

## ABSTRACT

**EVA SOLITA PASARIBU. 8156114017. *The Effect Of Emotional Intelligence, Cognitive Ability, Job Satisfaction, and Organizational Commitment to Lecturers Performance At Private University (PTS) In Pematangsiantar, North Sumatera. Dissertation. Medan: Doctoral Program of Graduate Education Management, State University of Medan. 2022.***

*The purpose of this study was to find out and examine: (1) the stratified lecturers performance model built on associative causal relationships between exogenous variables and endogenous variables, (2) the effect of emotional intelligence to organizational commitment, (3) the effect of cognitive ability to organizational commitment, (4) the effect of job satisfaction to organizational commitment, (5) the effect of emotional intelligence to lecturers performance, (6) the effect of cognitive ability to lecturers performance, (7) the effect of job satisfaction to lecturers performance, and, (8) the effect of organizational commitment to lecturers performance. This research was conducted at Private University (PTS) in Pematangsiantar by involving 146 lecturers as respondent. 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 Cronbac. 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 lecturers performance model, (2) there is positive direct effect of emotional intelligence to organizational commitment 14,1%, (3) there is positive direct effect of cognitive ability to organizational commitment 2%, (4) there is positive direct effect of job satisfaction to organizational commitment 15,6%, (5) there is positive direct effect of emotional intelligence to lecturers performance 3,2%, (6) there is positive direct effect of cognitive ability to lecturers performance 5,5%, (7) there is positive direct effect of job satisfaction to lecturers performance 4,2%, and (8) there is positive direct effect of organizational commitment to lecturers performance 8,5%. Based on the acceptance of the research hypothesis, it is found a fixed model that describes the structure of causal relationships between emotional intelligence, cognitive ability, job satisfaction, organizational commitment and lecturers performance at Private University (PTS) in Pematangsiantar.*

**Keywords:** *Emotional Intelligence, Cognitive Ability, Job Satisfaction, Organizational Commitment and Lecturers Performance.*



## ABSTRAK

**EVA SOLITA PASARIBU. 8156114017. Pengaruh Kecerdasan Emosional, Kemampuan Kognitif, Kepuasan Kerja dan Komitmen Organisasi Terhadap Kinerja Dosen Perguruan Tinggi Swasta (PTS) di Kota Pematangsiantar, Sumatera Utara. Disertasi. Medan: Program Doktor Manajemen Pendidikan Pascasarjana, Universitas Negeri Medan. 2022.**

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 kecerdasan emosional terhadap komitmen organisasi, (3) pengaruh kemampuan kognitif terhadap komitmen organisasi, (4) pengaruh kepuasan kerja terhadap komitmen organisasi, (5) pengaruh kecerdasan emosional terhadap kinerja dosen, (6) pengaruh kemampuan kognitif terhadap kinerja dosen, dan (7) pengaruh kepuasan kerja terhadap kinerja dosen, dan (8) pengaruh komitmen organisasi terhadap kinerja dosen. Penelitian ini dilakukan pada Perguruan Tinggi Swasta (PTS) di Kota Pematangsiantar, dengan melibatkan 146 orang dosen sebagai responden. 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 *Cronbac*. 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, (2) kecerdasan emosional berpengaruh langsung positif terhadap komitmen organisasi sebesar 14,1%, (3) kemampuan kognitif berpengaruh langsung positif terhadap komitmen organisasi sebesar 2%, (4) kepuasan kerja berpengaruh langsung positif terhadap komitmen organisasi sebesar 15,6%, (5) kecerdasan emosional berpengaruh langsung positif terhadap kinerja dosen sebesar 3,2%, (6) kemampuan kognitif berpengaruh langsung positif terhadap kinerja dosen sebesar 5,5%, (7) kepuasan kerja berpengaruh langsung positif terhadap kinerja dosen sebesar 4,2%, dan (8) komitmen organisasi berpengaruh langsung positif terhadap kinerja dosen sebesar 8,5%. Berdasarkan penerimaan hipotesis-hipotesis penelitian maka ditemukan model teoretik atau *fixed model* yang menggambarkan struktur hubungan kausal antara variabel kecerdasan emosional, kemampuan kognitif, kepuasan kerja, komitmen organisasi dan kinerja dosen pada Perguruan Tinggi Swasta (PTS) di Kota Pematangsiantar.

Kata Kunci: Kecerdasan Emosional, Kemampuan Kognitif, Kepuasan Kerja, Komitmen Organisasi dan Kinerja Dosen.