

ABSTRAK

Jumaria Sirait. 2016. Pengaruh Komunikasi Interpersonal, Budaya Organisasi Sekolah, Kepuasan Kerja, dan Motivasi Kerja Terhadap Komitmen Organisasi Kepala SD di Kabupaten Tapanuli Utara. Disertasi: Universitas Negeri Medan.

Penelitian ini bertujuan untuk (1) Mengetahui pengaruh variabel komunikasi interpersonal, budaya organisasi sekolah, kepuasan kerja, dan motivasi kerja terhadap komitmen organisasi kepala SD; (2) Mengetahui rancangan model (*fixed model*) atau model teoretik yang dapat menggambarkan hubungan kausal antara variabel laten terhadap komitmen organisasi. Penelitian dilakukan terhadap kepala sekolah dasar negeri di Kabupaten Tapanuli Utara tahun 2015, dengan melibatkan 186 orang kepala SD sebagai responden penelitian. Pengumpulan data penelitian menggunakan kuesioner bentuk pilihan ganda dengan model skala Likert. Sebelum melaksanakan penelitian, dilakukan uji coba instrumen dengan tujuan untuk mengetahui validitas dan reliabilitas instrumen. Uji validitas dengan *Korelasi Product Momen*, dan uji reliabilitas dengan rumus Formula *Alpha Cronbach*. Teknik analisis data dilakukan dengan dua tahap, yaitu secara deskriptif dan inferensial. Analisis deskriptif bertujuan untuk menggambarkan karakteristik data, meliputi mean, median, mode, dan variance. Analisis inferensial digunakan untuk pengajuan dan uji hipotesis. Uji persyaratan analisis mencakup uji normalitas dan uji regresi linieritas. Pengujian normalitas masing-masing variabel penelitian digunakan uji *Lilliefors*. Pengujian regresi linieritas antara variabel digunakan statistik F tes. Untuk menguji hipotesis penelitian digunakan analisis jalur (*Path Analysis*) dan untuk menguji kecocokan model teoretik digunakan uji kesesuaian model (*goodness of fit model*) dengan menggunakan chi kuadrat. Hasil penelitian adalah (1) Komunikasi interpersonal berpengaruh langsung positif terhadap kepuasan kerja ($\rho_{31} = 0,147$), (2) Budaya organisasi sekolah berpengaruh langsung positif terhadap motivasi kerja ($\rho_{47} = 0,322$), (3) Komunikasi interpersonal berpengaruh langsung positif terhadap komitmen organisasi ($\rho_{51} = 0,156$), (4) Budaya organisasi sekolah berpengaruh langsung positif terhadap komitmen organisasi ($\rho_{52} = 0,160$), (5) Kepuasan kerja berpengaruh langsung positif terhadap komitmen organisasi ($\rho_{53} = 0,146$), (6) Motivasi kerja berpengaruh langsung positif terhadap komitmen organisasi ($\rho_{54} = 0,193$). Berdasarkan pengujian hipotesis, penelitian menghasilkan fixed model teoretik yang menggambarkan struktur hubungan kausal antara variabel komunikasi interpersonal, budaya organisasi sekolah, kepuasan kerja, dan motivasi kerja terhadap komitmen organisasi kepala SD di Kabupaten Tapanuli Utara.

Kata kunci: komunikasi interpersonal, budaya organisasi sekolah, kepuasan kerja, motivasi kerja, dan komitmen organisasi.

ABSTRACT

Jumaria Sirait. 2016. The Effect of Interpersonal Communication, School Organizational Culture, Job Satisfaction, and Work Motivation to Organizational Commitment of the State Primary School Principals in North Tapanuli District. Disertasi: Universitas Negeri Medan.

This study aims to (1) determine the effect of interpersonal communication, school organizational culture, job satisfaction, and work motivation to organizational commitment; and (2) determine *the fixed model* or theoretical model that can describe relationships between variables latent causalistic and determine the principal organization commitment. The study was conducted at the State Primary School in North Tapanuli, 2015 involving 186 primary school principals as respondents. The research data captured using a multiple-choice questionnaire Likert scale model. The research instrument first tested, to test the validity by the Product Moment correlation and to test the reliability by Cronbach Alpha Formula. Data analysis technique is done in two stages namely descriptive and inferential. The purpose of descriptive analysis is to describe the characteristics of the data such as the mean, median, mode and variance. Inferential analysis was used to test the requirements and the research hypothesis. Test requirements analysis include: test data normality and linearity test regression. To test the data normality of each variable using the *Lilliefors test*. To test the linearity regression of between variables performed was using the F statistic test. To test the suitability of the theoretical models used *goodness of fit test* using Chi Square and to test the hypotheses used path analysis. The results showed (1) interpersonal communication have a positive direct effect on job satisfaction ($\rho_{22} = 0,147$), (2) the school culture have a positive direct effect on work motivation ($\rho_{42} = 0,322$), (3) interpersonal communication have a positive direct effect on organizational commitment ($\rho_{51} = 0,156$), (4) the school culture have a positive direct effect on organizational commitment ($\gamma_{32} = 0,160$), (5) job satisfaction have a positive direct effect on organizational commitment ($\rho_{53} = 0,146$), and (6) work motivation have a positive direct effect on organizational commitment ($\gamma_{34} = 0,193$). Based on the acceptance of hypotheses, the research found a theoretical model or a fixed model that describes the structure of the causal relationship between the variables of interpersonal communication, school organizational culture, job satisfaction, work motivation, and organizational commitment of Primary School Principal in North Tapanuli District.

Keywords: *interpersonal communication, school organizational culture, job satisfaction, work motivation, and organizational commitment*