada pengaruh model supervisi yang dilaksanakan oleh kepala Madrasah terhadap *Organizational Citizenship Behavior* Guru Madrasah Tsanawiyah Swasta di Kabupaten Balangan.

Penelitian ini menggunakan pendekatan kuantitatif dengan jenis *Field research study*. Penelitian ini mengkaji pengaruh model supervisi ilmiah (X_1), model supervisi klinis (X_2), dan model supervisi artistik (X_3) sebagai variabel bebas, *Organizational Citizenship Behaviour* Guru MTsS (Y) sebagai variabel terikat. Penelitian ini dilaksanakan pada seluruh Madrasah Tsanawiyah Swasta di Kabupaten Balangan dengan populasi 174 orang guru dan sampel 121 orang guru. Sampel diambil dengan teknik sampel acak proposional di setiap sekolah.

Data penelitian dikumpulkan dengan menggunakan instrumen koesioner, dengan menggunakan lima skala yang merujuk pada skala *Likert*. Teknik analisis data yang dilakukan dalam penelitian ini mencakup analisis uji coba instrumen, uji asumsi klasik dan uji hipotesis yang mencakup uji t untuk mengetahui korelasi antar variabel secara parsial yang menggunakan regresi sederhana. Analisis hasil penelitian dengan bantuan program *SPSS versi 17 for window*.

Hasil penelitian menunjukkan bahwa model supervisi yang dilaksanakan oleh kepala madrasah di MTsS Kabupaten Balangan secara keseluruhan berada pada kategori yang sedang dengan nilai persentasi 71,1%. Sedangkan OCB guru secara keseluruhan sebagian besar berada pada tingkat kategori sedang dengan nilai persentasi 67,8%. Terdapat hubungan positif yang signifikan antara model supervisi ilmiah terhadap *Organizational Citizenship Behavior* dengan sumbangan pengaruh sebesar 40,6%. Terdapat hubungan positif yang signifikan antara model supervisi klinis terhadap *Organizational Citizenship Behavior* dengan sumbangan pengaruh sebesar 53%. Terdapat hubungan positif yang signifikan antara model supervisi artistik *Organizational Citizenship Behavior* dengan sumbangan pengaruh sebesar 12,2%.