ABSTRAK

Sibarani, Manaor, 2009. Hubungan Kemampuan Profesional dan Integritas Melaksanakan Tugas dengan Kinerja Dosen FKIP Universitas HKBP Nommensen Pematangsiantar, Tesis, Program Pascasarjana Universitas Negeri Medan,

Penelitian ini mengkaji layanan tri dharma yang difokuskan pada kinerja dosen FKIP UHN, kemampuan professional dan integritasnya. Dengan demikian, penelitian ini mengkaji tiga variabel dalam layanan dosen, yaitu. Kinerja dosen, kemampuan professional dan integritasnya.

Penelitian ini bertujuan untuk mendeskripsikan hubungan kemampuan profesional dan integritas melaksanakan tugas baik secara sendiri-sendiri maupun secara bersama-sama dengan kinerja dosen di FKIP Universitas HKBP Nommensen Pematangsiantar.

Permasalahan penelitian yang dikaji dinyatakan sbb: Adakah hubungan antara kemampuan professional dan integritas dosen dengan kinerjanya? Kinerja dosen meliputi tampilan layanan totalnya sebagai dosen yang meliputi kegiatan belajar dengan perkuliahan, pembuatan SAP, kegiatan riset dan pengabdian masyarakat dan aneka tampilan lainnya. Kemampuan professional dosen meliputi peningkatan kecerdasannya sebagai dosen, peningkatan kualifikasi akademik, pertumbuhan jabatan, pemenuhan kualifikasi, dan aneka kompetensi lainnya. Integritas dosen meliputi buah-buah pergumulan dalam bentuk jati diri, sikap dan tata nilai, dan komitmen atas panggilan tri dharma (value system).

Metodologi dan rancangan penelitian dilakukan dengan pendekatan deskriptif kuantitatif. Hipotesis yang diuji ialah: Terdapat hubungan yang signifikan antara kemampuan professional dan integritas melaksanakan tugas dengan kinerja

dosen. Prosedur pengumpulan data dilakukan sbb. Populasi penelitian mencakup seluruh dosen FKIP UHN. Metode sampling dengan acak dan purposive. Instrumen yang digunakan diadaptasi dan mengacu pada instumen portfolio kuantitatif yang digunakan Dikti dalam sistem PT Indonedosensia.

Pengujian hipotesis dilakukan dengan pendekatan analisis regressi. Temuan penelitian dinyatakan sbb: (1) Terdapat hubungan yang siginifikan antara kemampuan professional dosen dengan kinerjanya (R_{x1y} = 0,361); (2) Terdapat hubungan yang signifikan antara integritas dosen dengan kinerjanya (R_{x2y} = 0,338); dan (3) terdapat hubungan yang signifikan antara kemampuan professional dan integritas dosen dengan kinerjanya (F = 4,22; signifikan pada α = 0,024).

Signifikansi temuan ini dapat dinyatakan sebagai implikasi penelitian sbb: Bila institusi melakukan tindak pendididkan yang di dalam hal ini FKIP UHN menata, membina dan meningkatkan kemampuan professional dan integritas dosen, maka tindak pendidikan demikian akan memberikan hasil sistemik dalam pengembangan dan improvisasi kualitas institusi baik pada tingkat fakultas maupun pada tataran jurusan, prodi atau personal dosen.

ABSTRACT

Sibarani, Manaor. 2009. A Study on the Correlation between the Lecture's Performance Conpetence and the Task Implementation Integrity towards the Lectures' Teaching Performance at FKIP UHN Pematangsiantar, Graduate Thesis, Universitas Negeri Medan,

University is to learn. In Indonesian contexts, the learning is substantialized in research, teaching and public services. This research studies how such services are implemented. The focus is directed to FKIP UHN lecture's performances in learning, their related professional ability and integrity within all the services. In short, the research observes three variables, namey, lecture performance, professional competency and integrity.

The research problem is stated as: To what extent professional competency and integrity are related to their performances as lecturer. Lecture's performances deal with what the lecture has been doing in the state of the arts, such as academic status as lecture, learning products and publications, lecture planning, and the like. Professional competency relates to what portfolio the lecture acquired with respect to lecturing requirements, relevant research and publications and lesson planning. Integrity relates to the value the lecturer's struggles as to the teaching missions, characters and value system implemented and materialized.

The research design is descriptive quantitative. The null hypothesis to be tested is: There is no significant relation between Lecture's Professional Ability and Integrity to their lecture performances. The procedure of the data collecting is as follows. The population is the whole FKIP Nommensen's lecture. The sampling is purposive random. The instruments are adapted form the educational portfolio system and Indonesian Higher Education portfolio methods.

The hypothesis is tested and interpretation using regression method. The finding is that (1) there is a significant relation between lecture's professional competency and their lecturing performance ($R_{x1y} = 0, 361$); (2) there is a significant relation between lecture's integrity competency and their lecturing performance ($R_{x2y} = 0,338$); (2) there is a significant relation between lecture's professional competence and integrity with their lecturing performacnce ($F = 4,22$; significant at $\alpha = 0,024$).

The research siginifcance satets that if institution strategically, formally and functional improve and manage the lecture's professional competency and integrity, their lecture's and lecturing performances will improve significantly, and this will offer systemic development of the institutional quality improvement.