

ABSTRAK

Salim Aktar, NIM: 8126113011, **Pengaruh Budaya Organisasi, Kompetensi Manajerial, Komunikasi Organisasi dan Motivasi Kerja terhadap Kinerja Dosen Kebidanan PTS Sumatera Utara.**

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Penelitian ini bertujuan untuk mengetahui pengaruh: (1) budaya organisasi terhadap motivasi kerja; (2) kompetensi manajerial terhadap motivasi kerja; (3) komunikasi organisasi terhadap motivasi kerja; (4) motivasi kerja terhadap kinerja dosen; (5) budaya organisasi terhadap kinerja dosen; (6) kompetensi manajerial terhadap kinerja dosen; dan (7) komunikasi organisasi terhadap kinerja dosen. Subjek penelitian adalah dosen Program Studi Kebidanan PTS Sumatera Utara, dengan jumlah sampel sebanyak 172 responden.

Alat ukur instrumen yang dipergunakan dalam pengambilan data budaya organisasi, kompetensi manajerial, komunikasi organisasi dan motivasi kerja menggunakan angket berskala likert. Untuk data kinerja menggunakan observasi langsung kepada dosen Program Studi Kebidanan PTS Sumatera Utara. Sebelum instrumen penelitian (dalam hal ini alat instrumen angket) dipakai untuk mengumpulkan data penelitian terlebih dahulu diujicobakan, dilanjutkan dengan uji validitas dan uji reliabilitas. Untuk perhitungan uji validitas angket digunakan rumus product momen, dan untuk uji reliabilitas angket digunakan rumus alpha.

Instrumen angket budaya organisasi diperoleh koefisien reliabilitasnya sebesar 0,921, kompetensi manajerial sebesar 0,904, komunikasi organisasi sebesar 0,921 dan motivasi kerja sebesar 0,909. Dengan demikian instrument angket tersebut termasuk dalam angket berkategori sangat tinggi.

Untuk menguji hipotesis yang diajukan dalam penelitian ini, digunakan teknik korelasi dan koefisien jalur. Berdasarkan pengujian hipotesis dapat disimpulkan bahwa terdapat pengaruh langsung dan berarti antara: (1) budaya organisasi terhadap motivasi kerja, besar koefisien jalur $\rho_{41} = 0,175$, dan besar $t_{hitung} > t_{tabel}$ ($2,406 > 1,960$); (2) kompetensi manajerial terhadap motivasi kerja besar koefisien jalur $\rho_{42} = 0,180$, dan besar $t_{hitung} > t_{tabel}$ ($2,478 > 1,960$); (3) komunikasi organisasi terhadap motivasi kerja, besar koefisien jalur $\rho_{43} = 0,217$, dan besar $t_{hitung} > t_{tabel}$ ($2,986 > 1,960$); (4) motivasi kerja terhadap kinerja dosen besar koefisien jalur $\rho_{54} = 0,149$, dan besar $t_{hitung} > t_{tabel}$ ($1,991 > 1,960$); (5) budaya organisasi terhadap kinerja dosen besar koefisien jalur $\rho_{51} = 0,222$, dan besar $t_{hitung} > t_{tabel}$ ($3,093 > 1,960$); (6) kompetensi manajerial terhadap kinerja dosen besar koefisien jalur $\rho_{52} = 0,156$, dan besar $t_{hitung} > t_{tabel}$ ($2,175 > 1,960$); dan (7) komunikasi organisasi terhadap kinerja dosen besar koefisien jalur $\rho_{53} = 0,181$, dan besar $t_{hitung} > t_{tabel}$ ($2,508 > 1,960$).

ABSTRACT

Salim Aktar, NIM : 8126113011, Effect of Organizational Culture, Managerial Competence, Organizational Communication and Work Motivation on the Performance of Midwifery Lecturer PTS North Sumatra. Dissertation, Graduate University of Medan.

This study aims to determine the effect of: 1) organizational culture on work motivation, 2) managerial competence on work motivation, 3) organizational communication on work motivation, 4) work motivation on the performance of lecturers, 5) organizational culture on performance of lecturers, 6) the competence the managerial performance of lecturers, 7) to the performance lecturer of organizational communication. Subjects were Midwifery Studies Program faculty PTS North Sumatra, with a total sample of 172 respondents.

Measuring instruments used in data retrieval organizational culture, managerial competence, organizational communication and motivation using a Likert scale questionnaire. For performance data using direct observation to lecturers Midwifery Studies Program PTS North Sumatra. Prior research instrument (in this case the questionnaire instrument) is used to collect research data must first be tested, followed by validity and reliability testing. To test the validity questionnaire used calculation formula product moment, and to test the reliability of the questionnaire used alpha formula.

Organizational culture questionnaire instrument reliability coefficient of 0.921, managerial competence of 0.904, 0.921 of organizational communication and work motivation at 0.909. Thus the questionnaire instrument included in the questionnaire very high category.

To test the hypothesis proposed in this study, used the techniques of correlation and path coefficient. Based on hypothesis testing can be concluded that there is a direct effect and meaning between: (1) organizational culture on work motivation, great path coefficient $\rho_{41} = 0.175$, and the large $t_{count} > t_{table}$ ($2.406 > 1.960$), (2) the managerial competence to motivate large work coefficient $\rho_{42} = 0.180$, and the large $t_{count} > t_{table}$ ($2.478 > 1.960$), (3) the organization's communication on work motivation, great path coefficient $\rho_{43} = 0.217$, and the large $t_{count} > t_{table}$ ($2.986 > 1.960$), (4) work motivation on performance lecturers great path coefficient $\rho_{54} = 0.149$, and the large $t_{count} > t_{table}$ ($1.991 > 1.960$), (5) organizational culture on the performance of lecturers great path coefficient $\rho_{51} = 0.222$, and the large $t_{count} > t_{table}$ ($3.093 > 1.960$), (6) the competence of managerial the performance of the great lecturers path coefficient $\rho_{52} = 0.156$, and the large $t_{count} > t_{table}$ ($2.175 > 1.960$), (7) the organization's communication on the performance of large lecturers path coefficient $\rho_{53} = 0.181$, and the large $t_{count} > t_{table}$ ($2.508 > 1.960$).