

ABSTRACT

MARLINA SIREGAR. 8156114024. *The Effect Of Organization Culture, Interpersonal Communication, Innovative Work Behaviour, And Job Motivation On Principal's Performace At Public Elementary School In Labuhanbatu. 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 principal's performance model built on associative causal relationships between exogenous variables and endogenous variables,, (2) the effect of organizational culture to job motivation, (3) the effect of interpersonal communication to job motivation, (4) the effect of innovative work behavior to job motivation, (5) the effect of organizational culture to principal's performance, (6) the effect of interpersonal communication to principal's performance, (7) the effect of innovative work behavior to principal's performance, and (8) the effect of job motivation to principal's performance. This research was conducted at Public Elementary School in Labuhanbatu by involving 142 principals 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 Cronbac. 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) Obtained the principal's performance model, (2) there is positive direct effect of organizational culture to job motivation 5,1%, (3) there is positive direct effect of interpersonal communication to job motivation 5,2%, (4) there is positive direct effect of innovative work behavior to job motivation 6,9%, (5) there is positive direct effect of organizational culture to principal's performance 8,9% and indirect positive through job motivation 3,2%, (6) there is positive direct effect of interpersonal communication to principal's performance 2,6% and indirect positive through job motivation 1,6%, (7) there is positive direct effect of innovative work behavior to principal's performance 4,1% and indirect positive through job motivation 2,5%, and (8) there is positive direct effect of job motivation to principal's performance 5,9%. Based on the acceptance of the research hypothesis, it is found a fixed model that describes the structure of causal relationships between organizational culture, interpersonal communication, innovative work behavior, job motivation and principal's performance at Public Elementary School in Labuhanbatu. The organizational behavior has bigger influence than the other variable to principal's performance. The next variable was job motivation, innovative work behavior, and interpersonal communication has lowest influence than the other variable to principal's performance.

Keywords : organizational culture, interpersonal communication, innovative work behavior, job motivation and principal's performance.

ABSTRAK

MARLINA SIREGAR. NIM. 8156114024. Pengaruh Budaya Organisasi, Komunikasi Interpersonal, Perilaku Inovatif dan Motivasi Kerja Terhadap Kinerja Kepala Sekolah di Sekolah Dasar Negeri Wilayah Kabupaten Labuhanbatu. Disertasi. Medan : Program Doktor Manajemen Pendidikan Pasca Sarjana, Universitas Negeri Medan. 2020.

Tujuan penelitian ini adalah untuk mengetahui dan mengkaji: (1) model kinerja kepala sekolah yang dibangun berdasarkan hubungan kausal asosiatif antara variabel eksogenus dengan variabel endogenus, (2) pengaruh budaya organisasi terhadap motivasi kerja, (3) pengaruh komunikasi interpersonal terhadap motivasi kerja, (4) pengaruh perilaku inovatif terhadap motivasi kerja, (5) pengaruh budaya organisasi terhadap kinerja kepala sekolah, (6) pengaruh komunikasi interpersonal terhadap kinerja kepala sekolah, (7) pengaruh perilaku inovatif terhadap kinerja kepala sekolah, dan (8) pengaruh motivasi kerja terhadap kinerja pegawai. Penelitian ini dilakukan pada SD Negeri di Wilayah Kabupaten Labuhanbatu dengan melibatkan 142 orang kepala sekolah 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) diperoleh model kinerja kepala sekolah, (2) budaya organisasi berpengaruh langsung positif terhadap motivasi kerja sebesar 5,1%, (3) komunikasi interpersonal berpengaruh langsung positif terhadap motivasi kerja sebesar 5,2%, (4) perilaku inovatif berpengaruh langsung positif terhadap motivasi kerja sebesar 6,9%, (5) budaya organisasi berpengaruh langsung positif terhadap kinerja kepala sekolah sebesar 8,9% serta berpengaruh tidak langsung positif terhadap kinerja kepala sekolah melalui motivasi kerja sebesar 3,2%, (6) komunikasi interpersonal berpengaruh langsung positif terhadap kinerja kepala sekolah sebesar 2,6% serta berpengaruh tidak langsung positif terhadap kinerja kepala sekolah melalui motivasi kerja sebesar 1,6%, (7) perilaku inovatif berpengaruh langsung positif terhadap kinerja kepala sekolah sebesar 4,1% serta berpengaruh tidak langsung positif terhadap kinerja kepala sekolah melalui motivasi kerja sebesar 2,5%, dan (8) motivasi kerja berpengaruh langsung positif terhadap kinerja kepala sekolah sebesar 5,9%. Berdasarkan penerimaan hipotesis-hipotesis penelitian maka ditemukan model teoretik atau *fixed model* yang menggambarkan struktur hubungan kausal antara variabel budaya organisasi, komunikasi interpersonal, perilaku inovatif, motivasi kerja dan kinerja kepala sekolah di SD Negeri Wilayah Kabupaten Labuhanbatu. Variabel budaya organisasi memiliki pengaruh relatif yang lebih besar dibandingkan variabel lainnya, disusul dengan motivasi kerja, perilaku inovatif dan variabel komunikasi interpersonal memiliki pengaruh yang relatif lebih kecil terhadap kinerja kepala sekolah.

Kata Kunci : Budaya Organisasi, Komunikasi Interpersonal, Perilaku Inovatif, Motivasi Kerja dan Kinerja Kepala Sekolah