

ABSTRAK

Torus Manuntun. NIM. 8176132017. Pengaruh Budaya Organisasi, Motivasi Berprestasi dan Kepuasan Kerja Terhadap Kinerja Guru SMP Negeri di Kabupaten Tapanuli Utara. Tesis Program Studi Administrasi Pendidikan. Program Pascasarjana Universitas Negeri Medan, 2019.

Penelitian ini bertujuan untuk mengetahui, Pengaruh Budaya Organisasi Terhadap Motivasi Berprestasi, Budaya Organisasi terhadap Kepuasan Kerja, dan Pengaruh Budaya Organisasi, Motivasi Berprestasi dan Kepuasan Kerja Terhadap Kinerja, Guru SMP Negeri di Kabupaten Tapanuli Utara. Metode penelitian yang digunakan adalah metode kuantitatif dan pendekatan analisis jalur. Populasi adalah seluruh guru PNS tahun 2018 sebanyak 614 guru. Jumlah sampel 222 guru (sesuai tabel *Isaac* dan *Michael*). Sebelum pengujian hipotesis dilakukan uji persyaratan analisis, yaitu Uji Normalitas data dan Uji Linieritas. Hasil temuan penelitian menunjukkan Budaya Organisasi berpengaruh langsung positif terhadap Motivasi Berprestasi, Budaya Organisasi berpengaruh langsung positif terhadap Kepuasan Kerja, Budaya Organisasi berpengaruh langsung positif terhadap Kinerja, Motivasi Berprestasi berpengaruh langsung positif terhadap Kinerja, dan Kepuasan Kerja berpengaruh langsung positif terhadap Kinerja. Berdasarkan temuan penelitian yang paling besar pengaruhnya terhadap Kinerja adalah Budaya Organisasi, selanjutnya Motivasi Berprestasi dan Kepuasan Kerja. Maka, untuk meningkatkan Kinerja guru SMP Negeri di Kabupaten Tapanuli Utara dapat dilakukan dengan meningkatkan Budaya Organisasi, Motivasi Berprestasi guru, dan Kepuasan Kerja.

Kata Kunci: Budaya Organisasi, Motivasi Berprestasi, Kepuasan Kerja, Kinerja.

ABSTRACT

Torus Manuntun. NIM 8176132017. *The Effect of Organizational Culture, Achievement Motivation and Job Satisfaction on the Performance of Teachers of SMP Negeri in North Tapanuli.* Thesis Educational Administration Study Program. Postgraduate Program, State University of Medan, 2019.

This study aims to determine, The Effect of Organizational Culture on Achievement Motivation, Organizational Culture on Job Satisfaction, and the Effect of Organizational Culture, Achievement Motivation and Job Satisfaction on Performance, Teachers of Public Middle Schools in North Tapanuli Regency. The research method used is a quantitative method and a path analysis approach. The population is all 2018 PNS teachers as many as 614 teachers. Total sample of 222 teachers (according to Isaac and Michael's table). Before testing the hypothesis, the analysis requirements test is done, namely the Data Normality Test and Linearity Test. The research findings show that organizational culture has a direct positive effect on achievement motivation, organizational culture has a positive direct effect on job satisfaction, organizational culture has a positive direct effect on performance, achievement motivation has a positive direct effect on performance, and job satisfaction has a positive direct effect on performance. Based on research findings the greatest influence on performance is Achievement Motivation, then Organizational Culture and Job Satisfaction. So, to improve the performance of teachers of State Junior High Schools in North Tapanuli Regency can be done by increasing the Organizational Culture, Teacher Achievement Motivation, and Job Satisfaction.

Keywords: *Organizational Culture, Achievement Motivation, Job Satisfaction, Performance.*