

ABSTRACT

SAMSUDDIN. NIM. 8106132041. **Correlation Cultural Organization, Professional Competence and Commitment Job Satisfaction with Work Commitment Teacher High Schools in Central Aceh District. Thesis. Graduate Program, State University of Medan.**

This study aimed to determine: (1) the relationship of organizational culture to work commitments, (2) the relationship of professional competence with work commitments, (3) the relationship of job satisfaction with work commitments, and (4) the relationship of organizational culture, professional competence, and job satisfaction with work commitment.

Subjects were teacher high schools in Central Aceh District. with total sample of 179 people. Research sampling technique used random sampling method. Descriptive research method aimed at obtaining information about the symptoms when the study was conducted.

Prior to this research instrument research first tested, followed by testing the validity and reliability testing. Instruments of work commitments valid questionnaires obtained 24 points out of 30 questionnaire items were tested, and has a reliability of 0.781. Organizational culture instrument valid questionnaires obtained 26 of the 30 items tested questionnaire items, and the reliability coefficient of 0.900. Instruments of professional competence valid questionnaires obtained 25 points from 30 points questionnaires tested, and reliability coefficient of 0.893. Instruments are valid job satisfaction questionnaire obtained 25 grains of the 30 questionnaire items were tested, and the reliability coefficient of 0.881.

Based on the hypothesis testing can be concluded: (1) there is a significant relationship between organizational culture with work commitments amounting $r_{y1,23} = 0.348 > r_{table} = 0.138$ and $t_{observe} = 7.050 > t_{table} = 1.645$, (2) there is a significant relationship between competence professionals with a commitment to work for $r_{y2,13} = 0.341 > r_{table} = 0.138$ and $t_{observe} = 6.849 > t_{table} = 1.645$, (3) there is a significant relationship between job satisfaction with work commitments amounting $r_{y3,12} = 0.279 > r_{table} = 0.138$ and $t_{observe} = 5.141 > t_{table} = 1.645$, and (4) there is a significant relationship between organizational culture, professional competence, and job satisfaction with work commitments of $R_{y(123)} = 0.216 > r_{table} = 0.138$ and $F_{observe} = 16.106 > F_{table} = 2.65$.

The results obtained by the organizational culture, professional competence, and job satisfaction together contributed 21.6% of the commitment amount of work, and the rest are other circumstances determined.

ABSTRAK

SAMSUDDIN. NIM. 8106132041. **Hubungan Budaya Organisasi, Kompetensi Profesional, dan Kepuasan Kerja dengan Komitmen Kerja Guru SMA Negeri di Kabupaten Aceh Tengah. Tesis. Program Pascasarjana Universitas Negeri Medan.**

Penelitian ini bertujuan untuk mengetahui: (1) hubungan budaya organisasi dengan komitmen kerja; (2) hubungan kompetensi profesional dengan komitmen kerja; (3) hubungan kepuasan kerja dengan komitmen kerja; dan (4) hubungan budaya organisasi, kompetensi profesional, dan kepuasan kerja dengan komitmen kerja. Subjek penelitian adalah guru SMA Negeri di Kabupaten Aceh Tengah dengan jumlah sampel sebanyak 179 orang. Teknik pengambilan sampel penelitian digunakan cara *random sampling*. 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. Instrumen angket komitmen kerja yang valid diperoleh 24 butir dari 30 butir angket yang diujicobakan, dan mempunyai reliabilitas sebesar 0,781. Instrumen angket budaya organisasi yang valid diperoleh 26 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,900. Instrumen angket kompetensi profesional yang valid diperoleh 25 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,893. Instrumen angket kepuasan kerja yang valid diperoleh 25 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,881. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat hubungan yang berarti antara budaya organisasi dengan komitmen kerja sebesar $r_{y1,23} = 0,348 > r_{tabel} = 0,138$ dan $t_{hitung} = 7,050 > t_{tabel} = 1,645$; (2) terdapat hubungan yang berarti antara kompetensi profesional dengan komitmen kerja sebesar $r_{y2,13} = 0,341 > r_{tabel} = 0,138$ dan $t_{hitung} = 6,849 > t_{tabel} = 1,645$; (3) terdapat hubungan yang berarti antara kepuasan kerja dengan komitmen kerja sebesar $r_{y3,12} = 0,278 > r_{tabel} = 0,138$ dan $t_{hitung} = 5,141 > t_{tabel} = 1,645$; dan (4) terdapat hubungan yang berarti antara budaya organisasi, kompetensi profesional, dan kepuasan kerja dengan komitmen kerja sebesar $R_{y(123)} = 0,465 > r_{tabel} = 0,138$ dan $F_{hitung} = 16,106 > F_{tabel} = 2,65$. Hasil penelitian diperoleh budaya organisasi, kompetensi profesional, dan kepuasan kerja secara bersama-sama memberikan sumbangan sebesar 21,6% terhadap komitmen kerja, dan sisanya ditentukan keadaan lain.