

ABSTRAK

KRISTIANUS MOTE. Pengaruh Kepemimpinan Pembelajaran, Pengetahuan Administrasi Pendidikan, Kepuasan Kerja dan Motivasi Kerja terhadap Komitmen Organisasi Kepala Satuan PAUD di Kota Medan. Disertasi. Medan: Program Pascasarjana Universitas Negeri Medan, Januari 2022.

Tujuan penelitian ini yaitu untuk mengetahui (1) Apakah kepemimpinan pembelajaran dan pengetahuan administrasi pendidikan berpengaruh langsung terhadap kepuasan kerja kepala satuan PAUD. (2) Apakah kepemimpinan pembelajaran dan pengetahuan administrasi pendidikan berpengaruh langsung terhadap motivasi kerja kepala satuan PAUD. (3) Apakah kepemimpinan pembelajaran, pengetahuan administrasi pendidikan, kepuasan kerja dan motivasi kerja berpengaruh langsung terhadap komitmen organisasi kepala satuan PAUD. Penelitian ini menggunakan metode kuantitatif, populasi 750, sampel 238, pendekatan survei, teknik purposive sampling berdasarkan ketentuan sampel oleh Isaac dan Michael pada taraf kesalahan 5%, teknik pengumpulan data kuesioner "Skala Likert" sedangkan data test "Merriam" dan teknik pengolahan data "Analisis Jalur". Temuan penelitian menunjukkan bahwa (1) Secara simultan pengaruh langsung kepemimpinan pembelajaran dan pengetahuan administrasi pendidikan terhadap kepuasan kerja kepala satuan PAUD sebesar 0,244. Sedangkan secara parsial pengaruh langsung kepemimpinan pembelajaran terhadap kepuasan kerja kepala satuan PAUD sebesar 0,218 dan pengaruh langsung pengetahuan administrasi pendidikan terhadap kepuasan kerja kepala satuan PAUD sebesar 0,396. (2) Secara simultan pengaruh langsung kepemimpinan pembelajaran dan pengetahuan administrasi pendidikan terhadap motivasi kerja kepala satuan PAUD sebesar 0,251. Sedangkan secara parsial pengaruh langsung kepemimpinan pembelajaran terhadap motivasi kerja kepala satuan PAUD dengan koefisien jalur sebesar 0,215 dan pengaruh langsung pengetahuan administrasi pendidikan terhadap motivasi kerja kepala satuan PAUD dengan koefisien jalur sebesar 0,406. (3) Secara simultan pengaruh langsung kepemimpinan pembelajaran, pengetahuan administrasi pendidikan, kepuasan kerja dan motivasi kerja terhadap komitmen organisasi kepala satuan PAUD sebesar 0,660. Sedangkan secara parsial pengaruh langsung kepemimpinan pembelajaran terhadap komitmen organisasi kepala satuan PAUD dengan koefisien jalur sebesar 0,119, pengaruh langsung pengetahuan administrasi pendidikan terhadap komitmen organisasi kepala satuan PAUD dengan koefisien jalur sebesar 0,406, pengaruh langsung kepuasan kerja terhadap komitmen organisasi kepala satuan PAUD dengan koefisien jalur sebesar 0,369 dan pengaruh langsung motivasi kerja terhadap komitmen organisasi kepala satuan PAUD dengan koefisien jalur sebesar 0,175.

Kata Kunci: Kepemimpinan, Administrasi, Kepuasan, Motivasi, Komitmen, Satuan PAUD

ABSTRACT

KRISTIANUS MOTE. The Influence of Learning Leadership, Knowledge of Educational Administration, Job Satisfaction and Work Motivation on Organizational Commitment of the Head of Early Childhood Education (ECE) Unit in Medan City. Dissertation. Medan: Medan State University Postgraduate Program, January 2021.

The purpose of this study is to know (1) Whether learning leadership and educational administration knowledge have a direct effect on job satisfaction of the head of the ECE unit. (2) Whether learning leadership and knowledge of education administration have a direct effect on the work motivation of the head of the ECE unit. (3) Whether learning leadership, knowledge of educational administration, job satisfaction and work motivation have a direct effect on organizational commitment of the ECE unit head. This study uses quantitative methods, population 750, sample 238, survey approach, purposive sampling technique based on the sample provisions by Isaac and Michael at an error rate of 5%, questionnaire data collection technique "Likert Scale" whereas test data "Merriam" and data processing techniques "Path Analysis". The research findings indicate that (1) Simultaneously, the direct influence of learning leadership and knowledge of educational administration on the job satisfaction of the head of the ECE unit is 0.244. While partially the direct influence of learning leadership on the job satisfaction of the head of the ECE unit is 0,218 and the direct influence of knowledge of education administration on the job satisfaction of the head of the ECE unit is 0,396. (2) Simultaneously, the direct influence of learning leadership and knowledge of educational administration on the work motivation of the head of the ECE unit is 0,251. While partially the direct influence of learning leadership on the work motivation of the head of the ECE unit with a path coefficient of 0,215 and the direct influence of knowledge of education administration on the work motivation of the head of the ECE unit with a path coefficient of 0,406. (3) Simultaneously, the direct influence of learning leadership, knowledge of educational administration, job satisfaction and work motivation on the organizational commitment of the ECE unit head is 0,660. While partially the direct influence of learning leadership on the organizational commitment of the ECE unit head with a path coefficient of 0,119, the direct influence of educational administration knowledge on the organizational commitment of the ECE unit head with a path coefficient of 0,406, the direct effect of job satisfaction on the organizational commitment of the ECE unit head with a path coefficient of 0,369 and the direct effect of work motivation on organizational commitment of the ECE unit head with a path coefficient of 0,175.

Keywords: Leadership, Administration, Satisfaction, Motivation, Commitment, ECE Unit