

ABSTRAK

YUNIARTO MUJISUSATYO. Pengaruh Manajemen Partisipatif, Budaya Organisasi, Persepsi Kemampuan Kognitif Dan Kepuasan Kerja Terhadap Kinerja Dosen Universitas Negeri Medan. **Disertasi, Medan : Program Pascasarjana Universitas Negeri Medan, 2017.**

Penelitian ini bertujuan untuk (1) Menguji model teoretik yang menggambarkan hubungan kausalistik antar variabel Manajemen Partisipatif, Budaya Organisasi, Persepsi Kemampuan Kognitif, Kepuasan Kerja dan Kinerja Dosen Unimed, (2) Menemukan model alternatif penguatan Kinerja Dosen yang dapat diturunkan dari model teoretik dan model empirik berdasarkan hasil pembahasan penelitian ini. Penelitian ini termasuk penelitian *ex post facto*. Populasi penelitian terdiri dari 726 dosen aktif dan sejumlah 231 dosen terpilih secara random sebagai sampel penelitian. Data dikumpulkan menggunakan kuesioner tertutup yang sah dan terandal. Teknik analisis data terdiri dari analisis deskriptif, uji persyaratan analisis, dan uji hipotesis menggunakan *path analysis*. Hasil penelitian menunjukkan bahwa terdapat pengaruh langsung manajemen partisipatif terhadap persepsi kemampuan kognitif sebesar 0,325. Pengaruh langsung budaya organisasi terhadap persepsi kemampuan kognitif 0,192. Pengaruh langsung manajemen partisipatif terhadap kepuasan kerja sebesar 0,285. Pengaruh langsung budaya organisasi terhadap kepuasan kerja sebesar 0,175, Pengaruh langsung persepsi kemampuan kognitif terhadap kepuasan kerja sebesar 0,134. Pengaruh langsung manajemen partisipatif terhadap kinerja sebesar 0,213. Pengaruh langsung budaya organisasi terhadap kinerja sebesar 0,145. Pengaruh langsung persepsi kemampuan kognitif terhadap kinerja sebesar 0,130. Pengaruh langsung kepuasan kerja terhadap kinerja sebesar 0,231. Hasil pengujian juga menunjukkan bahwa semua koefisien dalam diagram jalur (model yang diuji) adalah signifikan. Dengan demikian sesuai ketentuan uji Q yang dipergunakan dalam penelitian ini, jika tidak ada jalur dalam model yang memiliki koefisien jalur yang tidak signifikan maka model yang diusulkan fit sempurna (*the fit is perfect*) dengan data. Kesimpulan penelitian ini adalah (1) bahwa model teoretik yang menggambarkan hubungan kausalistik antar variabel Manajemen Partisipatif, Budaya Organisasi, Persepsi Kemampuan Kognitif, Kepuasan Kerja dan Kinerja Dosen telah teruji secara teoretik dan empirik dengan diterimanya seluruh hipotesis penelitian yang diajukan, (2) bahwa berdasarkan hasil pembahasan model teoretik dan model empirik tersebut telah diperoleh Model Hipotetik Penguatan Budaya Organisasi melalui manajemen perubahan dengan menggunakan model ADKAR, (3) mempertimbangkan peran strategis budaya organisasi dalam pengembangan organisasi utamanya dalam peningkatan kinerja maka Model Hipotetik Penguatan Budaya Organisasi tersebut juga menjadi dasar pengembangan Model Hipotetik *Continuous Quality Improvement* Kinerja Dosen.

Kata Kunci: Manajemen Partisipatif, Budaya Organisasi, Persepsi Kemampuan Kognitif, Kepuasan Kerja, Kinerja

ABSTRACT

YUNIARTO MUJISUSATYO. The Effect of Participatory Management, Organizational Culture, Cognitive Ability Perception and Job Satisfaction towards Lecturers' Performance at State University of Medan. **Disertation : Postgraduate School, State University of Medan, 2017.**

This research aims were (1) To test the theoretical model that draws the causal relationship among participatory management, organizational culture, cognitive ability perception, job satisfaction and Unimed lecturers' performance variables, (2) To discover the alternative model of strengthening lecturers' performance which can be derived from the theoretical and empirical model based on the result of the discussion of this study. It was an ex post facto research. The population of this research consisted of 726 university lecturers who were still active and 231 lecturers were selected with the use of random sampling method. A valid and reliable questionnaire with close-ended questions was conducted for data collection. Data analysis techniques comprised descriptive analysis, test requirement analysis, and hypothesis testing with *path analysis*. Research findings showed that there was a direct effect of participatory management towards cognitive ability perception with 0.325. The direct effect of organizational culture towards cognitive ability perception was 0.192. The direct effect of participatory management towards job satisfaction was 0.285. The direct effect of organizational culture towards job satisfaction was 0.175. The direct effect of cognitive ability perception towards job satisfaction was 0.134. The direct effect of participatory management towards lecturers' performance was 0.213. The direct effect of organizational culture towards lecturers' performance was 0.145. The direct effect of cognitive ability perception towards lecturers' performance was 0.130. The direct effect of job satisfaction towards lecturers' performance was 0.231. Test results also showed that all coefficients in path diagram (the tested model) were significant. The conclusions of this study were (1) The theoretical model which describes the causal relationship among participatory management, organizational culture, cognitive ability perception, job satisfaction and Unimed lecturers' performance variables has been tested theoretically and empirically by the acceptance of the proposed research hypothesis, (2) The theoretical and empirical model has been achieved based on the result of this study discussion with change management using ADKAR model, (3) The hypothetic model of Strengthening Organizational Culture has also been the basic development of the hypothetic model of Continuous Quality Improvement of Lecturers' performance.

Keywords: *Participatory Management, Organizational Culture, Cognitive Ability Perception, Job Satisfaction, Performance.*