

ABSTRACT

MANAEK AGUS SIMBOLON. NIM. 8186132015. The Influence of Organizational Culture, Academic Supervision and Work Motivation on PAUD Teacher Performance in Medan Selayang District. **Thesis**. Medan State University Postgraduate Program.

This study aims to determine and examine the direct influence of: (1) organizational culture on teacher work motivation; (2) organizational culture on teacher work motivation; (3) academic supervision of teachers' work motivation; (4) academic supervision on teacher performance and (5) work motivation on teacher performance. The research population was PAUD teachers in Medan Selayang District with a total sample of 105 people determined by proportionate simple random sampling. The research data was collected using a closed Likert scale questionnaire. The results of the trial showed: (1) the teacher's performance questionnaire contained 27 valid items with a reliability of 0.900; (2) the organizational culture questionnaire contains 26 valid items with a reliability of 0.929; (3) the academic supervision questionnaire contained 25 valid items with a reliability of 0.928 and (4) the work motivation questionnaire contained 26 valid items with a reliability of 0.893. The research method is path analysis which aims to test the theory and obtain information about the research. Based on hypothesis testing, it can be concluded: (1) there is a positive and significant direct effect of organizational culture on teacher work motivation with $\beta_1 = 0.328$, a significance of 0.000; (2) there is a direct positive and significant effect of academic supervision on teachers' work motivation with $\beta_2 = 0.253$, a significance of 0.006; (3) there is a direct positive and significant influence of organizational culture on teacher performance with $\beta_3 = 0.270$ a significance of 0.003; (4) there is a positive and significant direct effect of academic supervision on teacher performance with $\beta_4 = 0.211$ a significance of 0.018 and (5) there is a positive and significant direct influence on work motivation on teacher performance with $\beta_5 = 0.264$ a significance of 0.006. The results of the study provide an overview of organizational culture, academic supervision, and work motivation which together affect teacher performance by 29.1% and the rest is determined by other variables.

Keywords: Organizational culture, Academic supervision, Work motivation, Teacher performance

ABSTRAK

MANAEK AGUS SIMBOLON. NIM. 8186132015. Pengaruh Budaya Organisasi, Supervisi Akademik dan Motivasi Kerja terhadap Kinerja Guru PAUD di Kecamatan Medan Selayang. Tesis. Program Pascasarjana Universitas Negeri Medan.

Penelitian ini bertujuan untuk mengetahui dan mengkaji pengaruh langsung: (1) budaya organisasi terhadap motivasi kerja guru; (2) budaya organisasi terhadap motivasi kerja guru; (3) supervisi akademik terhadap motivasi kerja guru; (4) supervisi akademik terhadap kinerja guru dan (5) motivasi kerja terhadap kinerja guru. Populasi penelitian adalah guru PAUD di Kecamatan Medan Selayang dengan jumlah sampel sebanyak 105 orang yang ditentukan secara *proportionate simple random sampling*. Pengumpulan data penelitian menggunakan angket tertutup berskala Likert. Hasil uji coba menunjukkan: (1) angket kinerja guru terdapat 27 butir valid dengan reliabilitas 0,900; (2) angket budaya organisasi terdapat 26 butir valid dengan reliabilitas 0,929; (3) angket supervisi akademik terdapat 25 butir valid dengan reliabilitas 0,928 dan (4) angket motivasi kerja terdapat 26 butir valid dengan reliabilitas 0,893. Metode penelitian bersifat analisis jalur yang bertujuan untuk menguji teori dan memperoleh informasi tentang penelitian. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh langsung positif dan signifikan budaya organisasi terhadap motivasi kerja guru dengan $\rho_{31} = 0,328$ signifikan 0,000; (2) terdapat pengaruh langsung positif dan signifikan supervisi akademik terhadap motivasi kerja guru dengan $\rho_{32} = 0,253$ signifikan 0,006; (3) terdapat pengaruh langsung positif dan signifikan budaya organisasi terhadap kinerja guru dengan $\rho_{41} = 0,270$ signifikan 0,003; (4) terdapat pengaruh langsung positif dan signifikan supervisi akademik terhadap kinerja guru dengan $\rho_{42} = 0,211$ signifikan 0,018 dan (5) terdapat pengaruh langsung positif dan signifikan motivasi kerja terhadap kinerja guru dengan $\rho_{43} = 0,264$ signifikan 0,006. Hasil penelitian memberikan gambaran budaya organisasi, supervisi akademik, dan motivasi kerja secara bersama-sama mempengaruhi kinerja guru sebesar 29,1% dan sisanya ditentukan variabel lain.

Kata kunci: Budaya organisasi, Supervisi akademik, Motivasi kerja, Kinerja guru