

## ABSTRACT

**IIS MARSITHAH. 8146114009. *The Effect Of Organization Culture, Rewards, Job Satisfaction, And Job Stress On Lecturer's Performace At UIN Ar-Raniry Banda Aceh. Dissertation. Medan: Doctoral Program of Graduate Education Management, State University of Medan. 2021.***

The purpose of this study was to find out and examine : (1) the lecturer's performance model built on associative causal relationships between exogenous variables and endogenous variables, (2) the effect of organizational culture to job satisfaction, (3) the effect of rewards to job satisfaction, (4) the effect of organizational culture to job stress, (5) the effect of rewards to job stress, (6) the effect of organizational culture to lecturer's performance, (7) the effect of rewards to lecturer's performance, (8) the effect of job satisfaction to lecturers performance, and (9) the effect of job stress to lecturers performance. The population is all lecturer as many as 486 people. The research sample of 219 people was determined by the Slovin formula. 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 Cronbach. 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 lecturer's performance model UIN Ar-Raniry Banda Aceh, (2) there is positive direct effect of organizational culture to job satisfaction 1,9%, (3) there is positive direct effect of rewards to job satisfaction 1,9%, (4) there is negative direct effect of organizational culture to job stres 11,2%, (5) there is negative direct effect of rewards to job stress 2%, (6) there is positive direct effect of organizational culture to lecturer's performance 7,9% include indirect effect through job satisfaction 0,6% and job stress 1,8%, (7) there is positive direct effect of rewards to lecturer's performance 2,8% include indirect effect through job satisfaction 0,4% and job stress 0,7%, (8) there is positive direct effect of job satisfaction to lecturer's performance 1,5%. and (9) there is positive direct effect of job stress to lecturer's performance 3%. Based on the acceptance of the research hypothesis, it is found a fixed model that describes the structure of causal relationships between organizational culture, rewards, job satisfaction, job stress and lecturer's performance at UIN Ar-Raniry Banda Aceh. The organizational behavior has bigger influence than the other variable to lecturer's performance. The next variable was job stress, rewards, and job satisfaction has lowest influence than the other variable to lecturer's performance.

**Keywords :** organizational culture, rewards, job satisfaction, job stres and lecturer's performance.

## ABSTRAK

**IIS MARSITHAH. 8146114009. Pengaruh Budaya Organisasi, Imbalan Kerja, Kepuasan Kerja dan Stres Kerja Terhadap Kinerja Dosen UIN Ar-Raniry Banda Aceh. Disertasi. Medan : Program Doktor Manajemen Pendidikan Pasca Sarjana, Universitas Negeri Medan. 2021.**

Tujuan penelitian ini adalah untuk mengetahui dan mengkaji: (1) model kinerja dosen yang dibangun berdasarkan hubungan kausal asosiatif antara variabel eksogenus dengan variabel endogenus, (2) pengaruh budaya organisasi terhadap kepuasan kerja, (3) pengaruh imbalan kerja terhadap kepuasan kerja, (4) pengaruh budaya organisasi terhadap stres kerja, (5) pengaruh imbalan kerja terhadap stres kerja, (6) pengaruh budaya organisasi terhadap kinerja dosen, (7) pengaruh imbalan kerja terhadap kinerja dosen, (8) pengaruh kepuasan kerja terhadap kinerja dosen dan (9) pengaruh stres kerja terhadap kinerja dosen. Populasi adalah semua dosen UIN Ar-Raniry Banda Aceh sebanyak 486 orang. Sampel penelitian sebanyak 219 orang ditentukan dengan rumus Slovin. 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 *Cronbach*. 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 dosen UIN Ar-Raniry Banda Aceh, (2) budaya organisasi berpengaruh langsung positif terhadap kepuasan kerja sebesar 1,9%, (3) imbalan kerja berpengaruh langsung positif terhadap kepuasan kerja sebesar 1,9%, (4) budaya organisasi berpengaruh langsung negatif terhadap stres kerja sebesar 11,2%, (5) imbalan kerja berpengaruh langsung negatif terhadap stres kerja sebesar 2%, (6) budaya organisasi berpengaruh langsung positif terhadap kinerja dosen sebesar 7,9% serta berpengaruh tidak langsung terhadap kinerja dosen melalui kepuasan kerja sebesar 0,6% dan melalui stres kerja sebesar 1,8%, (7) imbalan kerja berpengaruh langsung positif terhadap kinerja dosen sebesar 2,8% serta berpengaruh tidak langsung terhadap kinerja dosen melalui kepuasan kerja sebesar 0,4% dan melalui stress kerja sebesar 0,7%. (8) kepuasan kerja berpengaruh langsung positif terhadap kinerja dosen sebesar 1,5%, dan (9) stres kerja berpengaruh langsung negatif terhadap kinerja dosen sebesar 3%. Berdasarkan penerimaan hipotesis-hipotesis penelitian maka ditemukan model teoretik atau *fixed model* yang menggambarkan struktur hubungan kausal antara variabel budaya organisasi, imbalan kerja, kepuasan kerja, stres kerja dan kinerja dosen UIN Ar-Raniry Banda Aceh. Variabel budaya organisasi memiliki pengaruh relatif yang lebih besar dibandingkan variabel lainnya, disusul dengan stres kerja, imbalan kerja dan variabel kepuasan kerja memiliki pengaruh yang relatif lebih kecil terhadap kinerja dosen.

Kata Kunci : Budaya Organisasi, Imbalan Kerja, Kepuasan Kerja, Stres Kerja dan Kinerja Dosen.