

Abstract

Hodriani, The Correlation between Leader's Personality Power and Physical Working Environment and Staff's Motivation of Achievement at the University of Medan Area Medan. A Thesis. Post Graduate Program of State University of Medan, 2006.

This research is aimed at finding out the correlation between leader's personality power and physical working environment and staff's motivation of achievement at the University of Medan Area Medan. The number of population is 183; by using proportional sampling, as many as 62 people are taken as the sample drawn on the basis of Harry King's Nomogram Table ($N \leq 2000$).

To test the hypothesis a simple correlation and double correlation analyses are used at the significance level of 0.05. The research results show the followings: (1) there is a correlation between Leader's Personality Power and Staff's Motivation of Achievement ($r_{y1} = 0.884$); (2) there is a correlation between Physical Working Environment and Motivation of Achievement ($r_{y2} = 0.517$); and (3) the double correlation coefficient between Motivation of Achievement and Leader's Personality Power and Physical Working Environment is 0.998, and therefore, the determination is 99.6%. Of the two independent variables, Leader's Personality Power gives an effective contribution of 58.23% with a relative contribution of 74.51%, whereas the Physical Working Environment gives an effective contribution of 6.81% with a relative contribution of 25.48%.

In conclusion, leader's personality power is an essential matter to be taken into account by all the leaders of the University of Medan Area, and physical working environment has to be improved at the institution in order to enhance staff's motivation of achievement.

ABSTRAK

HODRIANI, Hubungan Personality Power Pemimpin dan Lingkungan Kerja Fisik Dengan Motivasi Berprestasi Pegawai di Universitas Medan Area Medan. Tesis. Medan. Program Pasca Sarjana Universitas Negeri Medan, 2006.

Penelitian ini bertujuan untuk melihat Hubungan Personality Power Pemimpin dan Lingkungan Kerja Fisik Dengan Motivasi Berprestasi Pegawai di Universitas Medan Area Medan. Instrumen yang digunakan dalam penelitian ini adalah angket yang disebarakan terhadap pegawai di Universitas Medan Area. Jumlah populasi keseluruhan sebanyak 183 orang, dengan mempergunakan sampel secara proporsional, ukuran sampel didasarkan pada tabel Nomogram Harry King didapatkan sampel 62 orang ($N \leq 2000$).

Untuk menguji hipotesis digunakan analisis korelasi sederhana dan korelasi ganda pada taraf signifikansi 0,05. Hasil penelitian memperlihatkan bahwa (1) terdapat hubungan antara Personality Power Pemimpin dengan Motivasi Berprestasi ($r_{y1} = 0,884$), (2) terdapat hubungan antara Lingkungan Kerja Fisik dengan Motivasi Berprestasi ($r_{y2} = 0,517$) dan (3) koefisien korelasi ganda antara Motivasi Berprestasi dengan Personality Power Pemimpin dan Lingkungan Kerja Fisik adalah 0,998 sehingga koefisien determinasinya adalah 99,6 %. Bila dirinci masing-masing variabel bebas ternyata Hubungan Personality Power Pemimpin memberikan sumbangan efektif sebesar = 58,23 % dan sumbangan relatif sebesar = 74,51 % sedangkan Lingkungan Kerja Fisik memberikan sumbangan efektif sebesar = 6,81 % dan sumbangan relatif sebesar = 25,48 %

Penelitian ini menyimpulkan, bahwa Personality Power Pemimpin merupakan hal yang sangat penting diperhatikan para pemimpin di Universitas Medan Area, dan Lingkungan Kerja Fisik merupakan hal yang sangat penting untuk diperhatikan dan ditingkatkan di Universitas Medan Area agar dapat meningkatkan Motivasi Berprestasi pegawai di Universitas Medan Area