

## ABSTRAK

**M. JOHARIS.** Pengaruh Kepemimpinan, Budaya Organisasi, Motivasi Kerja, dan Kepuasan Kerja Terhadap Komitmen Organisasi Guru SMA Negeri di Kota Medan. **Disertasi, Medan : Program Pascasarjana Universitas Negeri Medan, 2018**

Penelitian ini bertujuan untuk menjawab permasalahan yang diajukan, yakni apakah: (1) kepemimpinan berpengaruh langsung terhadap motivasi kerja, (2) kepemimpinan berpengaruh langsung terhadap kepuasan kerja, (3) kepemimpinan berpengaruh langsung terhadap komitmen organisasi, (4) budaya organisasi berpengaruh langsung terhadap motivasi kerja, (5) budaya organisasi berpengaruh langsung terhadap kepuasan kerja, (6) budaya organisasi berpengaruh langsung terhadap komitmen organisasi, (7) motivasi kerja berpengaruh langsung terhadap komitmen organisasi, dan (8) kepuasan kerja berpengaruh langsung terhadap komitmen organisasi.

Populasi penelitian ini adalah guru SMA Negeri di lingkungan Dinas Pendidikan Kota Medan berjumlah 1417 orang. Pengambilan sampel dilakukan dengan teknik *purposif cluster sampling* dengan jumlah sampel 303 orang. Instrumen penelitian menggunakan kuesioner dengan skala *Likert*. Data penelitian diolah dan dianalisis dengan analisis jalur *path analysis*.

Hasil analisis menunjukkan bahwa: (1) terdapat pengaruh langsung kepemimpinan terhadap motivasi kerja dengan koefisien jalur 0,59; (2) terdapat pengaruh langsung kepemimpinan terhadap kepuasan kerja dengan koefisien jalur 0,31; (3) terdapat pengaruh langsung kepemimpinan terhadap komitmen organisasi dengan koefisien jalur 0,25; (4) terdapat pengaruh langsung budaya organisasi terhadap motivasi kerja dengan koefisien jalur 0,14; (5) terdapat pengaruh langsung budaya organisasi terhadap kepuasan kerja dengan koefisien jalur 0,26; (6) terdapat pengaruh langsung budaya organisasi terhadap komitmen organisasi dengan koefisien jalur 0,18; (7) terdapat pengaruh langsung motivasi kerja guru terhadap komitmen organisasi dengan koefisien jalur 0,16; dan (8) terdapat pengaruh langsung kepuasan kerja terhadap komitmen organisasi dengan koefisien jalur 0,19.

Berdasarkan hasil analisis di atas maka untuk meningkatkan komitmen organisasi guru perlu dilakukan berbagai upaya antara lain dengan peningkatan kepemimpinan, budaya organisasi, motivasi kerja, dan kepuasan kerja.

**Kata Kunci:** *Kepemimpinan, Budaya Organisasi, Kepuasan Kerja, Motivasi Kerja, dan Komitmen Organisasi.*

## ABSTRACT

**M. JOHARIS.** The Effect of Leadership, Organizational Culture, Work Motivation and Job Satisfaction on Organizational Commitment of Public Senior High School Teachers In Medan City. **Dissertation, Medan : Postgraduate School, State University of Medan, 2018**

This research study aims at answering the question propose: (1) the direct effect of leadership on teachers' work motivation, (2) the direct effect of leadership on teachers' job satisfaction, (3) the direct effect of leadership on teachers' organization commitment, (4) the direct effect of organizational culture on teachers' work motivation, (5) the direct effect of organizational culture on teachers' job satisfaction, (6) the direct effect of organizational culture on teachers' organizational commitment, (7) the direct effect of work motivation on teachers' organizational commitment, (8) the direct effect of job satisfaction on teachers' organizational commitment.

The population of the study was Public Senior High School teachers in Medan City, comprised of 1417 teachers. Purposive cluster sampling technique was applied with a total sample of 303 teachers at the sample. The research instrument was a questionnaire with Likert scale model. The research data were processed and analyzed by path analysis.

The results showed that: (1) there is a direct effect of leadership on teachers' work motivation with path coefficient of 0.59, (2) there is a direct effect of leadership on teachers' job satisfaction with path coefficient of 0.31, (3) there is a direct effect of leadership on teachers' organizational commitment with path coefficient of 0.25, (4) there is a direct effect of organizational culture on teachers' work motivation with path coefficient of 0.14, (5) there is a direct effect of organizational culture on teachers' job satisfaction with path coefficient of 0.26, (6) there is a direct effect of organizational culture on teachers' organizational commitment with path coefficient of 0.18, (7) there is a direct effect of work motivation on teachers' organizational commitment with path coefficient of 0.16, (8) there is direct effect of job satisfaction on teachers' organizational commitment with path coefficient of 0.19.

The implication of this study leads to increase teachers' organizational commitment to many efforts to improve the leadership, organizational culture, work motivation and job satisfaction.

***Keywords: Leadership, Organizational Culture, Work Motivation, Job Satisfaction, and Organizational Commitment.***