

ABSTRAK

ROSITA. *Hubungan Kinerja Pengawas dengan Disiplin Kerja Kepala Madrasah Terhadap Semangat Kerja Guru di Madrasah Ibtidaiyah Negeri Se-Kabupaten Tanah Laut.* Tesis Pascasarjana Universitas Islam Negeri Banjarmasin, Pembimbing I : Dr. Ahmad Salabi M.Pd. Pembimbing II Dr. H. Hamdan, M.Pd.

Tujuan penelitian ini untuk mengetahui 1) Ada hubungan kinerja pengawas terhadap semangat kerja guru di Madrasah Ibtidaiyah Negeri Se-Kabupaten Tanah Laut. 2) Ada hubungan disiplin kerja kepala madrasah terhadap semangat kerja guru di Madrasah Ibtidaiyah Negeri Se-Kabupaten Tanah Laut. 3) Ada hubungan komitmen kerja pengawas dan disiplin kerja kepala madrasah terhadap semangat kerja guru Madrasah Ibtidaiyah Negeri Se-Kabupaten Tanah Laut.

Populasi dalam penelitian ini adalah seluruh guru baik yang berstatus PNS atau NON PNS yang berada di Madrasah Ibtidaiyah Negeri Se-Kabupaten Tanah Laut. Adapun sampel yang digunakan dalam penelitian ini adalah total sampling yang berjumlah 105 orang guru.

Penelitian menggunakan metode survei dengan pendekatan korelasional yaitu untuk menghubungkan satu variabel dengan variabel lain untuk memahami suatu fenomena dengan cara menentukan tingkat keterkaitan di antar variabel-variabel tersebut.

Hasil analisis penelitian menyimpulkan 1) Ada hubungan kinerja pengawas terhadap semangat kerja guru di Madrasah Ibtidaiyah Negeri Se-Kabupaten Tanah Laut dengan koefisien regresi, T-hitung 2.59. 2) Ada hubungan disiplin kerja kepala madrasah terhadap semangat kerja guru di Madrasah Ibtidaiyah Negeri Se-Kabupaten Tanah Laut dengan koefisien regresi, T-hitung 2.87. 3) Ada hubungan kinerja pengawas dengan disiplin kerja kepala madrasah terhadap semangat kerja guru Madrasah Ibtidaiyah Negeri Se-Kabupaten Tanah Laut dengan hasil F hitung 1.98.

Kata Kunci: *kinerja pengawas, disiplin kerja, semangat kerja guru Madrasah Ibtidaiyah*

ABSTRACT

ROSITA. *Relationship between supervisory performance and madrasah headmaster discipline on the working spirit of teachers in Tanah Laut District Madrasah Ibtidaiyah* Tesis Pascasarjana Magister education of Islamic University Antasari Banjarmasin. Advisors Primary counselor: Dr. Ahmad Salabi, M.Pd. and Dr. H. Hamdan M.Pd.

The purpose of this study is to find out 1) The relationship between the supervisor's performance and the teacher's work morale in the Tanah Laut District Islamic Madrasah. 2) The relationship between the principal's work discipline towards the teacher's work morale in the Tanah Laut District Islamic Madrasah. 3) The relationship between the performance of the supervisor's work and the principal's work discipline towards the working spirit of teachers in the Tanah Laut District Madrasah.

The population in this study were all teachers who civil servants or non-civil servants in the Tanah Laut District Islamic School. The samples used in this study were total sampling totaling 105 teachers.

The study a survey method with a correlational approach that connects one variable with another variable to understand a phenomenon by determining the level or degree of relationship between these variables.

The results of the research analysis that 1) The relationship between the supervisor's performance to the work morale of teachers in the State Madrasah Ibtidaiyah in Laut Tanah Regency with the coefficient of regression, T-count 2.59. 2) The relationship between the principal's work discipline towards the teacher's work morale in the Tanah Laut District Islamic Madrasah. with the coefficient of regeresi, T count 2.87. 3) The relationship between the performance of the supervisor and the work discipline of the headmaster of the madrasah towards the working spirit of teachers in the State of Madrasah Ibtidaiyah in Tanah Laut Regency with the results of F count 1.98.

Key Words *: performance of supervisory, work discipline, work spirit of Madrasah Ibtidaiyah teachers.*