

ABSTRAK

Muhammad Rifa'i, Kontribusi Pendelegasaan Wewenang dan iklim Komunikasi Terhadap Motivasi Kerja Pegawai Administrasi IAIN Sumatera Utara Medan. Tesis : Program Pasca Sarjana Universitas Negeri Medan. 2005.

Motivasi kerja pegawai dalam menjalankan tugas ternyata dipengaruhi banyak faktor, diantaranya pendelegasaan wewenang dan iklim komunikasi. Untuk melakukan pengujian secara empiris, dua variabel tersebut akan diteliti tingkat kontribusinya terhadap motivasi kerja pegawai administrasi IAIN Sumatera Utara Medan. Rumusan masalah yang diajukan meliputi : (1) Besar kontribusi pendelegasaan wewenang terhadap motivasi kerja pegawai administrasi IAIN Sumatera Utara Medan ?, (2) Besar kontribusi iklim komunikasi terhadap motivasi kerja pegawai administrasi IAIN Sumatera Utara Medan?, dan (3) Besar kontribusi pendelegasaan wewenang dan iklim komunikasi secara bersama-sama terhadap motivasi kerja pegawai administrasi IAIN Sumatera Utara Medan ?. Tujuan penelitian ini adalah mendeskripsi pendelegasian wewenang dan iklim komunikasi terhadap motivasi kerja pegawai administrasi IAIN Sumatera Utara Medan. Populasi penelitian ini adalah seluruh pegawai administrasi IAIN Sumatera Utara Medan dengan jumlah 130 orang. Untuk menentukan sampel digunakan teknik *Stratified Proportional Random Sampling*, dan berdasarkan perhitungan dan teknik tersebut diperoleh jumlah sampel 45 orang. Instrumen yang digunakan untuk mengumpulkan data ialah Angket (kuesioner) skala Likert dan diolah dengan teknik analisis Alpha Cronbach dan teknik analisis hipotesis digunakan teknik analisis korelasi dan regresi dan seluruh pengujian menggunakan taraf kepercayaan 95 % pada $\alpha = 0,05$.

Hasil analisis data menunjukkan bahwa Pendelegasian wewenang memberikan sumbangan sebesar 16,88 % terhadap motivasi kerja pegawai administrasi IAIN Sumatera Utara Medan, untuk iklim komunikasi memberikan kontribusi terhadap motivasi kerja pegawai sebesar 10,12 % pada taraf kepercayaan 95%. Sementara itu besar kontribusi pendelegasaan wewenang dan iklim komunikasi secara bersama-sama terhadap motivasi kerja pegawai administrasi IAIN Sumatera Utara Medan sebesar 27 % berarti sebesar 73 % berasal dari variabel lain yang tidak diteliti.

ABSTRACT

Muhammad Rifa'i, The Contribution of Authority delegation and communication climate to Motivation work officer the Administration of IAIN Nort Sumatera Medan. Thesis. Post Graduate Program State University of Medan, 2006.

The motivation of work officer in carry out their duties in fact be influenced by many factors, among others authority delegation and climate communication. To conduct test emperically, there are two variables will be researched its contribution level to motivation work officer the administration of IAIN Nort Sumatera Medan. The formula of this problem which be submitted involved : (1) What there contribution authority delegation which significant to motivation work officer the administration og IAIN Nort Sumatera Medan? (2) What there contribution communication climate which significant to motivation work officer the administration og IAIN Nort Sumatera Medan? (3) What there contribution authority delegation and communication climate by together to motivation work officer the administration og IAIN Nort Sumatera Medan?. The purpose of this research was to explain there contribution authority delegation and communication climate by together to motivation work officer the administration og IAIN Nort Sumatera Medan.

The population of this research are entire officer the administration of IAIN Nort Sumatera Medan with tottaly 130 person. To take the sample be used by using technique *Stratified Proportional Random Sampling*, and based on calculation and stratified RandomSampling technique can be obtained 45 sample. The instruments be used to collecting the data are questionnaire of Likert and be prossed by analiysis Alpha Cronbach technique and hypothesis is analyzed by using correlation and regression analysis with 0,05.

The conclusions or result of this research are indicate that authority delagation give contribution equal to 16,88 % to motivation work officer the administration of IAIN Nort Sumatera Medan, for communication climate give contribution to motivation work officer 10,12 % at trust level 95%. Big meanwhile authority delegation contribution of IAIN Nort Sumatera Medan equal to 27 % thus 73 % coming from variabel which have been researched.