

ABSTRACT

YAN AZHARI. NIM. 8156114014. The Influence of Digital Adaptation, Organizational Commitment, Adversity Quotient and Work Ethos on Employee Performance at Medan State University. **Dissertation**. Postgraduate Education Management Study Program. Medan State University.

The objectives of the research are to analyze: (1) The influence of Digital Adaptation on Employee Adversity Quotient; (2) The influence of Organizational Commitment on Employee Adversity Quotient; (3) The influence of Digital Adaptation on Employee Work Ethos; (4) The influence of organizational commitment on employee work ethos; (5) Influence of Digital Adaptation on Employee Performance; (6) The influence of Organizational Commitment on Employee Performance; (7) Influence of Adversity Quotient on Employee Performance; (8) The Influence of Work Ethos on Employee Performance. This research was conducted at the Civil Service Staff (Educational Staff) at Medan State University involving 130 people as a sample. Data acquisition was done using a questionnaire with each question consists of five answer choices. The technique for sampling used in this research is proportional random sampling. The questionnaire used was first tested on respondents outside of the sample to acquire instruments which is valid and reliable. Before testing the hypothesis, the requirements analysis test is calculated which consists: data normalization test and regression linearity test. The results said: (1) There is a direct positive influence from Digital Adaption to Adversity Quotient with a relatively direct influence score ($\rho_{31} = 0.229$); (2) There is a direct positive influence from Organizational Commitment to Adversity Quotient with a relative direct influence score ($\rho_{32} = 0.204$); (3) There is a direct positive influence from Digital Adaption to Work Ethic with a relative direct influence of ($\rho_{41} = 0.246$); (4) There is a direct positive influence from Organizational Commitment to Work Ethic with a relative direct influence of $\rho_{42} = 0.508$; (5) There is a direct positive influence from Digital Adaptation to Performance with a relative direct influence of $\rho_{51} = 0.302$; (6) There is a direct positive influence from Organizational Commitment to Performance with a relative direct influence of $\rho_{52} = 0.307$; (7) There is a direct positive influence from Adversity Quotient to Performance with a relative direct influence of $\rho_{53} = 0.176$; (8) There is a direct positive influence from Work Ethos to Performance with a relative direct influence of $\rho_{54} = 0.354$. Based on the research hypothesis acceptance, It was found a theoretical model or fixed model which told the causal relationship structure between employee digital adaptation variables, organizational commitment, adversity quotient, work ethic, and employee performance at Medan State University.

Keywords : Adversity Quotient, Digital Adaptation, Employee Performance, Organizational Commitment, Work Ethos

ABSTRAK

YAN AZHARI. NIM. 8156114014. Pengaruh Adaptasi Digital, Komitmen Organisasi, Adversity Quotient dan Etos Kerja Terhadap Kinerja Pegawai di Universitas Negeri Medan. **Disertasi**. Program Studi S3 Manajemen Pendidikan Pascasarjana Universitas Negeri Medan.

Tujuan dari penelitian adalah untuk menganalisis: (1) Pengaruh Adaptasi Digital Terhadap *Adversity Quotient* pegawai; (2) Pengaruh Komitmen Organisasi Terhadap *Adversity Quotient* Pegawai; (3) Pengaruh Adaptasi Digital Terhadap Etos Kerja Pegawai; (4) Pengaruh komitmen organisasi terhadap etos kerja pegawai; (5) Pengaruh Adaptasi Digital Terhadap Kinerja Pegawai; (6) Pengaruh Komitmen Organisasi Terhadap Kinerja Pegawai; (7) Pengaruh *Adversity Quotient* Terhadap Kinerja Pegawai; (8) Pengaruh Etos Kerja Terhadap Kinerja Pegawai. Penelitian ini dilaksanakan pada Staf Pegawai (Tenaga Kependidikan) di Universitas Negeri Medan dengan 130 orang sebagai sampel penelitian. Data dikumpulkan dengan menggunakan kuisioner yang terdiri dari 5 pilihan jawaban. Teknik sampling yang digunakan adalah proporsional random sampling. Instrumen yang digunakan pada penelitian terlebih dahulu diujicobakan kepada responden yang bukan merupakan sampel untuk memperoleh instrumen yang valid dan reliabel. Sebelum pengujian hipotesis dilakukan, data yang telah dikumpulkan terlebih dahulu dilakukan uji persyaratan analisis yang terdiri dari: Uji normalitas data dan uji linieritas. Hasil penelitian menunjukkan: (1) Terdapat pengaruh langsung positif Adaptasi Digital terhadap *Adversity Quotient* dengan besar pengaruh langsung relatif ($\rho_{31} = 0,229$); (2) Terdapat pengaruh langsung Komitmen Organisasi terhadap *Adversity Quotient*, dengan besar pengaruh langsung relatif $\rho_{32} = 0,204$; (3) Terdapat pengaruh langsung positif Adaptasi Digital terhadap Etos Kerja, dengan besar pengaruh langsung relatif $\rho_{41} = 0,246$; (4) Terdapat pengaruh langsung positif Komitmen Organisasi Terhadap Etos Kerja, dengan besar pengaruh langsung relatif $\rho_{42} = 0,508$; (5) Terdapat pengaruh langsung positif Adaptasi Digital terhadap kinerja, dengan besar pengaruh langsung relatif $\rho_{51} = 0,302$; (6) Terdapat pengaruh langsung positif Komitmen Organisasi terhadap kinerja, dengan besar pengaruh langsung relatif $\rho_{52} = 0,307$; (7) Terdapat pengaruh langsung positif *Adversity Quotient* terhadap Kinerja, dengan besar pengaruh langsung relatif $\rho_{53} = 0,176$; (8) Terdapat pengaruh langsung positif etos kerja terhadap kinerja, dengan besar pengaruh langsung relatif $\rho_{54} = 0,354$. Dengan diterimanya hipotesis maka dapat didapat model teoritik atau *fixed model* yang menunjukkan struktur hubungan kausal antara variabel adaptasi digital pegawai, komitmen organisasi, *adversity quotient*, etos kerja, dan kinerja pegawai di Universitas Negeri Medan.

Kata Kunci : Adaptasi digital, Komitmen Organisasi, *Adversity Quotient*, Etos Kerja, Kinerja Pegawai