

## ABSTRACT

**MUKSIN BATUBARA. NIM. 8146114013.** Pengaruh Efikasi Diri, Budaya Organisasi, Etos Kerja dan Kepuasan Kerja Terhadap Kinerja Guru Madrasah Aliyah Negeri (MAN) di Sumatera Utara. **Disertasi, Medan: Program Doktor Manajemen Pendidikan - Pascasarjana – Universitas Negeri Medan, 2021.**

Tujuan penelitian ini untuk menguji model kinerja guru Madrasah Aliyah Negeri (MAN) yang dibangun berdasarkan hubungan kausal asosiatif antara variabel eksogenus dengan variabel endogenus, meliputi: (1) pengaruh langsung efikasi diri terhadap etos kerja guru MAN, (2) pengaruh langsung budaya organisasi terhadap etos kerja guru MAN, (3) pengaruh langsung efikasi diri terhadap kepuasan kerja guru MAN, (4) pengaruh langsung budaya organisasi terhadap kepuasan kerja guru MAN, (5) pengaruh langsung efikasi diri terhadap kinerja guru MAN, (6) pengaruh langsung budaya organisasi terhadap kinerja guru MAN, (7) pengaruh langsung etos kerja terhadap kinerja guru MAN, dan (8) pengaruh langsung kepuasan kerja terhadap kinerja guru MAN. Metode yang digunakan untuk mencapai tujuan penelitian ini adalah metode survey, sampling dan kuantitatif. Populasi penelitian ini adalah guru MAN di Provinsi Sumatera Utara yang berjumlah 1177 guru (sampling frame) dengan jumlah sampel sebanyak 298 orang yang diambil dengan menggunakan teknik proportional random sampling. Instrumen penelitian adalah angket dengan skala likert. Data penelitian diolah dan dianalisis dengan Analisis Jalur (path analysis). Hasil analisis menunjukkan bahwa terdapat (1) pengaruh langsung efikasi diri terhadap etos kerja guru MAN dengan koefisien jalur sebesar 0,203; (2) pengaruh langsung budaya organisasi terhadap etos kerja guru MAN dengan koefisien jalur sebesar 0,493; (3) pengaruh langsung efikasi diri terhadap kepuasan kerja guru MAN dengan koefisien jalur sebesar 0,328; (4) pengaruh langsung budaya organisasi terhadap kepuasan kerja guru MAN dengan koefisien jalur sebesar 0,466; (5) pengaruh langsung efikasi diri terhadap kinerja guru MAN dengan koefisien jalur sebesar 0,121; (6) pengaruh langsung budaya organisasi terhadap kinerja guru MAN dengan koefisien jalur sebesar 0,094; (7) pengaruh langsung etos kerja terhadap kinerja guru MAN dengan koefisien jalur sebesar 0,341, dan (8) pengaruh langsung kepuasan kerja terhadap kinerja guru MAN dengan koefisien jalur sebesar 0,478. Berdasarkan hasil analisis tersebut dapat disimpulkan bahwa model peningkatan kinerja Guru Madrasah Aliyah Negeri (MAN) di Sumatera Utara telah teruji fit sempurna dengan proporsional pengaruh langsung dan tidak langsung, *Spurious*, dan *Unanalyzed* dengan pengaruh proporsional dominan adalah (1) Kepuasan kerja sebesar 0,402 atau 40,2%; (2) Etos Kerja sebesar 0,264 atau 26,4%; (3) Efikasi diri sebesar 0,093 atau 9,3%; dan (4) budaya organisasi sebesar 0,067 atau 6,7%. Saran, bahwa jika ingin meningkatkan kinerja guru MAN di Sumatera Utara, maka terlebih dahulu perlu ditingkatkan kepuasan kerja guru MAN, kemudian diikuti dengan peningkatan etos kerja guru MAN, efikasi diri guru MAN, dan budaya organisasi guru MAN.

**Kata Kunci:** Efikasi Diri, Budaya Organisasi, Etos Kerja, Kepuasan Kerja, Kinerja, Guru, Madrasah Aliyah Negeri.

## ABSTRACT

**MUKSIN BATUBARA. NIM. 8146114013.** *The Effect of Self-Efficacy, Organizational Culture, Work Ethic and Job Satisfaction on the Teacher's Performance of Public Madrasah Aliyah (MAN) in North Sumatra - Indonesia. Dissertation. Medan: Doctoral Program of Graduate Education Management, Universitas Negeri Medan. 2021.*

*The purpose of this study was to test the performance model of Madrasah Aliyah Negeri (MAN) teachers which was built based on the associative causal relationship between exogenous variables and endogenous variables, including: (1) the direct effect of self-efficacy on the work ethic of MAN teachers, (2) the direct effect of organizational culture on MAN teacher work ethic, (3) the direct effect of self-efficacy on MAN teacher job satisfaction, (4) the direct effect of organizational culture on job satisfaction of MAN teachers, (5) the direct effect of self-efficacy on MAN teacher performance, (6) direct influence of organizational culture on the performance of MAN teachers, (7) the direct effect of work ethic on the performance of MAN teachers, and (8) the direct effect of job satisfaction on the performance of MAN teachers. The methods used to achieve the objectives of this study are survey, sampling and quantitative methods. The population of this research is MAN teachers in North Sumatra Province, amounting to 1177 teachers (sampling frame) with a total sample of 298 people who were taken using proportional random sampling technique. The research instrument was a questionnaire with a Likert scale. The research data were processed and analyzed using path analysis. The results of the analysis show that there is (1) a direct effect of self-efficacy on the work ethic of MAN teachers with a path coefficient of 0.203; (2) the direct effect of organizational culture on the work ethic of MAN teachers with a path coefficient of 0.493; (3) direct effect of self-efficacy on job satisfaction of MAN teachers with a path coefficient of 0.328; (4) the direct effect of organizational culture on job satisfaction of MAN teachers with a path coefficient of 0.466; (5) direct effect of self-efficacy on the performance of MAN teachers with a path coefficient of 0.121; (6) the direct effect of organizational culture on the performance of MAN teachers with a path coefficient of 0.094; (7) the direct effect of work ethic on the performance of MAN teachers with a path coefficient of 0.341, and (8) the direct effect of job satisfaction on the performance of MAN teachers with a path coefficient of 0.478. Based on the results of this analysis, it can be concluded that the model for improving the performance of State Madrasah Aliyah Teachers (MAN) in North Sumatra has been tested perfectly fit with direct and indirect, Spurious, and Unanalyzed effects proportional with the dominant proportional effect is (1) Job satisfaction of 0.402 or 40,2%; (2) Work Ethic of 0.264 or 26.4%; (3) Self-efficacy of 0.093 or 9.3%; and (4) organizational culture at 0.067 or 6.7%. Suggestions, that if you want to improve the performance of MAN teachers in North Sumatra, it is necessary to increase the job satisfaction of MAN teachers first, then followed by an increase in MAN teacher work ethic, MAN teacher self-efficacy, and MAN teacher organizational culture.*

*Keywords: Self-Efficacy, Organizational Culture, Work Ethic, Job Satisfaction, Performance, Teacher, Madrasah Aliyah Negeri*