

## ABSTRACT

MUHAMMAD ARDANSYAH. NIM. 8156114007. The Influence of Transformational Leadership, Interpersonal Communication, Work-life Balance, and Loyalty on the Performance of Lecturers of Private Health University in North Sumatra. **Dissertation.** Postgraduate Education Management Doctoral Program, Medan State University.

The research aims are to analyze and examine: (1) the effect of transformational leadership on the work-life balance of lecturers of private health university in North Sumatra; (2) the effect of interpersonal communication on the work-life balance of lecturers of private health university in North Sumatra; (3) the effect of transformational leadership on the loyalty of lecturers of private health university in North Sumatra; (4) the effect of interpersonal communication on the loyalty of lecturers of private health university in North Sumatra; (5) the effect of transformational leadership on the performance of lecturers of private health university in North Sumatra; (6) the effect of interpersonal communication on the performance of lecturers of private health university in North Sumatra; (7) the effect of work-life balance on the performance of lecturers of private health university in North Sumatra and (8) the effect of loyalty on the performance of lecturers of private health university in North Sumatra. The research subjects were of lecturers of private health university in North Sumatra with a sample of 256 people. Sampling was carried out by means of proportional simple random sampling. The research method is path analysis. Based on the hypothesis testing, it can be concluded that there is a positive and significant direct effect between: (1) transformational leadership on the work-life balance of lecturers of private health university in North Sumatra by 46.1%; (2) interpersonal communication on the work-life balance of lecturers of private health university in North Sumatra by 31.3%; (3) transformational leadership on the loyalty of lecturers of private health university in North Sumatra by 36.6%; (4) interpersonal communication on the loyalty of lecturers of private health university in North Sumatra by 42.3%; (5) transformational leadership on the performance of lecturers of private health university in North Sumatra by 17.2%; (6) interpersonal communication on the performance of lecturers of private health university in North Sumatra by 19.3%; (7) work-life balance on the performance of lecturers of private health university in North Sumatra by 19.2%; (8) loyalty towards the performance of lecturers of private health university in North Sumatra by 38.6%. Based on the results of the study, it was found that transformational leadership, interpersonal communication, work-life balance, and loyalty affected the performance of lecturers of private health university in North Sumatra by 51.0%, while the rest was determined by other conditions.

Keywords: Transformational Leadership, Interpersonal Communication, Work-life Balance, Loyalty, Performance of Lecturer

## ABSTRAK

MUHAMMAD ARDANSYAH. NIM. 8156114007. Pengaruh Kepemimpinan Transformasional, Komunikasi Interpersonal, *Work-life Balance*, dan Loyalitas terhadap Kinerja Dosen Perguruan Tinggi Swasta Kesehatan di Provinsi Sumatera Utara. **Disertasi**. Program Doktor Manajemen Pendidikan Pascasarjana Universitas Negeri Medan.

Penelitian bertujuan menganalisis dan mengkaji: (1) pengaruh kepemimpinan transformasional terhadap *work-life balance* dosen PTS Kesehatan di Provinsi Sumatera Utara; (2) pengaruh komunikasi interpersonal terhadap *work-life balance* dosen PTS Kesehatan di Provinsi Sumatera Utara; (3) pengaruh kepemimpinan transformasional terhadap loyalitas dosen PTS Kesehatan di Provinsi Sumatera Utara; (4) pengaruh komunikasi interpersonal terhadap loyalitas dosen PTS Kesehatan di Provinsi Sumatera Utara; (5) pengaruh kepemimpinan transformasional terhadap kinerja dosen PTS Kesehatan di Provinsi Sumatera Utara; (6) pengaruh komunikasi interpersonal terhadap kinerja dosen PTS Kesehatan di Provinsi Sumatera Utara; (7) pengaruh *work-life balance* terhadap kinerja dosen PTS Kesehatan di Provinsi Sumatera Utara dan (8) pengaruh loyalitas terhadap kinerja dosen PTS Kesehatan di Provinsi Sumatera Utara. Subjek penelitian adalah dosen PTS Kesehatan di Provinsi Sumatera Utara dengan sampel sebanyak 256 orang. Pengambilan sampel dilakukan dengan cara *propotional simple random sampling*. Metode penelitian bersifat analisis jalur. Berdasarkan hipotesis penelitian disimpulkan terdapat pengaruh langsung positif dan signifikan antara: (1) kepemimpinan transformasional terhadap *work-life balance* dosen PTS Kesehatan di Provinsi Sumatera Utara sebesar 46,1%; (2) komunikasi interpersonal terhadap *work-life balance* dosen PTS Kesehatan di Provinsi Sumatera Utara sebesar 31,3%; (3) kepemimpinan transformasional terhadap loyalitas dosen PTS Kesehatan di Provinsi Sumatera Utara sebesar 36,6%; (4) komunikasi interpersonal terhadap loyalitas dosen PTS Kesehatan di Provinsi Sumatera Utara sebesar 42,3%; (5) kepemimpinan transformasional terhadap kinerja dosen PTS Kesehatan di Provinsi Sumatera Utara sebesar 17,2%; (6) komunikasi interpersonal terhadap kinerja dosen PTS Kesehatan di Provinsi Sumatera Utara sebesar 19,3%; (7) *work-life balance* terhadap kinerja dosen PTS Kesehatan di Provinsi Sumatera Utara sebesar 19,2% dan (8) loyalitas terhadap kinerja dosen PTS Kesehatan di Provinsi Sumatera Utara sebesar 38,6%. Berdasarkan hasil penelitian diperoleh kepemimpinan transformasional, komunikasi interpersonal, *work-life balance*, dan loyalitas mempengaruhi kinerja dosen PTS Kesehatan di Provinsi Sumatera Utara sebesar 51,0%; sedangkan sisanya ditentukan keadaan lain.

Kata kunci: Kepemimpinan Transformasional, Komunikasi Interpersonal, *Work-life Balance*, Loyalitas, Kinerja Dosen