

ABSTRAK

HANAFIAH. 8186114021 Pengaruh Kepemimpinan, Motivasi Kerja, Stres Kerja, dan Kepuasan Kerja Terhadap Kinerja Dosen Universitas Samudra Kota Langsa. Disertasi. Medan: Program Doktor Manajemen pendidikan, Pascasarjana, Universitas Negeri Medan. 2021.

Tujuan penelitian secara umum adalah untuk mengembangkan model kinerja dosen Universitas Samudra, secara khusus adalah untuk mengetahui pengaruh kepemimpinan terhadap stres kerja dosen, pengaruh motivasi kerja terhadap stres kerja dosen, pengaruh kepemimpinan terhadap kepuasan kerja dosen, pengaruh motivasi kerja terhadap kepuasan kerja dosen, pengaruh stres kerja terhadap kepuasan kerja dosen, pengaruh kepemimpinan terhadap kinerja dosen, pengaruh motivasi kerja terhadap kinerja dosen, pengaruh stres kerja terhadap kinerja dosen, dan pengaruh kepuasan kerja terhadap kinerja dosen. Penelitian ini dilakukan pada Universitas Samudra Kota Langsa, dengan waktu penelitian dimulai pada bulan Januari-April 2019. Populasi penelitian seluruh dosen pada Universitas Samudra yang berjumlah 450 orang. sampel penelitian sebanyak 186 orang yang ditentukan menurut unit kerja (Fakultas) secara proporsional. Instrumen yang dipakai dalam penelitian ini adalah kuesioner berbentuk kuesioner tertutup untuk memperoleh data kepemimpinan, motivasi kerja, stres kerja, dan kepuasan kerja, serta kinerja dosen. Analisis data penelitian ini menggunakan analisis deskriptif dan analisis inferensial dengan analisis Jalur (*Path Analysis*). Hasil penelitian menunjukkan bahwa; (1) kepemimpinan Ketua Program Studi memberikan pengaruh yang positif dan signifikan terhadap stres kerja (2) Motivasi kerja berpengaruh positif dan signifikan terhadap stres kerja (3) kepemimpinan Ketua Program Studi berpengaruh positif dan signifikan bagi kepuasan kerja (4) Motivasi kerja berpengaruh positif dan signifikan terhadap kepuasan kerja (5) Stres kerja memberikan pengaruh negatif dan tidak signifikan terhadap kepuasan kerja (6) kepemimpinan Ketua Program Studi memberikan pengaruh positif dan signifikan terhadap kinerja dosen (7) Motivasi kerja memberikan pengaruh positif dan signifikan terhadap kinerja dosen (8) Stres kerja menyumbangkan pengaruh positif namun tidak signifikan terhadap kinerja dosen, dan (9) Kepuasan kerja pengaruh positif dan signifikan terhadap kinerja dosen. Selain itu ditemukan pengaruh tidak langsung yaitu kepemimpinan berpengaruh tidak langsung terhadap kepuasan melalui stres kerja, motivasi kerja berpengaruh tidak langsung terhadap kepuasan kerja melalui stres kerja, Kepemimpinan berpengaruh tidak langsung terhadap kinerja melalui stres kerja dan kepuasan kerja, dan motivasi kerja berpengaruh tidak langsung terhadap kinerja dosen melalui kepuasan kerja. Hasil penelitian ini membuktikan bahwa kepemimpinan Ketua Program Studi, motivasi kerja, stres kerja, dan kepuasan kerja mampu memberikan pengaruh terhadap kinerja dosen. Dengan demikian, untuk meningkatkan kinerja dosen perlu meningkatkan kemampuan kepemimpinan, meningkatkan motivasi kerja, menurunkan stres kerja, dan meningkatkan kepuasan kerja dosen. Tahapan-tahapan yang dapat dilakukan pertama adalah penurunan stres kerja dosen, kedua peningkatan kepuasan kerja dosen, dan ketiga peningkatan kinerja dosen secara keseluruhan.



ABSTRACT

HANAFIAH. 8186114021. *Effects of Leadership, Work Motivation, Job Stress, and Job Satisfaction on the Performance of Lecturers at Samudra University Langsa City. Dissertation. Medan: Educational Management Doctoral Program, Postgraduate, Medan State University. 2021*

The research objective in general is to develop a performance model for lecturers at Samudra University, specifically to determine the effect of leadership on lecturer work stress, the effect of work motivation on lecturer work stress, the influence of leadership on lecturer job satisfaction, the effect of work motivation on lecturer job satisfaction, the effect of Job stress on lecturer job satisfaction, the influence of leadership on lecturer performance, the effect of work motivation on lecturer performance, the effect of job stress on lecturer performance, and the effect of job satisfaction on lecturer performance. This research was conducted at Samudra City Langsa University, with the time of the research starting in January-April 2019. The research population of all lecturers at Samudra University is 450 people. Research sample of 186 people who are determined according to the work unit (Faculty) proportionally. The instrument used in this study was a closed questionnaire to obtain data on leadership, work motivation, job stress, job satisfaction, and lecturer performance. This research data analysis using descriptive analysis and inferential analysis with Path analysis. The results showed that; (1) the leadership of the Head of the Stusi Program has a positive and significant effect on work stress (2) Work motivation has a positive and significant effect on work stress (3) the leadership of the Head of the Study Program has a positive and significant effect on job satisfaction (4) Work motivation has a positive and significant effect. significant towards job satisfaction (5) Job stress has a negative and insignificant effect on job satisfaction (6) the leadership of the Head of the Study Program has a positive and significant impact on lecturer performance (7) Work motivation has a positive and significant effect on lecturer performance (8) Stress Work has a positive but insignificant effect on lecturer performance, and (9) Job satisfaction has a positive and significant effect on lecturer performance. In addition, it was found that the indirect effect was that leadership had an indirect effect on satisfaction through job stress, work motivation had an indirect effect on job satisfaction through job stress, leadership had an indirect effect on performance through job stress and job satisfaction, and work motivation had an indirect effect on performance. lecturers through job satisfaction. The results of this study prove that the leadership of the Head of the Study Program, work motivation, job stress, and job satisfaction can have an influence on lecturer performance. Thus, to improve lecturer performance, it is necessary to improve leadership abilities, increase work motivation, reduce work stress, and increase lecturer job satisfaction. The first steps that can be carried out are reducing the work stress of the lecturers, secondly increasing the job satisfaction of the lecturers, and the third increasing the overall performance of the lecturers.

