

ABSTRAK

AMIRUDDIN, NIM. 8156114002. Pengaruh Budaya Organisasi, Kompetensi Kerja, Kompensasi, Motivasi Kerja, Dan Komitmen Organisasi, Terhadap Kinerja Kepala Madrasah Tsanawiyah Di Kabupaten Deli Serdang. (Studi Pada Kinerja Kepala Madrasah Tsanawiyah di Kabupaten Deli Serdang) Disertasi, Medan: Program Doktor Manajemen Pendidikan Pascasarjana Universitas Negeri Medan 2020.

Tujuan penelitian ini adalah untuk mengetahui dan mengkaji model kinerja Kepala Madrasah Tsanawiyah di bangun berdasarkan hubungan kausal asosiatif antara vertikal eksogenus dengan variable endogenus, yakni meliputi 1) pengaruh langsung budaya organisasi terhadap kompensasi, 2) pengaruh langsung kompetensi kerja terhadap kompensasi, 3) pengaruh langsung budaya organisasi terhadap motivasi kerja, 4) pengaruh langsung kompetensi kerja terhadap motivasi kerja, 5) pengaruh langsung budaya organisasi terhadap komitmen organisasi, 6) pengaruh langsung kompetensi kerja terhadap komitmen organisasi, 7) pengaruh langsung budaya organisasi terhadap kinerja kepala madrasah, 8) pengaruh langsung kompetensi kerja terhadap kinerja kepala madrasah, 9) pengaruh langsung kompensasi terhadap kinerja kepala madrasah, 10) pengaruh langsung motivasi kerja terhadap kinerja kepala madrasah, dan 11) pengaruh langsung komitmen organisasi terhadap kinerja kepala madrasah. Populasi penelitian ini adalah Kepala Madrasah sebanyak 133 orang dengan jumlah sampel sebanyak 103 orang yang diambil dengan menggunakan tabel *Krejcie dan Morgan*. Instrumen penelitian adalah angket dengan skala *Likert* dan Tes. Data penelitian diolah dan dianalisis dengan analisis jalur path analysis. Analisis jalur ini diawali dengan melakukan uji persyaratan analisis meliputi uji normalitas melalui rumus *Lilifors*, dan uji linearitas dan keberartian regresi.

Hasil analisis menunjukkan terdapat pengaruh langsung budaya organisasi terhadap kompensasi dengan koefisien jalur sebesar 0,285, pengaruh langsung kompetensi kerja terhadap kompensasi dengan koefisien jalur sebesar 0,286, pengaruh langsung budaya organisasi terhadap motivasi kerja dengan koefisien jalur sebesar 0,368, pengaruh langsung kompetensi kerja terhadap motivasi kerja dengan koefisien jalur sebesar 0,172, pengaruh langsung budaya organisasi terhadap komitmen organisasi dengan koefisien jalur sebesar 0,207, terdapat pengaruh langsung kompetensi kerja terhadap komitmen organisasi dengan koefisien jalur sebesar 0,208. Demikian juga ada pengaruh langsung budaya organisasi terhadap kinerja kepala madrasah dengan koefisien jalur sebesar 0,216, terdapat pengaruh langsung kompetensi kerja terhadap kinerja kepala madrasah dengan koefisien jalur sebesar 0,171, terdapat pengaruh langsung kompensasi kerja terhadap kinerja kepala madrasah dengan koefisien jalur sebesar 0,178, terdapat pengaruh langsung motivasi kerja terhadap kinerja kepala madrasah dengan koefisien jalur sebesar 0,182 dan pengaruh langsung komitmen organisasi terhadap kinerja kepala madrasah dengan koefisien jalur sebesar 0,173.

Kata Kunci: Kinerja Kepala Madrasah, Budaya Organisasi, Kompetensi Kerja, Kompensasi, Motivasi Kerja, dan Komitmen Organisasi.

ABSTRACT

AMIRUDDIN, NIM. 8156114002. *Influence of Organizational Culture, Work Competence, Compensation, Work Motivation, and Organizational Commitment, on the Performance of Tsanawiyah Madrasah, Heads in Deli Serdang Regency. (Study on the Performance of Tsanawiyah Madrasah Head in Deli Serdang Regency) Dissertation, Medan: Doctoral Program in Management of Postgraduate Education at State University of Medan 2020.*

The purpose of this study was to determine and study the performance model of the Madrasah Tsanawiyah Head in the wake of an associative causal relationship between the vertical exogenous and endogenous variables, which include 1) direct influence of organizational culture against compensation, 2) direct influence of competency of work against compensation, 3) direct influence of organizational culture to the motivation of work, 4) direct influence of work competence of work motivation, 5) direct influence of organizational culture to the organizational commitments, 6) direct influence of competency of the Organization, 7) direct influence of organizational culture to the, 8) direct influence of working competence on the performance of Madrasah Heads, 9) direct influence of compensation to the performance of the Madrasah Head, 10) direct impact of work motivation to the performance of the head of Madrasah, and 11) direct influence of the organization's commitment to the performance of. The population of this study was the head of Madrasah as much as 133 people with a sample amount of 103 people taken using Krejcie and Morgan tables. The research instrument is a poll with Likert and Tes scales. The research data is processed and analyzed with path analysis. The analysis of this pathway begins with conducting test analysis requirements including testing normality through the Lilifors formula, and the linearity test and the sense of regression.

The results of the analysis showed that there is a direct influence of organizational culture against compensation with the line coefficient of 0.285, direct influence of work competency against compensation with line coefficient of 0.286, the direct influence of organizational culture to work motivation with line coefficient of 0.368, the direct influence of work competence of work motivation with line coefficient of 0.172, the direct influence of organizational culture on organizational commitment with line coefficient of 0.207, there is the direct influence of competency on organizational commitment with the line coefficient of 0.208. Similarly, there is a direct influence of the organizational culture towards the performance of the Madrasah head with a line coefficient of 0.216, there is the direct influence of working competence on the performance of the Madrasah head with a line coefficient of 0.171, there is a direct influence of workers compensation to the performance of 0.178 the head of There is the direct influence of work motivation to the performance of the Madrasah head with a line coefficient of 0.187 and direct influence of the organization's commitment to the performance of the Madrasah head with a line coefficient of 0.173.

Keywords: *Performance of Madrasah, Organizational Culture, Work Competency, Compensation, Work Motivation, and Organizational Commitment.*