

ABSTRAK

Darmawati. Pengaruh Komunikasi Interpersonal, Budaya Organisasi, Motivasi kerja, Kepuasan Kerja terhadap Kinerja Guru SD Negeri Di Kecamatan Bandar Baru Kabupaten Pidie Jaya. Medan: Program Pascasarjana Universitas Negeri Medan, Mei 2020.

Tujuan penelitian ini adalah untuk mengetahui dan mengkaji rumusan hipotesis: (1) pengaruh Komunikasi Interpersonal terhadap motivasi kerja, (2) pengaruh budaya organisasi terhadap motivasi kerja, (3) pengaruh Komunikasi Interpersonal terhadap kepuasan kerja, (4) pengaruh budaya organisasi terhadap kepuasan kerja, (5) pengaruh Komunikasi Interpersonal terhadap kinerja guru, (6) pengaruh budaya organisasi terhadap kinerja guru, (7) pengaruh motivasi kerja terhadap kinerja guru, (8) pengaruh kepuasan kerja terhadap kinerja guru. Merumuskan temuan model: (1) model kinerja guru yang dibangun berdasarkan hubungan kausal asosiatif antara variabel eksogenus dengan variabel endogenus pengaruh kepuasan terhadap kinerja guru. Penelitian ini dilakukan pada sekolah dasar dengan 154 responden dari 28 SD Negeri di Pidie Jaya. Untuk pengumpulan data kuesioner dengan lima alternative pilihan jawaban, sedangkan untuk variabel kinerja dilakukan dengan observasi menggunakan lembar observasi. Teknik sampling yang digunakan proporsional *random sampling*. Instrument yang digunakan terlebih dahulu didahului uji coba kepada responden di luar sampel untuk mendapatkan instrumen yang sahih dan relatif. Uji validitas menggunakan korelasi *product moment*, sedangkan untuk menguji reliabilitasnya dengan formula Alpha dari Cronbach. Sebelum dilakukan pengujian hipotesis terlebih dahulu di hitung uji persyaratan analisis mencakup uji normalitas data dan uji linieritas regresi. Hasil penelitian menunjukkan (1) Komunikasi Interpersonal berpengaruh langsung positif terhadap motivasi kerja, (2) budaya organisasi berpengaruh langsung positif terhadap motivasi kerja, (3) Komunikasi Interpersonal berpengaruh langsung positif terhadap kepuasan kerja, (4) budaya organisasi berpengaruh langsung positif terhadap kepuasan kerja, (5) Komunikasi Interpersonal berpengaruh langsung positif terhadap kinerja guru, (6) budaya organisasi berpengaruh langsung positif terhadap kinerja guru, (7) motivasi kerja berpengaruh langsung positif terhadap kinerja guru, (8), kepuasan kerja berpengaruh langsung positif terhadap kinerja guru, dan selanjutnya (1) ditemukan model kinerja guru. Berdasarkan penerimaan hipotesis-hipotesis penelitian maka ditemukan model teoritik atau *fixed model* yang menggambarkan struktur hubungan kausal antara variabel Komunikasi Interpersonal, budaya organisasi, kepuasan kerja, motivasi kerja dan kinerja guru SD Negeri Di Kecamatan Bandar Baru Kabupaten Pidie Jaya.

Kata kunci: Komunikasi Interpersonal, Budaya Organisasi, Motivasi Kerja, Kepuasan Kerja, Kinerja Guru.

ABSTRACT

DARMAWATI. The Influence of Interpersonal Communication, Organizational Culture, Work Motivation, Job Satisfaction on the Performance of Public Elementary School Teachers in Bandar Baru District, Pidie Jaya Regency. Medan: Postgraduate Program, State University of Medan, May 2020.

The purpose of this study was to see and examine the formulation of hypotheses: (1) the influence of interpersonal communication on work motivation, (2) the influence of organizational culture on motivation, (3) the effect of interpersonal communication on job satisfaction, (4) the influence of organizational culture on job satisfaction, (5) the influence of interpersonal communication on teacher performance, (6) the influence of organizational culture on teacher performance, (7) the effect of work motivation on teacher performance, (8) the effect of satisfaction on teacher performance. And formulate a model of findings: (1) a teacher performance model that is built on the associative causal relationship between exogenous variables and endogenous variables the effect of satisfaction on teacher performance. This research was conducted at elementary schools with 154 respondents from 28 public elementary schools in Pidie Jaya. To test the questionnaire data with five alternative answer choices, while for performance variables using observation sheets. The sampling technique used was proportional random sampling. The instrument used first before the respondent's trial was out of the sample to obtain a valid and relative instrument. The validity test uses the product moment application, while to test its reliability the Alpha formula from Cronbach. Before the hypothesis test is carried out, the analysis trial is calculated including the normality test data and the regression linearity test. The results showed (1) Interpersonal communication has a positive direct effect on motivation, (2) organizational culture has a positive direct effect on work motivation, (3) Interpersonal communication has a positive direct effect on job satisfaction, organizational culture has a positive direct effect on job satisfaction, (5) Interpersonal communication has a positive direct effect on teacher performance, (6) organizational culture has a positive effect on teacher performance, (7) work motivation has a positive effect on teacher performance, (8), job satisfaction has a positive direct effect on teacher performance, and then (1) obtained the teacher performance model. Based on the acceptance of research hypotheses, a theoretical model or a fixed model is found that describes the structure of the causal relationship between Interpersonal Communication variables, organizational culture, job satisfaction, work motivation and performance of public elementary school teachers in Bandar Baru District, Pidie Jaya Regency.

Keywords: Interpersonal Communication, Organizational Culture, Work Motivation, Job Satisfaction, Teacher Performance