

ABSTRAK

HERA YANTI. Pengaruh Budaya Organisasi, Efikasi Diri, Kepuasan Kerja dan Motivasi Kerja Terhadap Kinerja Guru PAUD Dalam Mengimplementasikan Pendidikan Inklusif di Kabupaten Bireuen, Provinsi Aceh. Disertasi. Medan: Program Pascasarjana Universitas Negeri Medan, 2022.

Tujuan penelitian ini adalah (1) menemukan dan menguji apakah budaya organisasi dan efikasi diri berpengaruh langsung terhadap kepuasan kerja guru PAUD Inklusif (2) apakah budaya organisasi dan efikasi diri berpengaruh langsung terhadap motivasi kerja guru PAUD Inklusif (3) apakah budaya organisasi, efikasi diri, kepuasan kerja dan motivasi kinerja berpengaruh langsung terhadap kinerja guru PAUD Inklusif. Penelitian ini menggunakan metode kuantitatif, pendekatan *ex post facto*, populasi 152 orang, sampel 110 orang, teknik *proportional random sampling* dengan menggunakan rumus Slovin pada taraf kesalahan 5%, teknik pengumpulan data kuesioner skala likert dan teknik pengolahan data analisis jalur. Temuan penelitian secara parsial diperoleh pengaruh langsung (1) budaya organisasi terhadap kepuasan kerja sebesar 0,410; (2) efikasi diri terhadap kepuasan kerja sebesar 0,095; (3) budaya organisasi terhadap motivasi kerja sebesar 0,349; (4) efikasi diri terhadap motivasi kerja sebesar 0,394; (5) budaya organisasi terhadap kinerja guru sebesar 0,226; (6) efikasi diri terhadap kinerja sebesar 0,177; (7) kepuasan kerja terhadap kinerja sebesar 0,240; (8) motivasi kerja terhadap kinerja sebesar 0,243. Temuan penelitian secara simultan diperoleh pengaruh langsung (1) budaya organisasi dan efikasi diri terhadap kepuasan kerja sebesar 0,199; (2) budaya organisasi dan efikasi diri terhadap motivasi kerja sebesar 0,354; (3) budaya organisasi, efikasi diri, kepuasan kerja, dan motivasi kerja terhadap kinerja sebesar 0,441. Temuan-temuan penelitian ini membawa implikasi secara praktis, yaitu bahwa peningkatan motivasi kerja, kepuasan kerja, budaya organisasi, dan efikasi diri dapat mengakibatkan peningkatan kinerja guru PAUD Inklusif Kabupaten Bireuen. Saran kepada seluruh yayasan PAUD Inklusif Kabupaten Bireuen Provinsi Aceh bahwa model kinerja guru PAUD Inklusif Kabupaten Bireuen Provinsi Aceh telah diuji kesesuaian dan hasilnya menunjukkan bahwa model teoretis yang diajukan fit dengan data empirik, sehingga dapat dijadikan sebagai bahan dalam proses memfasilitasi tentang program pengembangan PAUD inklusif yaitu pada sarana, prasarana, pendidik dan tenaga kependidikan.

Kata Kunci : Budaya, efikasi, kepuasan, motivasi, kinerja, guru PAUD Inklusif

ABSTRACT

HERA YANTI. The Influence of Organizational Culture, Self-Efficacy, Job Satisfaction and Work Motivation on PAUD Teacher Performance in Implementing Inclusive Education in Bireuen District, Aceh Province. Dissertation. Medan: Medan State University Postgraduate Program, 2022.

The aims of this study are (1) to find and test whether organizational culture and self-efficacy have a direct effect on job satisfaction of Inclusive PAUD teachers (2) whether organizational culture and self-efficacy have a direct effect on work motivation of Inclusive PAUD teachers (3) whether organizational culture, self-efficacy, job satisfaction and performance motivation have a direct effect on the performance of Inclusive PAUD teachers. This study uses a quantitative method, an ex post facto approach, a population of 152 people, a sample of 110 people, a proportional random sampling technique using the Slovin formula at an error rate of 5%, a Likert scale questionnaire data collection technique and data processing techniques for path analysis. The research findings partially obtained the direct effect of (1) organizational culture on job satisfaction of 0.410; (2) self-efficacy on job satisfaction of 0.095; (3) organizational culture on work motivation of 0.349; (4) self-efficacy on work motivation of 0.394; (5) organizational culture on teacher performance is 0.226; (6) self-efficacy on performance of 0.177; (7) job satisfaction on performance of 0.240; (8) work motivation on performance is 0.243. The research findings simultaneously obtained the direct effect of (1) organizational culture and self-efficacy on job satisfaction of 0.199; (2) organizational culture and self-efficacy on work motivation of 0.354; (3) organizational culture, self-efficacy, job satisfaction, and work motivation on performance are 0.441. The findings of this study have practical implications, namely that an increase in work motivation, job satisfaction, organizational culture, and self-efficacy can lead to an increase in the performance of Inclusive PAUD teachers in Bireuen Regency. Suggestions to all Inclusive PAUD foundations in Bireuen Regency, Aceh Province that the performance model of Inclusive PAUD teachers in Bireuen Regency, Aceh Province has been tested for suitability and the results show that the proposed theoretical model fits with empirical data, so that it can be used as material in the process of facilitating the inclusive PAUD development program, namely on facilities, infrastructure, educators and education staff.

Keywords: Culture, efficacy, satisfaction, motivation, performance, Inclusive PAUD teachers