

ABSTRAK

HAMBALI. NIM. 8136114009. Pengaruh Tekad Diri, Budaya Organisasi, Motivasi Kerja, dan Kepuasan Kerja terhadap Kinerja Kepala SD Negeri di Kabupaten Aceh Besar Provinsi Aceh. **Disertasi**. Program Studi S3 Manajemen Pendidikan Pascasarjana Universitas Negeri Medan.

Penelitian ini bertujuan untuk menganalisis pengaruh: (1) tekad diri terhadap motivasi kerja kepala SD di Kabupaten Aceh Besar; (2) budaya organisasi terhadap motivasi kerja kepala SD di Kabupaten Aceh Besar; (3) tekad diri terhadap kepuasan kerja kepala SD di Kabupaten Aceh Besar; (4) budaya organisasi terhadap kepuasan kerja kepala SD di Kabupaten Aceh Besar; (5) tekad diri terhadap kinerja kepala SD di Kabupaten Aceh Besar; (6) budaya organisasi terhadap kinerja kepala SD di Kabupaten Aceh Besar; (7) motivasi kerja terhadap kinerja kepala SD di Kabupaten Aceh Besar; dan (8) kepuasan kerja terhadap kinerja kepala SD di Kabupaten Aceh Besar. Metode penelitian bersifat analisis jalur yang bertujuan untuk memperoleh pengaruh variabel eksogen terhadap variabel endogen penelitian. Subjek penelitian adalah kepala SD di Kabupaten Aceh Besar dengan jumlah sampel sebanyak 135 orang. Pengambilan sampel dilakukan dengan *propositional random sampling*. Berdasarkan hasil penelitian disimpulkan terdapat pengaruh langsung positif antara: (1) tekad diri terhadap motivasi kerja kepala SD di Kabupaten Aceh Besar sebesar 25,3%; (2) budaya organisasi terhadap motivasi kerja kepala SD di Kabupaten Aceh Besar sebesar 27,9%; (3) tekad diri terhadap kepuasan kerja kepala SD di Kabupaten Aceh Besar sebesar 27,1%; (4) budaya organisasi terhadap kepuasan kerja kepala SD di Kabupaten Aceh Besar sebesar 21,5%; (5) tekad diri terhadap kinerja kepala SD di Kabupaten Aceh Besar sebesar 20,2%; (6) budaya organisasi terhadap kinerja kepala SD di Kabupaten Aceh Besar sebesar 17,5%; (7) motivasi kerja terhadap kinerja kepala SD di Kabupaten Aceh Besar sebesar 18,9%; dan (8) kepuasan kerja terhadap kinerja kepala SD di Kabupaten Aceh Besar sebesar 24,5%. Berdasarkan hasil penelitian dapat disimpulkan bahwa untuk mengoptimalkan kinerja kepala SD Negeri di Kabupaten Aceh Besar Provinsi Aceh dapat dilakukan dengan peningkatan variabel tekad diri, budaya organisasi, motivasi kerja, dan kepuasan kerja.

Kata kunci: Tekad diri, Budaya organisasi, Motivasi kerja, Kepuasan kerja, Kinerja kepala SD

ABSTRACT

HAMBALI. NIM. 8136114009. The Influence of Self-Determination, Organizational Culture, Work Motivation, and Job Satisfaction on the Performance of Principals of Public School in Aceh Besar District, Aceh Province. **Dissertation**. Postgraduate Education Management Study Program, State University of Medan.

This study aimed to analyze the effects of (1) self-determination on the work motivation of primary school principals in Aceh Besar District; (2) organizational culture on the work motivation of primary school heads in Aceh Besar District; (3) self-determination towards job satisfaction of primary school principals in Aceh Besar District; (4) organizational culture on job satisfaction of primary school principals in Aceh Besar District; (5) self-determination towards the performance of primary school principals in Aceh Besar District; (6) organizational culture on the performance of primary school principals in Aceh Besar District; (7) work motivation on the performance of primary school principals in Aceh Besar District; and (8) job satisfaction with the performance of primary school principals in Aceh Besar District. The research method is path analysis, aiming to obtain the influence of exogenous variables on endogenous variables of the study. The research subjects were the principle of public school in Aceh Besar District, with a total sample of 135 people. Sampling was done by proportional random sampling. Based on the results of the study, it was concluded that there was a direct positive influence between (1) self-determination towards the work motivation of the primary school principals in Aceh Besar District by 25.3%; (2) organizational culture on the work motivation of the primary school principals in Aceh Besar District, 27.9%; (3) self-determination towards the job satisfaction of primary school principals in Aceh Besar District by 27.1%; (4) organizational culture on job satisfaction of primary school principals in Aceh Besar District by 21.5%; (5) self-determination towards the performance of primary school principals in Aceh Besar District by 20.2%; (6) organizational culture on the performance of primary school principals in Aceh Besar District by 17.5%; (7) work motivation on the performance of primary school principals in Aceh Besar District is 18.9%; and (8) job satisfaction with the performance of primary school principals in Aceh Besar District by 24.5%. Based on the study results, it can be concluded that to optimize the head of public school in Aceh Besar District, Aceh Province, and it can be done by increasing the variables of self-determination, organizational culture, work motivation, and job satisfaction.

Keywords: Self-determination, Organizational culture, Work motivation, Job satisfaction, Principal performance public school