

ABSTRAK

SALIM AKTAR. NIM. 081188130108. Hubungan antara Persepsi Dosen Terhadap Kepemimpinan Direktur dan Iklim Kerja dengan Kinerja Dosen Akademi Kebidanan di Kota Medan. Tesis. Program Pascasarjana Universitas Negeri Medan.

Penelitian ini bertujuan untuk mengetahui: (1) hubungan antara persepsi dosen terhadap kepemimpinan direktur dengan kinerja dosen, (2) hubungan antara iklim kerja dengan kinerja dosen, dan (3) hubungan antara persepsi dosen terhadap kepemimpinan direktur dan iklim kerja dengan kinerja dosen.

Subjek penelitian adalah seluruh dosen kebidanan di kota Medan dengan jumlah sampel sebanyak 74 orang yang diambil dari 10% × 734 orang. Metode penelitian bersifat deskriptif yang bertujuan untuk memperoleh informasi tentang suatu gejala pada saat penelitian dilakukan.

Sebelum penelitian ini dilakukan instrumen penelitian terlebih dahulu diujicobakan, dilanjutkan dengan uji validitas dan uji reliabilitas. Untuk instrumen berbentuk angket, pengujian validitas butir menggunakan koefisien korelasi product moment, dan untuk uji reliabilitas digunakan Rumus Alpha. Instrumen angket kinerja dosen yang valid diperoleh 33 butir dari 40 butir angket yang diujicobakan, dan mempunyai reliabilitas sebesar 0,888. Instrumen angket persepsi dosen terhadap kepemimpinan direktur yang valid diperoleh 29 butir dari 34 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,904. Sedangkan instrumen angket iklim kerja yang valid diperoleh 30 butir dari 34 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,906.

Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat hubungan yang berarti antara persepsi dosen terhadap kepemimpinan direktur dengan kinerja dosen sebesar $r_{X1Y} = 0,364 > r_{tabel} = 0,235$ dan $t_{hitung} = 3,315 > t_{tabel} = 1,67$; (2) terdapat hubungan yang berarti antara iklim kerja dengan kinerja dosen sebesar $r_{X2Y} = 0,296 > r_{tabel} = 0,235$ dan $t_{hitung} = 2,612 > t_{tabel} = 1,67$; dan (3) terdapat hubungan yang berarti antara persepsi dosen terhadap kepemimpinan direktur dan iklim kerja dengan kinerja dosen sebesar $R_{Y(1,2)} = 0,610 > r_{tabel} = 0,235$ dan $F_{hitung} = 21,002 > F_{tabel} = 3,13$.

Dari hasil penelitian diperoleh persepsi dosen terhadap kepemimpinan direktur dan iklim kerja secara bersama-sama memberikan sumbangan sebesar 61,1% terhadap kinerja dosen, dan sisanya ditentukan keadaan lain.

ABSTRACT

SALIM AKTAR. Registration Number. 081188130108. The correlation of Lecturer perception towards Director Leadership and Work climate with Lecturer Performance of Midwifery Academy in Medan. Thesis. Graduate Program, State University of Medan.

This research aims to determine: (1) the correlation of lecturer perceptions towards leadership of director with lecturer performance, (2) the correlation between work climate with the performance of lecturers, and (3) the correlation of lecturer perceptions towards director leadership and work climate with lecturers' performance.

The subjects of the research were all of midwifery lecturer in Medan with a total sample of 74 people that taken from 10% x 734 people. The method of the research is descriptive that aims to obtain information about a symptom on the time of the research.

Prior to this research, the research instrument was tested first, followed by a test of the validity and reliability test. For instrument was questionnaire, tested the validity of the item using the product moment of coefficient correlation, and for the formula of reliability test used Alpha. The Questionnaires Instrument of lecturers performance valid obtained 33 points valid from 40 point questionnaire that tested, and has a reliability of 0.888. the questionnaire instrument of lecturer Perception on leadership of director obtained 29 valid items from the 34 point questionnaire that was tested, and the reliability coefficient of 0.904. While the questionnaire instrument of work climate obtained 30 points valid from 34 point questionnaire that was tested, and the reliability coefficient of 0.906.

Based on the hypothesis tested can be concluded: (1) there is a meaningful correlation between lecturer perceptions of director leadership with lecturer performance of $r_{X1Y} = 0.364 > r_{table} = 0,235$ and $t_{count} = 3.315 > t_{table} = 1.67$, (2) there was a significant correlation between work climate with lecturer performance of $r_{X2Y} = 0.296 > r_{table} = 0,235$ and $t_{count} = 2.612 > t_{table} = 1.67$, and (3) there was a correlation between lecturer perceptions of director leadership and work climate with lecturer performance by $R_y (1.2) = 0.610 > r_{table} = 0,235$ and $F_{count} = 21.002 > F_{table} = 3.13$.

From the result of the research, the findings of lecturer perceptions of director leadership and work climate give a contribution of 61.1% on the performance of lecturers, and the rest other specified circumstances.