

ABSTRAK

MARIANI. Pengaruh Budaya Organisasi, Pengetahuan Manajemen Pendidikan, Motivasi Kerja dan Kepuasan Kerja Terhadap Kinerja Kepala Sekolah Dasar di Kabupaten Tapanuli Utara. Tesis. Medan: Program Pascasarjana Universitas Negeri Medan, April 2018.

Penelitian ini bertujuan untuk (1) mengetahui pengaruh budaya organisasi, pengetahuan manajemen pendidikan, motivasi kerja, dan kepuasan kerja terhadap kinerja kepala SD; dan (2) menentukan *fixed model* atau model teoretik yang dapat menggambarkan hubungan kausalistik antar variabel laten yang menentukan kinerja kepala SD.

Penelitian dilakukan pada Sekolah Dasar Negeri di Kabupaten Tapanuli Utara, tahun 2017 dengan melibatkan 192 orang kepala SD sebagai responden. Data budaya organisasi, motivasi kerja, kepuasan kerja dan kinerja dijarung dengan menggunakan kuesioner pilihan berganda model skala Likert; sedangkan data pengetahuan manajemen pendidikan dijarung dengan menggunakan tes pilihan berganda. Instrumen penelitian terlebih dahulu diuji coba, yaitu untuk menguji validitas dengan korelasi *Product Momen*, tetapi khusus instrumen pengetahuan manajemen pendidikan dengan korelasi *point biserial* dan untuk menguji reliabilitasnya dengan formula *Alpha dari Cronbach*, tetapi khusus instrumen pengetahuan manajemen pendidikan dengan menggunakan rumus KR-20. Teknik analisis data dilakukan dalam dua tahap yakni secara deskriptif dan inferensial. Tujuan analisis deskriptif adalah untuk menggambarkan karakteristik data berupa rata-rata, median, modus dan varians. Analisis inferensial digunakan untuk menguji persyaratan dan hipotesis penelitian. Uji Persyaratan analisis mencakup: uji normalitas data dan uji linieritas regresi. Uji normalitas data setiap variabel menggunakan *Kolmogorov Smirnof Test*. Uji kelinieran regresi antar variabel dilakukan menggunakan statistik F test. Uji kecocokan model teoretik digunakan uji *goodness of fit* dengan menggunakan Chi Kuadrat. Dan untuk menguji hipotesis digunakan analisis jalur.

Hasil penelitian menunjukkan (1) Budaya organisasi berpengaruh langsung positif terhadap motivasi kerja, (2) pengetahuan manajemen pendidikan berpengaruh langsung positif terhadap motivasi kerja, (3) budaya organisasi berpengaruh langsung positif terhadap kepuasan kerja, (4) pengetahuan manajemen pendidikan berpengaruh langsung positif terhadap kepuasan kerja, (5) budaya organisasi berpengaruh langsung positif terhadap kinerja, (6) pengetahuan manajemen pendidikan berpengaruh langsung positif terhadap kinerja, (7) motivasi kerja berpengaruh langsung positif terhadap kinerja, dan (8) kepuasan kerja berpengaruh langsung positif terhadap kinerja.

Berdasarkan penerimaan hipotesis-hipotesis penelitian maka ditemukan suatu *model teoretik atau fixed model yang menggambarkan struktur hubungan kausal antara variabel budaya organisasi, pengetahuan manajemen pendidikan, motivasi kerja, kepuasan kerja dan kinerja Kepala Sekolah Dasar.*

Kata Kunci: *budaya, pengetahuan manajemen pendidikan, motivasi kerja, kepuasan kerja, kinerja*

ABSTRACT

MARIANI. The Effect of Organizational Culture, Knowledge of Educational Management, Work Motivation and Job Satisfaction to Performance of the State Primary School Principals in North Tapanuli District. Postgraduate School of the State University of Medan. April 2018.

This study aims to (1) find out the influence of organizational culture, knowledge management education, work motivation, and job satisfaction on the performance of primary school head; and (2) determine the fixed model or theoretical model that can illustrate the causal relationship between the latent variables that determine the principal's performance.

The study was conducted at State Elementary School in North Tapanuli Regency, in 2017 involving 192 primary school principals as respondents. Data of organizational culture, work motivation, job satisfaction and performance were collected by using multiple choice questionnaire Likert scale model; while knowledge of educational management data is collected by using multiple choice test.

The instrument was first tested, that is to test the validity with *Product Moment* correlation, but special instrument of knowledge of educational management by using *Point Biserial* correlation and to test its reliability with Alpha formula from Cronbach, but special instrument of knowledge of educational management by using KR-20 formula. Data analysis technique is done in two stages that is descriptive and inferensial. The purpose of descriptive analysis is to describe the data characteristics of mean, median, mode and variance. Inferential analysis is used to test requirements and research hypotheses. Test Requirements analysis includes: data normality test and regression linearity test. Test the normality of each variable data using Kolmogorov Smirnov Test. The linear regression test between the variables is done using F test statistic. Theoretical model fit test is used goodness of fit test by using Chi Square. And to test the hypothesis used path analysis.

The result of the research shows that (1) Organizational culture have a positive direct effect on work motivation, (2) knowledge of educational management have a positive direct effect on work motivation, (3) organizational culture have a positive direct effect on job satisfaction, (4) the knowledge of educational management have a positive direct effect on job satisfaction, (5) Organizational culture have a positive direct effect on, (6) knowledge of educational management have a positive direct effect on performance, (7) work motivation have a positive direct effect on performance, and (8) job satisfaction have a positive direct effect on performance.

Based on the acceptance of the research hypotheses, a theoretical model or a fixed model is found that describes the structure of causal relationships between variables of organizational culture, knowledge of educational management, work motivation, job satisfaction and performance of Elementary School principals.

Keywords: culture, educational management, work motivation, job satisfaction, performance