

ABSTRAK

JALALUDDIN. 8196114001. Pengaruh Kepemimpinan, Budaya Organisasi, Komitmen Organisasi, Kepuasan Kerja Terhadap Kinerja Dosen Universitas Serambi Mekkah. Disertasi. Medan: Program Pascasarjana Universitas Negeri Medan, Mai 2021.

Penelitian ini bertujuan menjawab permasalahan dari delapan hipotesis yang di ajukan, yaitu : 1) Pengaruh langsung kepemimpinan terhadap komitmen organisasi, 2) Pengaruh langsung budaya organisasi terhadap komitmen organisasi, 3) pengaruh langsung kepemimpinan terhadap kepuasan kerja, 4) Pengaruh langsung budaya organisasi terhadap kepuasan kerja, 5) Pengaruh langsung kepemimpinan terhadap kinerja dosen, 6) Pengaruh langsung budaya organisasi terhadap kinerja dosen, 7) Pengaruh langsung komitmen organisasi terhadap kinerja dosen, 8) Pengaruh langsung kepuasan kerja terhadap kinerja dosen Universitas Serambi Mekkah. Populasi penelitian ini adalah sebanyak 270 orang dosen. Sampel sebanyak 152 orang yang diperoleh dengan teknik *Proporsional Random Sampling*. Instrumen penelitian menggunakan angket dengan skala *Likert* dan pengolahan data penelitian dianalisis melalui *Statistical Package for the Social Sciences* (SPSS) dan analisis jalur (*path analysis*) Hasil penelitian menunjukkan bahwa: 1) kepemimpinan berpengaruh langsung dan positif terhadap komitmen organisasi ditunjukkan bahwa $p_{31} = 0,126$. 2) budaya organisasi berpengaruh langsung dan positif terhadap komitmen organisasi ditunjukkan bahwa $p_{32} = 0,138$. 3) kepemimpinan berpengaruh langsung dan positif terhadap kepuasan kerja ditunjukkan bahwa $p_{41} = 0,135$. 4) budaya organisasi berpengaruh langsung dan positif terhadap kepuasan kerja $p_{42} = 0,129$. 5) kepemimpinan berpengaruh langsung dan positif terhadap kinerja dosen $p_{51} = 0,073$. 6) budaya organisasi berpengaruh langsung dan positif terhadap kinerja dosen $p_{52} = 0,133$. 7) komitmen organisasi berpengaruh langsung dan positif terhadap kinerja dosen $p_{53} = 0,394$. 8) dan kepuasan kerja berpengaruh langsung dan positif terhadap kinerja dosen $p_{54} = 0,117$. Implikasi hasil penelitian menjelaskan kepemimpinan, budaya organisasi, komitmen organisasi, dan kepuasan kerja berpengaruh langsung positif terhadap kinerja dosen. Ini menunjukkan bahwa kinerja dosen dapat ditingkatkan dengan meningkatkan kepemimpinan, budaya organisasi, komitmen, dan kepuasan kerja.

Kata kunci : Kepemimpinan, Budaya Organisasi, Komitmen Organisasi, Kepuasan Kerja, dan Kinerja Dosen

ABSTRACT

JALALUDDIN. 8196114001. The Effects of Leadership, Organizational Culture, Organizational Commitment, and Job Satisfaction on the Performances of Serambi Mekkah University's Lecturers. Dissertation. Medan: Postgraduate Program of Universitas Negeri Medan, May 2021.

This study aims to investigate: 1) a direct effect of leadership on the organizational commitment, 2) a direct effect of the organizational culture on the organizational commitment, 3) a direct effect of leadership on the job satisfaction, 4) a direct effect of the organizational culture on job satisfaction, 5) a direct effect of leadership on the performances of Serambi Mekkah University's lecturers, 6) a direct effect of the organizational culture on the performances of Serambi Mekkah University's lecturers, 7) a direct effect of the organizational commitment on the performances of Serambi Mekkah University's lecturers; and 8) a direct effect of job satisfaction on the performances of Serambi Mekkah University's lecturers. The research population consisted 270 lecturers. A sample of 152 people was obtained by using the proportional random sampling technique. A questionnaire with a Likert scale was used as the research instrument while the Statistical Package for the Social Sciences (SPSS) and path analysis were used to analyze the data. The results showed that: 1) Leadership has a direct and positive effect on the organizational commitment ($p_{31} = 0.126$); 2) Organizational culture has a direct and positive effect on the organizational commitment ($p_{32} = 0.138$); 3) Leadership has a direct and positive effect on the job satisfaction ($p_{41} = 0.135$); 4) Organizational culture has a direct and positive effect on the job satisfaction ($p_{42} = 0.129$); 5) Leadership has a direct and positive effect on the lecturers' performances ($p_{51} = 0.073$); 6) Organizational culture has a direct and positive effect on the lecturers' performances ($p_{52} = 0.133$); 7) Organizational commitment has a direct and positive effect on the lecturers' performances ($p_{53} = 0.394$); and 8) Job satisfaction has a direct and positive effect on the lecturers' performances ($p_{54} = 0.117$). The implication of the research results is that leadership, organizational culture, organizational commitment, and job satisfaction have a direct and positive effect on the lecturers' performances. This indicates that the lecturers' performances can be improved by improving the leadership, organizational culture, organizational commitment and job satisfaction.

Keywords: Leadership, Organizational Culture, Organizational Commitment, Job Satisfaction, and Lecturers' Performances