

## ABSTRACT

IZAAK YOHANNES BASTIAN USMANY. NIM. 8186131004. The Influence of Organizational Culture, Church Management, and Work Motivation on the Performance of GPIB Elders in North Sumatra Province. **Thesis**. Medan State University Postgraduate Program.

This study aims to determine and analyze the influence of: (1) organizational culture on work motivation; (2) church management on work motivation; (3) organizational culture on the performance of elders; (4) church management on the performance of elders and (5) work motivation on the performance of elders. The research subjects were GPIB elders in North Sumatra Province with a sample of 128 people. Sampling with proportionate simple random sampling. The research method is path analysis which aims to test the theory and obtain information about the research. Based on hypothesis testing, it is concluded that there is a direct effect: (1) organizational culture on work motivation is expressed by  $p_{31} > r\text{-table}$  ( $0.492 > 0.159$ ) and  $t\text{-count} > t\text{-table}$  ( $6.623 > 1.645$ ); (2) church management on work motivation is expressed by  $p_{32} > r\text{-table}$  ( $0.279 > 0.159$ ) and  $t\text{-count} > t\text{-table}$  ( $3.754 > 1.645$ ); (3) organizational culture on the performance of elders is expressed by  $p_{41} > r\text{-table}$  ( $0.336 > 0.159$ ) and  $t\text{-count} > t\text{-table}$  ( $4.231 > 1.645$ ); (4) church management on the performance of elders is expressed by  $p_{42} > r\text{-table}$  ( $0.165 > 0.159$ ) and  $t\text{-count} > t\text{-table}$  ( $2.085 > 1.645$ ) and (5) work motivation on the performance of elders is expressed by  $p_{43} > r\text{-table}$  ( $0.252 > 0.159$ ) and  $t\text{-count} > t\text{-table}$  ( $2.792 > 1.645$ ). Simultaneously, the results of the study show that organizational culture, church management, and work motivation affect the performance of GPIB elders in North Sumatra Province by 43.2% and the rest is determined by other conditions.

Keywords: Organizational culture, Church management, Work motivation, Elder performance



## ABSTRAK

IZAAK YOHANNES BASTIAN USMANY. NIM. 8186131004. Pengaruh Budaya Organisasi, Manajemen Gereja, dan Motivasi Kerja terhadap Kinerja Penatua GPIB Provinsi Sumatera Utara. **Tesis**. Program Pascasarjana Universitas Negeri Medan.

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh: (1) budaya organisasi terhadap motivasi kerja; (2) manajemen gereja terhadap motivasi kerja; (3) budaya organisasi terhadap kinerja penatua; (4) manajemen gereja terhadap kinerja penatua dan (5) motivasi kerja terhadap kinerja penatua. Subjek penelitian adalah penatua GPIB Provinsi Sumatera Utara dengan sampel 128 orang. Pengambilan sampel dengan *proportionate simple random sampling*. Metode penelitian bersifat analisis jalur yang bertujuan untuk menguji teori dan memperoleh informasi tentang penelitian. Berdasarkan pengujian hipotesis disimpulkan terdapat pengaruh langsung: (1) budaya organisasi terhadap motivasi kerja dinyatakan dengan  $\rho_{31} > r_{tabel}$  ( $0,492 > 0,159$ ) dan  $t_{hitung} > t_{tabel}$  ( $6,623 > 1,645$ ); (2) manajemen gereja terhadap motivasi kerja dinyatakan dengan  $\rho_{32} > r_{tabel}$  ( $0,279 > 0,159$ ) dan  $t_{hitung} > t_{tabel}$  ( $3,754 > 1,645$ ); (3) budaya organisasi terhadap kinerja penatua dinyatakan dengan  $\rho_{41} > r_{tabel}$  ( $0,336 > 0,159$ ) dan  $t_{hitung} > t_{tabel}$  ( $4,231 > 1,645$ ); (4) manajemen gereja terhadap kinerja penatua dinyatakan dengan  $\rho_{42} > r_{tabel}$  ( $0,165 > 0,159$ ) dan  $t_{hitung} > t_{tabel}$  ( $2,085 > 1,645$ ) dan (5) motivasi kerja terhadap kinerja penatua dinyatakan dengan  $\rho_{43} > r_{tabel}$  ( $0,252 > 0,159$ ) dan  $t_{hitung} > t_{tabel}$  ( $2,792 > 1,645$ ). Secara simultan hasil penelitian menunjukkan budaya organisasi, manajemen gereja, dan motivasi kerja mempengaruhi kinerja penatua GPIB Provinsi Sumatera Utara sebesar 43,2% dan sisanya ditentukan keadaan lain.

Kata kunci: Budaya organisasi, Manajemen gereja, Motivasi kerja, Kinerja penatua

