

ABSTRAK

ERWIN KELANA NASUTION. NIM: 8196114020. Pengaruh budaya sekolah, komunikasi organisasi, pengawasan, dan motivasi kerja terhadap kinerja guru Madrasah Aliyah Negeri Mandailing Natal. Disertasi, Unimed 2021.

Permasalahan dalam penelitian ini adalah apakah terdapat pengaruh budaya sekolah, Komunikasi organisasi, Pengawasan, dan Motivasi Kerja terhadap Kinerja guru. Populasi dalam penelitian ini adalah guru yang ada di sekolah Madrasah Aliyah Negeri Mandailing Natal yang berjumlah 185 orang dan sampel sebanyak 127 orang. Hasil penelitian menunjukkan bahwa : Budaya sekolah (X_1) berpengaruh langsung positif terhadap Motivasi kerja (X_4) ditunjukkan bahwa $\rho_{41} = 0,416$; Komunikasi organisasi (X_2), berpengaruh langsung dan positif terhadap Motivasi kerja (X_4) ditunjukkan bahwa $\rho_{42} = 0,327$; Pengawasan (X_3), berpengaruh langsung dan positif terhadap Motivasi kerja (X_4) ditunjukkan bahwa $\rho_{43} = 0,160$; Budaya sekolah (X_1), berpengaruh langsung dan positif terhadap Kinerja Guru (X_5) ditunjukkan bahwa $\rho_{51} = 0,121$; Komunikasi organisasi (X_2), berpengaruh langsung dan positif terhadap Kinerja Guru (X_5) ditunjukkan bahwa $\rho_{52} = 0,200$; Pengawasan (X_3), berpengaruh langsung dan positif terhadap Kinerja Guru (X_5) ditunjukkan bahwa $\rho_{53} = 0,413$; dan Motivasi kerja (X_4), berpengaruh langsung dan positif terhadap Kinerja Guru (X_5) ditunjukkan bahwa $\rho_{54} = 0,334$. Dengan demikian disimpulkan bahwa budaya sekolah, komunikasi organisasi, pengawasan, dan motivasi kerja berpengaruh langsung dan positif terhadap kinerja guru teruji kebenarannya.

Kata kunci : Budaya sekolah, komunikasi organisasi, pengawasan, dan motivasi kerja, dan kinerja guru



ABSTRACT

ERWIN KELANA NASUTION. NIM: 8196114020. The influence of school culture, organizational communication, supervision, and work motivation on the performance of teachers at Madrasah Aliyah Negeri Mandailing Natal. Dissertation, Unimed 2021.

The problem in this study is whether there is an influence of school culture, organizational communication, supervision, and work motivation on teacher performance. The population in this study were 185 teachers at Madrasah Aliyah Negeri Mandailing Natal and a sample of 127 people. The results showed that: School culture (X_1) had a positive direct effect on work motivation (X_4) indicated that $\rho_{41} = 0.416$; Organizational communication (X_2) has a direct and positive effect on work motivation (X_4), it is shown that $\rho_{42} = 0.327$; Supervision (X_3), has a direct and positive effect on work motivation (X_4), it is shown that $\rho_{43} = 0.160$; School culture (X_1), has a direct and positive effect on teacher performance (X_5), it is shown that $\rho_{51} = 0.121$; Organizational communication (X_2) has a direct and positive effect on teacher performance (X_5), it is shown that $\rho_{52} = 0.200$; Supervision (X_3), has a direct and positive effect on teacher performance (X_5), it is shown that $\rho_{53} = 0.413$; and work motivation (X_4), which has a direct and positive effect on teacher performance (X_5), it is shown that $\rho_{54} = 0.334$. Thus it is concluded that school culture, organizational communication, supervision, and work motivation have a direct and positive effect on the performance of teachers that are validated.

Keywords : *School culture, organizational communication, supervision, and work motivation, and teacher performance*