

**PENGARUH BUDAYA ORGANISASI, KERJASAMA TIM, MOTIVASI KERJA
DAN ETOS KERJA TERHADAP KINERJA DOSEN
UNIVERSITAS SARI MUTIARA INDONESIA DI MEDAN**

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ABSTRAK

Tujuan penelitian ini untuk menemukan dan mengkaji: (1) model kinerja dosen yang dibangun berdasarkan hubungan kausal asosiatif antara variabel *eksogenus* dengan variabel *endogenus* (2) pengaruh budaya organisasi terhadap motivasi kerja, (3) pengaruh kerjasama tim terhadap motivasi kerja, (4) pengaruh budaya organisasi terhadap etos kerja, (5) pengaruh kerjasama tim terhadap etos kerja, (6) pengaruh budaya organisasi terhadap kinerja, (7) pengaruh kerjasama tim terhadap kinerja, (8) pengaruh motivasi kerja terhadap kinerja, (9) pengaruh etos kerja terhadap kinerja dosen. Penelitian ini dilakukan di Universitas Sari Mutiara Indonesia di Medan sebanyak 128 orang dosen dengan menggunakan tabel *Krejcie*. Teknik sampling yang digunakan proporsional random sampling. Pengumpulan data dilakukan menggunakan kuesioner dengan lima pilihan jawaban. Instrumen yang akan digunakan terlebih dahulu diujicobakan untuk mengetahui validitas instrumen menggunakan korelasi *product moment* dan menguji reliabilitasnya dengan formula *Alpha Cronbach*. Sebelum pengujian hipotesis dilakukan uji persyaratan analisis, yaitu uji normalitas dan uji linieritas data.

Hasil penelitian menunjukkan: (1) budaya organisasi (X_1) berpengaruh langsung positif terhadap motivasi kerja (X_3) dengan $p_{31}=0,348$, (2) kerjasama tim (X_2) berpengaruh langsung positif terhadap motivasi kerja (X_3) dengan $p_{32}=0,351$, (3) budaya organisasi (X_1) berpengaruh langsung positif etos kerja (X_4) dengan $p_{41}=0,390$, (4) kerjasama tim (X_2) berpengaruh langsung positif terhadap etos kerja (X_4) dengan $p_{42}=0,307$, (5) budaya organisasi (X_1) berpengaruh langsung positif terhadap kinerja dosen (X_5) dengan $p_{51}=0,205$, (6) kerjasama tim (X_2) berpengaruh langsung positif terhadap kinerja dosen (X_5) dengan $p_{52}=0,170$, (7) motivasi kerja (X_3) berpengaruh langsung positif terhadap kinerja dosen (X_5) dengan $p_{53}=0,289$ dan (8) etos kerja (X_4) berpengaruh langsung positif terhadap kinerja dosen (X_5) dengan $P_{54}=0,267$.

Berdasarkan penerimaan hipotesis penelitian maka ditemukan *fixed* model kinerja dosen Universitas Sari Mutiara Indonesia di Medan yang menggambarkan struktur hubungan kausal antara variabel budaya organisasi, kerjasama tim, motivasi kerja, etos kerja dan kinerja dosen. Untuk meningkatkan kinerja dosen Universitas Sari Mutiara Indonesia di Medan dapat dilakukan dengan meningkatkan budaya organisasi, kerjasama tim, motivasi kerja dan etos kerja.

Kata Kunci: Budaya Organisasi, Kerjasama Tim, Motivasi Kerja, Etos Kerja, Kinerja Dosen.

**THE INFLUENCE OF ORGANIZATIONAL CULTURE, TEAM COOPERATION,
WORK MOTIVATION AND WORK ETHOS TO LECTURER PERFORMANCE
SARI MUTIARA INDONESIA UNIVERSITY IN MEDAN**

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ABSTRACT

The purpose of this study was to find and study: (1) lecturer performance models built based on associative causal relationships between exogenous variables and endogenous variables (2) the influence of organizational culture on work motivation, (3) the effect of teamwork on work motivation, (4) the influence of culture organization to work ethic, (5) influence of teamwork on work ethic, (6) influence of organizational culture on performance, (7) influence of teamwork on performance, (8) influence of work motivation on performance, (9) influence of work ethic on performance lecturer. The research was conducted at Sari Mutiara Indonesia University in Medan as many as 128 lecturers using Krejcie tables. The sampling technique used is proportional random sampling. Data collection was carried out using a questionnaire with five answer choices. The instrument to be used was first tested to determine the validity of the instrument using product moment correlation and testing its reliability with the *Alpha Cronbach*. Before testing the hypothesis, the analysis requirements test is done, namely the normality test and the data linearity test.

The results showed: (1) organizational culture (X_1) had a positive direct effect on work motivation (X_3) with $p_{31} = 0,348$, (2) team work (X_2) had a positive direct effect on work motivation (X_3) with $p_{32} = 0,351$, (3)) organizational culture (X_1) has a positive direct effect on work ethic (X_4) with $p_{41} = 0,390$, (4) team work (X_2) has a positive direct effect on work ethic (X_4) with $p_{42} = 0,307$, (5) organizational culture (X_1) has an effect positive direct effect on lecturer performance (X_5) with $p_{51} = 0,205$, (6) team work (X_2) has a positive direct effect on lecturer performance (X_5) with $p_{52} = 0,170$, (7) work motivation (X_3) has a positive direct effect on lecturer performance (X_5) with $p_{53} = 0,289$ and (8) work ethic (X_4) has a positive direct effect on lecturer performance (X_5) with $p_{54} = 0,267$

Based on the acceptance of research hypotheses, a theoretical model or fixed model of performance of the Sari Mutiara Indonesia University lecturers in Medan was found that illustrates the structure of the causal relationship between organizational culture variables, teamwork, work motivation, work ethics and lecturer performance. To improve the performance of Sari Mutiara Indonesia University Lecturers in Medan, it can be done by enhancing organizational culture, teamwork, work motivation and work ethics.

Keywords: Organizational Culture, Team Work, Work Motivation, Work Ethics, Lecture Performance.