

## ABSTRACT

**Jalaluddin, 2011. Teacher's Attitudes Toward School Innovation and Supporting Factors (Studies in Palembang state of vocational high schools, South Sumatra Province). Doctoral Graduate Program, State University of Padang.**

Based on initial observations it was observed that some teachers do not yet have a positive attitude toward school innovation. Ideally, teachers should have a positive attitude toward school innovation, so that school innovation will be succeed. Many factors that can support teacher positive attitudes toward school innovation. Allegedly the dominant factor is the school leadership, teachers work motivation and school organizational culture. The purpose of this study was to analyze: (1) the relationship between the school leadership and the vocational high school teachers self-perceived attitude toward school innovation, (2) the relationship between work motivation of teachers and the vocational high school teachers self-perceived attitude toward school innovation, (3) the relationship between school organizational culture and the vocational high school teachers self-perceived attitude toward school innovation, (4) the relationship between the school leadership, teachers work motivation, school organizational culture together and the vocational high school teachers self-perceived attitude toward school innovation.

A quantitative with correlational approach research study was designed. The population studied consisted of Palembang state of vocational high school teachers (N=300) employed by Palembang Offices of Education during 2010/2011. A hundred fifty-eight teachers were randomly (proportional random sampling technique ) selected from the 7 state of vocational high schools in Palembang city. Data were collected using a questionnaire as follows: (1) teacher attitude toward school innovation questionnaire, (2) leadership styles of school principals questionnaire , (3) questionnaire of teacher work motivation and (4) the school organizational culture questionnaire. Analysis of data using partial and double of correlation analysis technique. Before the analysis is done first to test normality and homogeneity.

The study found: (1) there is a positive relationship between the school leadership and the vocational high school teachers self-perceived attitude toward school innovation; (2) there is a positive relationship between work motivation of teachers and the vocational high school teachers self-perceived attitude toward school innovation; (3) there is a positive relationship between school organizational culture and the vocational high school teachers self-perceived attitude toward school innovation; (4) there are positive relationship between the school leadership, teachers work motivation, school organizational culture together and the vocational high school teachers self-perceived attitude toward school innovation. Based on the research findings, recommended to improve: school leadership, work motivation of teachers and school organizational culture.

## ABSTRAK

**Jalaluddin, 2011. Sikap Guru Terhadap Inovasi Sekolah dan Faktor Pendukung (Studi Pada SMK Negeri Kota Palembang Provinsi Sumatera Selatan). Program Doktor Pascasarjana Universitas Negeri Padang.**

Berdasarkan pengamatan awal teramati bahwa sebagian guru belum memiliki sikap yang positif terhadap inovasi sekolah. Seharusnya setiap guru memiliki sikap yang positif terhadap inovasi sekolah, sehingga inovasi sekolah dapat berhasil sesuai rencana. Banyak faktor yang dapat meningkatkan sikap positif guru terhadap inovasi sekolah. Diduga faktor yang dominan adalah kepemimpinan kepala sekolah, motivasi kerja guru dan budaya organisasi sekolah. Penelitian ini bertujuan untuk mengungkapkan tentang: (1) hubungan antara kepemimpinan kepala sekolah dengan sikap guru terhadap inovasi sekolah; (2) hubungan antara motivasi kerja guru dengan sikap guru terhadap inovasi sekolah; (3) hubungan antara budaya organisasi sekolah dengan sikap guru terhadap inovasi sekolah; (4) hubungan antara kepemimpinan kepala sekolah, motivasi kerja guru dan budaya organisasi sekolah secara bersama-sama dengan sikap guru terhadap inovasi sekolah.

Penelitian ini menggunakan metode kuantitatif dengan pendekatan korelasional. Populasi penelitian ini adalah guru produktif di SMK Negeri Kota Palembang sebanyak 300 orang, Tahun Pelajaran 2010/2011. Sampel dipilih dengan menggunakan teknik *proportional random sampling* dari 7 SMK Negeri yang tersebar di kota Palembang dan didapatkan sampel sebanyak 169 orang. Data dikumpulkan menggunakan instrumen angket sebagai berikut: (1) angket sikap guru terhadap inovasi sekolah; (2) angket kepemimpinan kepala sekolah; (3) angket motivasi kerja guru; dan (4) angket budaya organisasi sekolah. Analisis data menggunakan program SPSS versi 16 dengan teknik analisis korelasi parsial dan ganda. Sebelum analisis dilakukan terlebih dahulu dilakukan uji Normalitas dan Homogenitas.

Penelitian ini menemukan: (1) terdapat hubungan yang positif antara kepemimpinan kepala sekolah dengan sikap guru terhadap inovasi sekolah; (2) terdapat hubungan yang positif antara motivasi kerja guru dengan sikap guru terhadap inovasi sekolah; (3) terdapat hubungan yang positif antara budaya organisasi sekolah dengan sikap guru terhadap inovasi sekolah; (4) terdapat hubungan yang positif antara kepemimpinan kepala sekolah, motivasi kerja guru dan budaya organisasi sekolah secara bersama-sama dengan sikap guru terhadap inovasi sekolah. Berdasarkan temuan penelitian di atas, disarankan upaya untuk meningkatkan: kepemimpinan kepala sekolah, motivasi kerja guru dan budaya organisasi sekolah.