

ABSTRACT

The Effect of Leadership, Environment, Motivation and Job Satisfaction on the Performance of Lecturer (Study in Padang City PTS)

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This dissertation was inspired firstly by the information published by *Kopertis* (acronym for *Koordinasi Perguruan Tinggi Swasta* meaning Coordination Office of Non-Governmental Higher Learning Institution) at *the 2013 Kopertis directory Book*. It describes among other things about lecturers' work performance quality (WPQ) within the institutions of the office. Quite a lot of the *WPQ* was reported belonging to poor category. The unsatisfactory quality was then supported the fact collected through a series of limited observation conducted by the writer in a number of universities and institutes concerned. From such a condition raised important as well as interesting questions dealing the factors that to may contribute to the unexpected work performance quality. The factors were considered significant enough to recognize as they were closely related to the problems of the educational institution management. To get the answers of the problems this scientific work started firstly to nominate both external and internal variables. As for the external side there were two variables studied respectively the upper administrator' leadership and the lecturers' work environment. On the other side there were two internal variables analyzed respectively on work motivation and job satisfaction. It was hypothesized that all of the variable, external and internal ones, were presumed to give positively contribution to the work performance significantly either individually or simultaneously.

Data were collected from 2.234 lecturers throughout the institutions in the coordination office. There were 317 among them used as samples. They were selected by means a cluster proportional random sampling technique. Each of the samples was required to fill in a questionnaire of Likert scale model through which the data needed were collected. Before administering them, the instrument had been tested to identify the level of its validity and reliability as well. Data of the test were analyzed by means of the Structural Equation Modelling (SEM). Based on the data collected and analyzed it was found that all the variables presumed to give positively contribution to the work performance was supported by the data significantly either individually or simultaneously.

ABSTRAK

Pengaruh Kepemimpinan, Lingkungan, Motivasi dan Kepuasan Kerja terhadap Kinerja Dosen (Studi di PTS Kota Padang)

Yeni M.

Berdasarkan Buku Direktori Kopertis 2013 dan Kopertis Wilayah X dalam angka tahun 2013, dapat dilihat bahwa masih rendahnya kinerja dosen. Peneliti menduga berdasarkan pengamatan di lapangan kenyataan yang sangat menonjol terletak pada Kepemimpinan, Lingkungan Kerja, Motivasi Kerja dan Kepuasan Kerja terhadap Kinerja Dosen.

Penelitian ini bertujuan untuk mengungkap pengaruh: (1) Kepemimpinan terhadap Kinerja Dosen; (2) Lingkungan Kerja terhadap Kinerja Dosen (3) Motivasi Kerja terhadap Kinerja Dosen; (4) Kepuasan Kerja terhadap Kinerja Dosen; (5) Kepemimpinan melalui Kepuasan Kerja terhadap Kinerja Dosen; (6) Lingkungan Kerja melalui Kepuasan kerja terhadap Kinerja Dosen; (7) Motivasi Kerja melalui Kepuasan Kerja terhadap Kinerja Dosen. Populasi penelitian ini adalah seluruh dosen perguruan tinggi swasta di Kota Padang, yaitu sebanyak 2.234 orang dosen. Sampel penelitian berjumlah 317 orang yang dipilih dengan menggunakan teknik *cluster proportional random sampling*. Data penelitian dikumpulkan dengan angket model skala Likert yang telah diuji kesahihan dan keandalannya. Data dianalisis dengan *Structural Equation Modelling* (SEM) menggunakan AMOS 21.

Hasil penelitian menunjukkan bahwa; (1) Terdapat pengaruh Kepemimpinan terhadap Kinerja Dosen, (2) Terdapat pengaruh Lingkungan Kerja terhadap Kinerja Dosen, (3) Terdapat pengaruh Motivasi Kerja terhadap Kinerja Dosen, (4) Terdapat pengaruh Kepuasan Kerja terhadap Kinerja Dosen, (5) Terdapat pengaruh Kepemimpinan melalui Kepuasan Kerja terhadap Kinerja Dosen, (6) Terdapat pengaruh Lingkungan Kerja melalui Kepuasan Kerja terhadap Kinerja Dosen, (7) Terdapat pengaruh Motivasi Kerja melalui Kepuasan Kerja terhadap Kinerja Dosen.