

ABSTRAK

Lilik Hidayat Pulungan, Nim : 8106111073 Pengaruh Peran Kepemimpinan Visioner , Komitmen Organisasi, Budaya Organisasi Dan Kinerja Dosen Terhadap Mutu Perguruan Tinggi Swasta Di Kota Medan

Disertasi : Universitas Negeri Medan

LILIK HIDAYAT PULUNGAN

Penelitian ini bertujuan menjawab permasalahan dari sembilan hipotesis yang diajukan, yaitu : 1) pengaruh langsung peran kepemimpinan visioner terhadap komitmen organisasi, 2) pengaruh langsung komitmen organisasi terhadap mutu Perguruan Tinggi Swasta, 3) pengaruh langsung peran kepemimpinan visioner terhadap kinerja dosen, 4) pengaruh langsung kinerja dosen terhadap mutu Perguruan Tinggi Swasta, 5) pengaruh peran kepemimpinan visioner langsung terhadap budaya organisasi, 6) pengaruh langsung budaya organisasi terhadap mutu perguruan Tinggi Swasta, 7) pengaruh langsung komitmen organisasi terhadap kinerja dosen, 8) Pengaruh langsung budaya organisasi terhadap kinerja dosen, 9) pengaruh langsung peran kepemimpinan visioner terhadap mutu Perguruan Tinggi Swasta di kota Medan. Populasi Penelitian ini adalah seluruh dosen tetap pada Perguruan Tinggi Swasta dikota Medan berjumlah 4175 orang dan sampel sebanyak 259 orang yang diambil dengan teknik *Stratified Proportional Random Sampling*. Instrumen penelitian menggunakan angket dengan skala *likert* dan pengolahan data penelitian dianalisis melalui analisis *Struktural Equation Modelling* (SEM) dan analisis jalur (*path analysis*). Hasil analisis menunjukkan terdapat pengaruh langsung positif peran kepemimpinan visioner terhadap komitmen organisasi sebesar 0,47, pengaruh langsung komitmen organisasi terhadap mutu Perguruan Tinggi Swasta sebesar 0,51, pengaruh langsung Peran kepemimpinan visioner terhadap kinerja dosen sebesar 0,11, pengaruh langsung kinerja dosen terhadap mutu Perguruan Tinggi Swasta sebesar 0,19, pengaruh peran kepemimpinan visioner langsung terhadap budaya organisasi sebesar 0,32, pengaruh langsung budaya organisasi terhadap mutu perguruan Tinggi Swasta sebesar 0,24, pengaruh langsung komitmen organisasi terhadap kinerja dosen sebesar 0,31, pengaruh langsung budaya organisasi terhadap kinerja dosen sebesar 0,38 dan pengaruh langsung peran kepemimpinan visioner terhadap mutu Perguruan Tinggi Swasta di kota Medan sebesar 0,39. Dan terdapat pengaruh tidak langsung melalui komitmen sebesar 0,06, sedangkan melalui kinerja dosen sebesar 0,26 serta pengaruh tidak langsung melalui budaya organisasi sebesar 0,07.

Dapat disimpulkan bahwa kontribusi pengaruh total kepemimpinan visioner terhadap mutu PTS melalui variabel intervening yang memiliki kontribusi terbesar atau pengaruh terkuat adalah melalui komitmen organisasi yaitu sebesar 0,98 sedangkan melalui kinerja dosen memiliki kontribusi pengaruh terlemah yaitu sebesar 0,30 dan kontribusi pengaruh melalui budaya organisasi memiliki kontribusi pengaruh kuat dan signifikan yaitu sebesar 0,56. Implikasi hasil penelitian menjelaskan semakin efektif peran kepemimpinan visioner akan berpengaruh kuat terhadap pembentukan komitmen organisasi, kinerja dosen dan budaya organisasi yang berdampak terhadap meningkatnya mutu Perguruan Tinggi Swasta.

Kata Kunci : Peran Kepemimpinan Visioner, Komitmen Organisasi, Kinerja Dosen, Budaya Organisasi dan Mutu Perguruan Tinggi Swasta.

ABSTRACT

Lilik Hidayat Pulungan, Nim: 8106111073 The Effect of the Role of Visionary Leadership, Organizational Commitment, Organizational Culture and Lecturer Performance on the Quality of Private Higher Education in Medan City
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LILIK HIDAYAT PULUNGAN

This study aims to answer the problems of the eight proposed hypotheses: 1) the direct influence of the visionary leadership role on organizational commitment, 2) the direct influence of organizational commitment to the quality of private universities, 3) the direct influence of the visionary leadership role on the performance of lecturers, 4) the influence the direct performance of lecturers to the quality of Private Universities, 5) the influence of direct visionary leadership role to organizational culture, 6) direct influence of organizational culture on the quality of private universities, 7) direct influence of organizational commitment to lecturer performance, 8) Direct influence of organizational culture on performance lecturers, 9) the direct influence of the visionary leadership role on the quality of private universities in the city of Medan. Population This study is all permanent lecturers at Private Higher Education in Medan city amounted to 4175 people and 259 samples were taken with the technique Stratified Proportional Random Sampling. The research instrument using questionnaire with likert scale and data processing research is analyzed through Structural Equation Modeling (SEM) and path analysis. The result of the analysis shows that there is a direct positive influence of visionary leadership role toward organizational commitment of 0.47, the direct influence of organizational commitment to private university quality of 0,51, the direct influence of visionary leadership role to lecturer performance of 0.11, the quality of Private Higher Education by 0.19, the influence of direct visionary leadership role to the organizational culture of 0.32, the direct influence of organizational culture on the quality of private colleges by 0.24, the direct influence of organizational commitment to lecturer's performance of 0.31, direct influence organizational culture on lecturer's performance of 0.38 and the direct influence of visionary leadership role on the quality of private universities in the city of Medan of 0.39. And there is indirect influence through commitment of 0,06, while through lecturer performance 0,26 and indirect influence through organizational culture equal to 0,07. It can be concluded that the contribution of total visionary leadership toward the quality of private universities through intervening variables that have the greatest contribution or strongest influence is through organizational commitment that is 0.98 while through the lecturer's performance has the weakest influence contribution that is 0.30 and contribution contribution through organizational culture has the contribution of strong and significant influence that is equal to 0.56. Research implication results explain the more effective leadership role of visionary will have a strong influence on the formation of organizational commitment, lecturer performance and organizational culture that impact on the increasing quality of private universities.

Key Words: The Role of Visionary Leadership, Organizational Commitment, Lecturer Performance, Organizational Culture and Quality of Private Universities.