

ABSTRAK

Murni Elfrida Naibaho. Pengaruh Budaya Organisasi, Sistem Seleksi dan Sikap Pimpinan terhadap Kinerja Pegawai di Universitas HKBP Nommensen Medan. Tesis : Program Pascasarjana, Universitas Negeri Medan. 2011

Penelitian ini bertujuan untuk mengetahui apakah ada pengaruh budaya organisasi yang telah dicanangkan Universitas HKBP Nommensen yakni "Prodeo Et Patria" untuk Tuhan dan Ibu Pertiwi, sistem Seleksi kariawan dan sikap pimpinan terhadap kinerja pegawai.

Penelitian ini dilaksanakan di Universitas HKBP Nommensen Medan selama 3 bulan yaitu Agustus sampai dengan Oktober 2011. Subjek penelitian adalah pegawai non edukatif Universitas HKBP Nommensen sebanyak 144 Orang, dan objek penelitian adalah meningkatkan kinerja pegawai.

Sampel penelitian ditentukan dengan cara, menggunakan rumus T. Tharo di Yamame dimana tingkat presisi yang ditetapkan peneliti menggunakan $\alpha = 0,05$.

Peneliti menggunakan skala Likert dalam pengumpulan data yang diukur adalah persepsi pegawai itu sendiri. Sebelum menjalankan angket kepada seluruh subjek penelitian, peneliti lebih dulu mengadakan pendahuluan untuk uji validitas dan reliabilitas.

Dari hasil analisis data dapat disimpulkan :

1. Budaya organisasi secara langsung berpengaruh signifikan terhadap sistem seleksi dengan besar pengaruh 32,94 %.
2. Budaya organisasi secara langsung berpengaruh terhadap sikap pimpinan dengan besar pengaruh 37,21 %
3. Budaya organisasi berpengaruh langsung terhadap kinerja pegawai dengan besar pengaruh 7,89 %
4. Sistem seleksi berpengaruh langsung terhadap kinerja pegawai dengan besar pengaruh 2,28 %.
5. Sikap pimpinan berpengaruh langsung terhadap kinerja pegawai dengan besar pengaruh 5,90%.

Dari hasil analisis data tersebut ditarik kesimpulan bahwa variasi kinerja pegawai dipengaruhi oleh budaya organisasi, sistem seleksi, dan sikap pimpinan.

Implikasi penelitian menunjukkan kinerja pegawai akan semakin meningkat apabila pegawai di dalam melaksanakan tugas – tugasnya berpedoman kepada budaya organisasi, dan kinerja pegawai juga akan semakin meningkat apabila penerimaan pegawai benar – benar didasarkan atas hasil seleksi dan Pimpinan selalu menunjukkan sikap kepemimpinan yang baik.

ABSTRACT

Murni Naibaho Elfrida. Effect of Organizational Culture, System Selection and Leadership Attitudes to Employee Performance at the University of HKBP Nommensen Medan. Theses : Post Graduate Program, State University of Medan. 2011.

This research aims to determine whether there is the influence of organizational culture that has been proclaimed by the University of HKBP Nommensen is "Prodeo Et Patria" to God and Mother Earth, system selection and employee attitudes toward the leadership of employee performance.

The research was conducted at the University of HKBP Nommensen Medan for 3 months of August until October 2011. Subjects of research is non-educational employee of university Orang HKBP Nommensen as many as 144 people, and the object of research is to improve employee performance.

Sample of Research is determined using the formula T. Tharo on Yamame in which the level of precision that established researchers using $\alpha = 0.05$.

Researchers used a Likert scale in data collection were measured employee perceptions of itself. Before running the questionnaire to all subjects of research, the first time researchers will conducted a preliminary to test the validity and reliability.

From the results of data analysis can be concluded:

1. Culture of Organizational is directly significant effect on the selection system with a large influence of 32.94%.
2. Culture of Organizational is directly affect the attitude of the leadership of the great influence of 37.21%
3. Culture of Organizational directly influence the performance of employees with a great influence 7.89%
4. Selection system is directly influence the performance of employees with a great influence 2.28%.
5. The attitude of the leadership is directly influence to employee performance with influence 5.90%.

From the results of data analysis can concluded that the variations in the performance of employees affected by Culture of organizational, systems selection, and the attitude of the leadership.

Implications of research tells an employee's performance will increase if the employees adhere to Culture of organizational when they do the job, and performance of employees also will be increased if the hiring of employee based on the results of the leadership and selection always show good leadership attitude.