

Pengaruh Budaya Organisasi, Perilaku Kepemimpinan, Motivasi Berprestasi, dan Kepuasan Kerja Terhadap Kinerja Dosen Perguruan Tinggi Swasta di Provinsi Aceh

Marwan

Penelitian ini bertujuan untuk menjawab tujuh permasalahan dan tujuh hipotesis penelitian yakni: 1) Budaya organisasi berpengaruh langsung positif terhadap kepuasan kerja. 2) Perilaku kepemimpinan berpengaruh langsung positif terhadap kepuasan kerja. 3) Motivasi berprestasi berpengaruh langsung positif terhadap kepuasan kerja. 4) Budaya organisasi berpengaruh langsung positif terhadap kinerja. 5) Perilaku Kepemimpinan berpengaruh langsung positif terhadap kinerja. 6) Motivasi berprestasi berpengaruh langsung positif terhadap kinerja. 7) Kepuasan kerja berpengaruh langsung positif terhadap kinerja. Populasi penelitian ini adalah 477 orang dan sampel 217 orang dosen diambil dengan menggunakan teknik proporsional random sampling. Instrumen penelitian budaya organisasi, perilaku kepemimpinan, motivasi berprestasi dan kepuasan kerja adalah angket dengan skala likert, dan kinerja dosen dengan menggunakan lembar observasi terstruktur. Instrumen penelitian terlebih dahulu diuji coba melalui uji validitas dengan korelasi *product moment* dan uji reabilitas dengan menggunakan formula dari *Alpha Cronbach*. Data hasil penelitian diolah dan dianalisis dengan menggunakan statistik deskriptif dan statistik inferensial yaitu analisis jalur. Analisis jalur diawali dengan menggunakan uji persyarikatan analisis meliputi uji normalitas data uji linearitas data. Uji linearitas regresi antar variabel data penelitian dengan menggunakan statistik F test, dan uji normalitas data penelitian dengan menggunakan *technique liljors*.

Hasil penelitian secara deskriptif menunjukkan bahwa kinerja dosen Perguruan Tinggi Swasta di provinsi Aceh pada umumnya kategori tinggi, budaya organisasi pada kategori tinggi, perilaku kepemimpinan pada kategori tinggi, motivasi berprestasi pada kategori tinggi, dan kepuasan kerja pada kategori tinggi. Selanjutnya hasil penelitian inferensial menunjukkan bahwa jawaban yang peneliti dapatkan 1) terdapat pengaruh langsung budaya organisasi terhadap kepuasan kerja dengan koefisien jalur 0,212, 2) terdapat pengaruh langsung perilaku kepemimpinan terhadap kepuasan kerja dengan koefisien jalur 0,287, 3) terdapat pengaruh langsung motivasi berprestasi terhadap kepuasan kerja dengan koefisien jalur 0,261, 4) terdapat pengaruh langsung budaya organisasi terhadap kinerja dosen dengan koefisien jalur sebesar 0,375, 5) terdapat pengaruh langsung perilaku kepemimpinan terhadap kinerja dosen dengan koefisien jalur sebesar 0,141, 6) terdapat pengaruh langsung motivasi berprestasi terhadap kinerja dosen dengan koefisien jalur 0,129, dan 7) terdapat pengaruh langsung kepuasan kerja terhadap kinerja dosen dengan koefisien jalur sebesar 0,137. Berdasarkan hasil penelitian dapat menerima ketujuh hipotesis yang diajukan telah menemukan suatu *fixed model* atau model teoritik struktur hubungan kausal antara variabel budaya organisasi, perilaku kepemimpinan, motivasi berprestasi, kepuasan kerja dan kinerja dosen PTS. Berdasarkan hasil penelitian ini dipastikan kinerja dosen dapat ditingkatkan apabila budaya organisasi, perilaku kepemimpinan, motivasi berprestasi dan kepuasan kerja dapat dipelihara dan ditingkatkan dengan baik.

Kata Kunci budaya organisasi, perilaku kepemimpinan, motivasi berprestasi, kepuasan kerja, dan kinerja

The Influence of Organizational Culture, Leadership Behavior, Achievement Motivation, and Job Satisfaction toward Performance of Lectures at Private Higher Educations in Aceh Province

Marwan

The objective of this research is to answer seven problems and hypotheses of the research, they are: 1) The organizational culture directly and positively influenced the job satisfaction. 2) The leadership behavior directly and positively influenced the job satisfaction. 3) The performance motivation influenced directly and positively the job satisfaction. 4) The organizational culture directly and positively influenced the performance. 5) The leadership behavior directly and positively influenced the performance. 6) The performance motivation directly and positively influenced the performance. 7) The job satisfaction directly and positively influenced the performance. The research populations were 477 people and the samples were 217 lecturers that were collected by applying the technique of proportional random sampling. The instrument of this research was questionnaire by applying linkert scale, and the lecturers' performances by applying structural observation sheet. The research instrument was tested by using the validity test with *product moment* correlation and the reliability test by using Alpha Cronbach formula. The data of the research result were processed and analyzed by using descriptive and inferential statistics - path analysis. The path analysis was initially done by using the test of analysis procedure covering the test of data formality, and the test of data linearity. The test of linearity digression inter the variable of research data used F statistic test, and the test of the research formality data used *hlfors technique*.

The result of the descriptive research showed that the performances of the lecturers working for the Private Higher Educations in Aceh Province were categorized as high, the organizational behaviors were categorized as high, the leadership behaviors were categorized as high, the achievement motivations were categorized as high, and work satisfactions were categorized as high. Then, the result of the inferential research showed as the followings: 1) There had some direct influences of organizational behavior on work satisfaction with the path coefficient 0,212. 2) There had some influences of leadership behavior on job satisfaction with the path coefficient 0,287. 3) There had some direct influences of achievement motivation on the job satisfaction with the path coefficient 0,261. 4) There had some influences of organizational culture on the performance of the lecturers with the path coefficient 0,375. 5) There had some direct influence of leadership behavior on the performance of the lectures with the path coefficient 0,141. 6) There had some direct influences of achievement motivation on the performance of the lecturers with the path coefficient 0,129, and 7) There had some direct influences of the work satisfaction on the performance of the lecturers with the path coefficient 0,137. The research results accepted all 7 seven proposed hypotheses as a fixed model or theoretic model of causal relation structure between organizational culture, leadership behavior, achievement motivation, work satisfaction, and the job satisfaction of the lecturers at the Private Higher Educations. Based on the research result, the researcher believes that the achievement of the lecturers will increase if the organizational culture and the leadership behavior can be maintained, thus, the achievement motivation and the job satisfaction can be upgraded.

Keywords: organizational culture, leadership behavior, achievement motivation, Job satisfaction, performance