

Abstrak

Yetty Rosmawaty Pangaribuan NIM: 8136114023. Pengaruh Budaya Organisasi, Pemberdayaan, Motivasi Kerja dan Kepuasan Kerja terhadap Kinerja Guru SMK Bidang Keahlian Seni Kerajinan dan Pariwisata di Sumatera Utara Disertasi. Medan: Program Doktor Manajemen Pendidikan Pasca Sarjana, Universitas Negeri Medan. 2020.

Tujuan penelitian ini adalah untuk mengetahui dan mengkaji pengaruh : (1) budaya organisasi terhadap motivasi kerja, (2) budaya organisasi terhadap kepuasan kerja, (3) pemberdayaan terhadap motivasi kerja, (4) pemberdayaan terhadap kepuasan kerja, (5) budaya organisasi terhadap kinerja, (6) pengaruh pemberdayaan terhadap kinerja, (7) motivasi kerja terhadap kinerja, dan (8) kepuasan kerja terhadap kinerja. Penelitian ini juga bertujuan untuk menentukan model teoritis kinerja (*fixed Model*) yang dapat menggambarkan struktur hubungan kausal antara variabel eksogenus dengan variabel endogenus

Populasi penelitian adalah guru guru SMK program studi tata busana, tata boga, dan tata kecantikan di Propinsi Sumatera Utara sebanyak 210 orang, sampel penelitian sebanyak 138 orang yang diambil secara acak proporsional. Instrumen yang digunakan adalah angket setelah terlebih dahulu di uji validitas dengan rumus korelasi *product moment* dan reliabilitas dengan menggunakan rumus *Alpha Cronbach*.

Hasil penelitian menunjukkan secara deskriptif diperoleh variabel budaya organisasi berada pada tingkat cukup kuat, pemberdayaan berada pada tingkat kadang kadang diberdayakan, motivasi kerja berada pada tingkat cukup, kepuasan kerja berada pada tingkat cukup puas, dan kinerja guru berada pada tingkat cukup. Hasil penelitian ini juga menunjukkan model kinerja guru yang terdiri dari (1) Budaya organisasi berpengaruh langsung terhadap Motivasi kerja sebesar 0,127 (2) Pemberdayaan berpengaruh langsung terhadap motivasi kerja, sebesar 0,094 (3) Budaya organisasi berpengaruh langsung terhadap kepuasan kerja, sebesar 0,091 (4) Pemberdayaan berpengaruh langsung terhadap kepuasan kerja, sebesar 0,065 (5) Budaya organisasi berpengaruh langsung terhadap kinerja guru 0,071, (6) Pemberdayaan berpengaruh langsung terhadap kinerja sebesar 0,040, (7) Motivasi kerja berpengaruh langsung terhadap kinerja guru sebesar 0,035, (8) Kepuasan kerja berpengaruh langsung terhadap kinerja guru 0,080.

Kesimpulan berdasarkan penerimaan hipotesis-hipotesis penelitian maka ditemukan model teoritik atau *fixed model* yang menggambarkan struktur hubungan kausal antara variabel penelitian yang menentukan kinerja guru SMK bidang keahlian tata busana, tata boga dan tata kecantikan di Sumatera Utara.

Kata Kunci: Budaya Organisasi, Pemberdayaan, Motivasi kerja, Kepuasan Kerja, Kinerja Guru.

Abstract

YETTY ROSMAWATY PANGARIBUAN NIM : 8136114023. The Influence of Organizational Culture, Empowerment, Work Motivation and Job Satisfaction on the Performance of Vocational School Teachers in the Field of Arts and Crafts and Tourism in North Sumatra. Dissertation. Medan: Postgraduate Education Management Doctoral Program, Medan State University. 2020.

The purpose of this study was to determine and examine the vocational school teacher performance model which was built based on the associative causal relationship between exogenous variables and endogenous variables: (1) the influence of organizational culture on work motivation, (2) the influence of organizational culture on job satisfaction, (3) the influence of empowerment. work motivation, (4) the influence of empowerment on job satisfaction, (5) the influence of organizational culture on performance, (6) the effect of empowerment on performance, (7) the effect of work motivation on performance, and (8) the effect of job satisfaction on performance.

The research population consisted of 210 teachers of SMK in the study program of fashion, culinary and beauty in North Sumatra Province. The research sample was 138 people who were taken proportionally randomly. The instrument used was a questionnaire after first testing the validity with the product moment correlation formula and reliability using the Alpha Cronbach formula.

The results show descriptively that the organizational culture variable is at a strong enough level, empowerment is at the occasional level, work motivation is at a sufficient level, job satisfaction is at a fairly satisfied level, and teacher performance is at a sufficient level. The results of this study also show the teacher performance model consisting of 1) organizational culture has a positive and significant effect on work motivation, 2) organizational culture has a positive and significant effect on job satisfaction, 3) empowerment has a positive and significant effect on work motivation, 4) empowerment has an effect positive and significant impact on job satisfaction, 5) organizational culture has a positive and significant effect on teacher performance, 6) empowerment has a positive and significant effect on teacher performance, 7) work motivation has a positive and significant effect on teacher performance, 8) job satisfaction has a positive and significant effect on teacher performance.

The conclusion is based on the acceptance of research hypotheses, a theoretical model or fixed model is found that describes the structure of the causal relationship between the research variables that determine the performance of vocational teachers in the field of fashion, culinary and beauty expertise in North Sumatra.

Keywords : Organizational Culture, Empowerment, Motivation , Job Satisfaction, And Teacher Performance