

## ABSTRAK

Mursini, Pengaruh Komunikasi Pimpinan Tingkat Program Studi, Efektivitas Tim, Motivasi Kerja, dan Etika terhadap Kinerja Dosen Unimed. *Disertasi*. Medan. Program Pascasarjana, Universitas Negeri Medan 2013.

Tujuan penelitian ini untuk mengetahui pengaruh: (1) komunikasi pimpinan tingkat program studi terhadap motivasi kerja, (2) motivasi kerja terhadap kinerja dosen, (3) komunikasi pimpinan tingkat program studi terhadap kinerja dosen, (4) efektivitas tim terhadap etika, (5) etika terhadap kinerja dosen, dan (6) efektivitas tim terhadap kinerja dosen.

Populasi adalah dosen yang bertugas di Universitas Negeri Medan berjumlah 985 orang. Selanjutnya ditentukan kategori populasi berdasarkan golongan, jenis kelamin, masa kerja, dan usia maka populasi diperoleh sebanyak 657 orang. Sampel berjumlah 230 orang dihitung dengan rumus Cochran Willam G. Pengambilan sampel dilakukan secara proporsional (*proportional stratified random sampling*). Instrumen penelitian adalah angket skala Linkert yang dikembangkan dengan melakukan analisis uji validitas dan reliabilitas. Instrumen kinerja dosen digunakan angket terbuka. Sedangkan instrumen komunikasi pimpinan tingkat prodi, efektivitas tim, motivasi kerja dan etika menggunakan angket tertutup. Hasil uji coba diperoleh 34 item kinerja, 36 item komunikasi pimpinan tingkat prodi, 34 item efektivitas tim, 34 item motivasi kerja, dan 35 item etika. Data penelitian diolah dengan program Amos dan SPSS Versi 16. Data penelitian diolah dan dianalisis dengan melakukan uji persyaratan analisis yang meliputi uji normalitas, homogenitas, dan linieritas. Kemudian dilakukan analisis data dengan *path analysis*.

Hasil penelitian menunjukkan koefisien pengaruh komunikasi pimpinan tingkat program studi ( $X_1$ ) terhadap motivasi kerja ( $X_3$ ) = 0.783, besarnya kontribusi komunikasi pimpinan tingkat program studi ( $X_1$ ) terhadap motivasi kerja ( $X_3$ ) = 61%, sedangkan sisanya 39% dipengaruhi oleh variabel lain. Motivasi kerja ( $X_3$ ) terhadap kinerja dosen ( $X_5$ ) = 0.220, Komunikasi pimpinan tingkat program studi ( $X_1$ ) terhadap kinerja dosen ( $X_5$ ) = 0.290,  $X_4$  terhadap  $X_5$  = 0.293. Efektivitas tim ( $X_2$ ) terhadap kinerja dosen ( $X_5$ ) = 0.197. Besarnya pengaruh komunikasi pimpinan, efektivitas tim, motivasi kerja dan etika terhadap kinerja adalah 71%. Sedangkan sisinya 29% dipengaruhi oleh variabel lain. Efektivitas tim ( $X_2$ ) terhadap etika ( $X_4$ ) = 0.721. Besarnya pengaruh Efektivitas tim ( $X_2$ ) terhadap etika ( $X_4$ ) = 44%, sedangkan sisanya 56% dipengaruhi oleh variabel lain.

Dengan demikian meningkatnya kinerja dosen Unimed dapat dilakukan melalui komunikasi pimpinan tingkat program studi dan efektivitas tim. Jika komunikasi pimpinan meningkat secara langsung motivasi kerja meningkat dan secara langsung meningkatkan kinerja dosen. Selanjutnya jika efektivitas tim meningkat maka secara langsung meningkatkan etika dan secara langsung meningkatkan kinerja dosen di Unimed.

## ABSTRACT

Mursini, The Effect of the Communication Performed by the Leaders in charge at Study Pogra, Team Effectiveness, Work Motivation, and Ethics on Work Performance of Unimed Lecturers. *Dissertation*. Medan. Postgraduate Program, State University of Medan 2013.

The objectives of this research are to reveal the effect of: (1) the communication performed by the leaders in charge at Study Program on work motivation, (2) work motivation on lecturers' work performance, (3) the communication performed by the leaders in charge at Study Program on lecturers' work performance, (4) team effectiveness on ethics, (5) ethics on lecturers' work performance, and (6) team effectiveness on lecturers' work performance.

The population are lectures of Universitas Negeri Medan, who all of them make up to 985 lectures. After the population were categorized upon the basis of their working position level, sex, working period, and age, the population becomes 657 lectures. The sample were 230 lecturers as the result of applying the formula of Cochran Willam G. It was a proportional stratified random sampling. The instrument of the research was Linkert scale questionnaire and it was prepared after validity and reliability test had been conducted. The instrument to collect the data of the the communion performed by the leaders in charge at Study Program, team effectiveness, work motivation, and ethics were closed questionnaire.

The results of the pilot tests were 34 items of work performance, 36 items of the team, 34 items of work motivation, and 35 items of ethics. The data were calculated by Applying Amos and SPSS Version 16. The data were calculated and analyzed after testing prerequisites of analysis which covered normality test, homogeneity test, and linearity test. The model of analysis applied to analyze the data was path analysis. The result of the calculation shows that the coefficient of the effect of the communication performed by the leaders in charge at Study Program ( $X_1$ ) on the work motivation ( $X_3$ ) is 0.783, the percentage contributed by the communication ( $X_3$ ) and 61% and the rest, i.e. 39%, is contributed by other variables. The result of the calculation also shows that the coefficient of the effect of the work motivation ( $X_3$ ) on the lecturers' work performance ( $X_5$ ) is 0.220, that of the effect communication performed by the leaders in charge at Study Program ( $X_1$ ) on the lecturers' work performance ( $X_5$ ) is 0.290, and that of the effect of ( $X_4$ ) on ( $X_5$ ) is 0.293. The result of the calculation also shows that the coefficient of the effect of the team effectiveness ( $X_2$ ) on the lecturers' work performance ( $X_5$ ) is 0.197. The percentage of the effect of the communication performed by the leaders in charge at Study Program, the team effectiveness, the work motivation, and ethics is 71% and the rest 29% indicates the influence of other variables. Team Effectiveness ( $X_2$ ) on the ethics ( $X_4$ ) = 0.721. In the meantime, the percentage of the effect of the team effectiveness ( $X_2$ ) on the ethics ( $X_4$ ) is 44% and the effect of other variables reaches 56%.

Therefore, Unimed lecturers' work performance is influenced by the communication performed by the leaders in charge at Study Program and the team effectiveness and the team effectiveness. If the communication performed by the leaders in charge at Study Program increases of the work motivation will influence directly the increase of the work motivation will influence directly the increase of the work performance. Also if the team effectiveness increases, it will influence directly the of the ethics and the increase of the ethics will influence directly the increase of the Unimed lecturers' work performance.