ABSTRACT

AKHWAN, NIM. 0611188130010. The Relationship of Controlling and Motivation of Work toward Officer Performance at Civil Aviation Safety and Engineering Academy of Medan, Thesis, Postgraduate, State University of Medan, June 2009.

The identification of research is whether there is positive and meaningful relationship between controlling and motivation of work, whether each of it or as a whole, toward officer performance at Civil Aviation Safety and Engineering Academy of Medan. Meanwhile, the purpose of this research is to find out and describe the relationship of controlling and motivation of work, whether each of it or as a whole, toward officer performance at Civil Aviation Safety and Engineering Academy of Medan.

This research is quantitative research with correlation descriptive method to see the relationship among variables of research. The sample of this research is the same with population, that is 73 officers of Civil Aviation Safety and Engineering Academy of Medan, consists of officer chiefs, lecturers, instructors, and staffs. Instruments for collecting data by using questionnaire shown coefficient reliability for variable of controlling as r_{11} = 0.09752; variable of motivation of work as r_{11} = 0.9739, and variable of officer performance as r_{11} = 0. 9752. Analysis of data uses product moment correlation technique, one-way regression, double regression, partial correlation and T-test.

The hypothesis of research shown: 1) there is positive and meaningful relationship between controlling and officer performance at Civil Aviation Safety and Engineering Academy of Medan shown with r_{count} = 0.347, db = 71 and α = 5%, t_{count} = 3.12 > t_{table} = 1.67; 2) there is positive and meaningful relationship between motivation of work and officer performance at Civil Aviation Safety and Engineering Academy of Medan shown with r_{count} = 0.264, db = 71 and α = 5%, t_{count} = 2.231 > t_{table} = 1.67; 3) there is positive and meaningful relationship between controlling and motivation of work toward officer performance at Civil Aviation Safety and Engineering Academy of Medan shown with $R_{y,12}$=0.425 and $(R_{y,12})^2$=0.181=18.1%. It concludes that controlling (X1) and motivation of work (X2) has significantly given effective contribution as about 18.1% toward officer performance at Civil Aviation Safety and Engineering Academy of Medan through equation of double regression line $Y = 30.033 + 0.324X_1 + 0.219X_2$.

The result of the research concluded: there is positive and meaningful relationship between controlling and motivation of work, whether each of it or as a whole, toward officer performance at Civil Aviation Safety and Engineering Academy of Medan. It means that if the leaders take good control and give best motivation to their officer/staffs, it will increase officer performance at Civil Aviation Safety and Engineering Academy of Medan. The writer suggests that all

leaders of Civil Aviation Safety and Engineering Academy of Medan, including director, chief of division/unit/program must take good control of their officer/staff systematically and consistently. Meanwhile, to improve motivation of work can be fulfilled by giving reward and punishment related upon performance and mistakes done by officer/staff consistently and indiscriminative.

ABSTRAK

AKHWAN, NIM. 061188130010. Hubungan Pengawasan dan Motivasi Kerja Dengan Kinerja Pegawai di Akademi Teknik dan Keselamatan Penerbangan Medan, Tesis, Program Pascasarjana Universitas Negeri Medan. Juni 2009

Rumusan masalah penelitian ini adalah apakah terdapat hubungan positif dan berarti antara pengawasan dan motivasi kerja baik secara sendiri-sendiri maupun secara bersama-sama terhadap kinerja pegawai di Akademi Teknik Keselamatan Penerbangan Medan. Sedangkan Tujuan penelitian ini untuk mengetahui dan mendiskripsikan hubungan pengawasan dan motivasi kerja baik secara sendiri-sendiri maupun bersama-sama terhadap kinerja pegawai di Akademi Teknik dan Keselamatan Penerbangan Medan.

Penelitian ini adalah penelitian kuantitatif dengan metode deskriptif korelasional karena melihat hubungan antar variabel penelitian. Sampel penelitian ini sama dengan populasi penelitian, yaitu seluruh pegawai Akademi Teknik dan Keselamatan Penerbangan Medan dengan jumlah 73 orang pegawai yang terdiri dari pejabat, dosen, instruktur, pegawai/staf. Instrumen pengumpulan data adalah angket dengan besarnya koefisien realibilitas untuk variabel pengawasan r_{11} = 0,09706; variabel motivasi kerja r_{11} = 0,9739 dan variabel kinerja pegawai r_{11}= 0,9752. Data dianalisis menggunakan teknik korelasi produk momen, regresi sederhana, regresi ganda dan korelasi parsial serta uji-t

Hasil pengujian hipotesis menunjukkan (1) terdapat hubungan yang positif dan berarti antara pengawasan dan kinerja pegawai di Akademi Teknik Keselamatan Penerbangan Medan yang ditunjukkan oleh rhitung = 0,347 dengan dk=71 dan α = 5%. t_{hitung} (3,12>t_{tabel} (1,67); 2) terdapat hubungan yang positif dan berarti antara motivasi kerja dengan kinerja pegawai di Akademi Teknik Keselamatan Penerbangan Medan yang ditunjukkan oleh r_{hitung} = 0,264 dengan dk=71 dan α = 5%. t_{hitung} (2,231 > t_{tabel} (1,67); 3) terdapat hubungan yang positif dan berarti antara pengawasan dan motivasi kerja secara bersama-sama terhadap kinerja pegawai di Akademi Teknik Keselamatan Penerbangan Medan, hal ini ditunjukkan oleh $R_{y,12}$ = 0,425 dan $(R_{y,12})^2$ = 0,181 = 18,1%. Artinya variabel bebas yaitu pengawasan (X_1) dan motivasi kerja (X_2) secara bersama-sama telah memberikan sumbangan efektif sebesar 18,1% terhadap peningkatan kinerja pegawai di Akademi Teknik Keselamatan Penerbangan Medan melalui persamaan garis regresi ganda $Y = 30,033 + 0,324X_1 + 0,219X_2$.

Simpulan hasil dari penelitian ini adalah : terdapat hubungan yang berarti antara pengawasan dan motivasi kerja baik secara sendiri-sendiri maupun secara bersama-sama terhadap kinerja pegawai, artinya apabila pengawasan para pimpinan terhadap pegawai yang dipimpinnya lebih baik dan motivasi kerja para pegawai juga tinggi maka dapat meningkatkan kinerja pegawai di Akademi Teknik Keselamatan Penerbangan Medan.

Saran peneliti adalah para pimpinan mulai dari direktur sampai pimpinan bagian/urusan/unit/jurusan, hendaknya melakukan pengawasan secara terprogram, sistematis dan konsisten terhadap para pegawai yang dipimpinnya. Sedangkan untuk meningkatkan motivasi kerja pegawai diupayakan pemberian penghargaan (reward) dan punishment kepada pegawai sesuai dengan hasil kerja dan atau pelanggaran yang dilakukan pegawai secara konsisten dan tidak diskriminatif.