

ABSTRAK

Pohan, Yusuf, Syahdin, Pengaruh Tindakan Kompensasi dan Tindakan Disiplin terhadap Kinerja Dosen FKIP Universitas Swasta di Kota Medan. Program Pascasarjana Universitas Negeri Medan. (2006).

Penelitian ini bertujuan mengkaji pengaruh tindakan kompensasi dan tindakan disiplin terhadap kinerja dosen FKIP Universitas Swasta di Kota Medan. Tiga hipotesis diajukan : (1) Terdapat pengaruh yang signifikan antara tindakan kompensasi terhadap kinerja dosen FKIP Universitas Swasta di Kota Medan. (2) Terdapat pengaruh yang signifikan antara tindakan disiplin terhadap kinerja dosen FKIP Universitas Swasta di Kota Medan dan (3) Terdapat pengaruh yang signifikan antara tindakan kompensasi dan tindakan disiplin secara bersama-sama terhadap kinerja dosen FKIP Universitas Swasta di Kota Medan.

Populasi penelitian ini adalah seluruh dosen FKIP Universitas Swasta di Kota Medan yang berjumlah 295 orang. Sampel 73 orang ditentukan dengan teknik *Stratified proportional random sampling*. Instrumen dirancang berbentuk kuesioner untuk variabel tindakan kompensasi, tindakan disiplin dan kinerja dosen FKIP Universitas Swasta di Kota Medan. Validitas instrumen diuji melalui *content validity* yang selanjutnya diujicobakan kepada 30 orang responden di luar sampel penelitian. Hasil ujicoba untuk variabel tindakan kompensasi terdiri dari 30 butir yang gugur 3 dan yang valid 27. Untuk variabel tindakan disiplin terdiri dari 30 yang gugur 3 dan yang valid 27. Variabel kinerja dosen FKIP Universitas Swasta di Kota Medan terdiri dari 30 butir yang gugur 5 dan yang valid 25. Sedangkan uji reliabilitas instrumen dianalisis dengan Alpha Cronbach, dengan hasil analisis menunjukkan bahwa ketiga variabel berada pada tingkat reliabilitas yang tinggi.

Hasil pengujian hipotesis menunjukkan bahwa tindakan kompensasi berpengaruh signifikan terhadap kinerja dosen FKIP Universitas Swasta di Kota Medan sebesar 34,5 %. Tindakan disiplin berpengaruh signifikan terhadap kinerja dosen FKIP Universitas Swasta di Kota Medan sebesar 25,2%. Melalui analisis regresi, tindakan kompensasi dan tindakan disiplin berpengaruh signifikan terhadap kinerja dosen FKIP Universitas Swasta di Kota Medan sebesar $0,454 \times 100 \% = 45,4\%$, sedangkan persamaan regresi ganda adalah $\hat{Y} = 6,138 + 0,525X_1 + 0,60X_2$. Artinya semakin baik tindakan kompensasi, semakin baik kinerja dosen FKIP Universitas Swasta di Kota Medan. Demikian pula tindakan disiplin, semakin baik pula kinerja dosen FKIP Universitas Swasta di Kota Medan.

ABSTRACT

Pohan, Yusuf, Syahdin : " **Compensation Action and Discipline Action Toward Lecturers' Performance of Teacher Training And Education of Private University in Medan City** ". A.Thesis. (2006), Graduate Program. UNIMED. State University of Medan.

This objective of the study is to investigate the effects of compensation and discipline measures of the lectures' performances at the Faculty of Teaching and Educational Sciences of the Private University in Medan. Three Hypotheses are proposed, namely (1) there a is significant effect between compensation action toward lecturers' performance of Teacher Training and Education of Private University in Medan City. (2) there is a significant effect between discipline action toward lecturers' performance of Private University in Medan City. (3) there is a significant effect between compensation and discipline as same as toward lecturers' performance of Teacher Training and Education of Private University in Medan City.

The population of this research was all lecturers of Teacher Training and Education of Private University in Medan City which consisted 295 people. The sample was determined by using *Stratified proportional random sampling* which consisted 73 people. The instrument was designed by using questioners to compensation and discipline actions variable and lecturers' performance of Teacher Training and Education of Private University in Medan City. The validity of instrument was tested by using *content validity* then followed by pre-test to 30 respondents who were out of sample of research. The result of pre-test of compensation action variable which consisted 30 items, invalid items were 3 and valid items were 27. For discipline action variable consisted 30 items which were invalid items were 3 and valid items were 27. The variable of lecturers' performance of teacher Training and Education of Private University in Medan city consisted 30 items which were invalid items were 5 and the valid items were 25. The reliability test of instrument had been analyzed with Alpha Conbach. The finds shown that three variables were the higher reliability level.

The results of hypothesis -test shown that the compensation action has a significant to the lecturers' performance of Teacher Training and Education of Private University in Medan city was 34.5 %. Discipline action has a significant effect toward lecturers' performance of Teacher Training and Education of Private University in Medan city was 25.2 %. Through Regression Analysis, the compensation action and discipline action shown the significant effects toward lecturers' performance of Teacher Training and Education of Private University in Medan city was $0.454 \times 100 \%$ were equal 45.4 %, while the similarities of double regression was $y = 6,138 + 0,52X1 + 0,360X2$, means the more better compensation action are the more better the lecturers' performance of Teacher Training and Education of Private University in Medan city. The more better discipline action are the more better the lecturers' performance of Teacher Training and Education of Private University in Medan City.