

ABSTRACT

BASRI. 8146114006. *The Effect Of Organizational Culture, Visionary Leadership, Job Satisfaction, and Job Motivation On Lecturer's Organizational Commitment At Programme of Study LPTK In Banda Aceh Private Collage. Dissertation. Medan : Doctoral Program of Graduate Education Management, State University of Medan. 2020.*

The purpose of this study was to find out and examine : (1) the effect of organizational culture to job satisfaction, (2) the effect of visionary leadership to job satisfaction, (3) the effect of organizational culture to job motivation, (4) the effect of visionary leadership to job motivation, (5) the effect of organizational culture to organizational commitment (6) the effect of visionary leadership to organizational commitment, (7) the effect of job satisfaction to organizational commitment and (8) the effect of job motivation to organizational commitment. This research was conducted at programme of study LPTK in Banda Aceh Private Collage by involving 169 lecturer as respondents. Data collection is done by using a questionnaire with five answer choices. The sampling technique were used proportional random sampling. The instruments were used first tried out to respondent outside the sample to obtain validity and reliability Instruments. Validity test uses Product Moment correlation, while to test its reliability with Alpha formula from Cronbach. Before testing the hypothesis, especially before the test is calculated, the requirements of the analysis include: normality data test and regression linearity test. The results showed (1) there is positive direct effect of organizational culture to job satisfaction, (2) there is positive direct effect of visionary leadership to job satisfaction, (3) there is positive direct effect of organizational culture to job motivation, (4) there is positive direct effect of visionary leadership to job motivation, (5) there is positive direct effect of organizational culture to organization commitment, (6) there is positive direct effect of visionary leadership to organizational commitment, (7) there is positive direct effect of job satisfaction to organizational commitment. and (8) there is positive direct effect of job motivation to organizational commitment. Based on the acceptance of the research hypothesis, it is found a fixed model that describes the structure of causal relationships between organizational culture, visionary leadership, job satisfaction, job motivation and organization commitment at programme of study LPTK in Banda Aceh Private Collage.

Keywords : organizational culture, visionary leadership, job satisfaction, job motivation, and organizational commitment.

ABSTRAK

BASRI. NIM. 8146114006. Pengaruh Budaya Organisasi, Gaya Kepemimpinan Visioner, Kepuasan Kerja dan Motivasi Kerja Terhadap Komitmen Organisasi Dosen pada Program Studi LPTK di PTS Kota Banda Aceh. Disertasi. Medan : Program Doktor Manajemen Pendidikan Pasca Sarjana, Universitas Negeri Medan. 2020.

Tujuan penelitian ini adalah untuk mengetahui dan mengkaji: (1) pengaruh budaya organisasi terhadap kepuasan kerja, (2) pengaruh gaya kepemimpinan visioner terhadap kepuasan kerja, (3) pengaruh budaya organisasi terhadap motivasi kerja, (4) pengaruh gaya kepemimpinan visioner terhadap motivasi kerja, (5) pengaruh budaya organisasi terhadap komitmen organisasi, (6) pengaruh gaya kepemimpinan visioner terhadap komitmen organisasi, (7) pengaruh kepuasan kerja terhadap komitmen organisasi, dan (8) pengaruh motivasi kerja terhadap komitmen organisasi. Penelitian ini dilakukan pada Program Studi LPTK di PTS Kota Banda Aceh dengan melibatkan 169 orang dosen sebagai responden. Untuk pengumpulan data dilakukan dengan menggunakan kuesioner dengan lima pilihan jawaban. Teknik sampling yang digunakan proporsional random sampling. Instrumen yang digunakan terlebih dahulu diujicobakan kepada responden di luar sampel untuk mendapatkan instrumen yang sah dan reliabel. Uji validitas menggunakan korelasi *Product Moment*, sedangkan untuk menguji reliabilitasnya dengan formula *Alpha* dari *Cronbac*. Sebelum dilakukan pengujian hipotesis, terlebih dahulu dihitung uji persyaratan analisis yang mencakup: uji normalitas data dan uji linieritas regresi. Hasil penelitian menunjukkan: (1) budaya organisasi berpengaruh langsung positif terhadap kepuasan kerja, (2) gaya kepemimpinan visioner berpengaruh langsung positif terhadap kepuasan kerja, (3) budaya organisasi berpengaruh langsung positif terhadap motivasi kerja, (4) gaya kepemimpinan visioner berpengaruh langsung positif terhadap motivasi kerja, (5) budaya organisasi berpengaruh langsung positif terhadap komitmen organisasi, (6) gaya kepemimpinan visioner berpengaruh langsung positif terhadap komitmen organisasi, (7) kepuasan kerja berpengaruh langsung positif terhadap komitmen organisasi dan (8) motivasi kerja berpengaruh langsung positif terhadap komitmen organisasi. Berdasarkan penerimaan hipotesis-hipotesis penelitian maka ditemukan model teoretik atau *fixed model* yang menggambarkan struktur hubungan kausal antara variabel budaya organisasi, gaya kepemimpinan visioner, kepuasan kerja, motivasi kerja dan komitmen organisasi dosen pada Program Studi LPTK di PTS Kota Banda Aceh.

Kata Kunci : Budaya Organisasi, Gaya Kepemimpinan Visioner, Kepuasan Kerja, Motivasi Kerja dan Komitmen Organisasi.