

ABSTRAK



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Penelitian bertujuan untuk mengetahui pengaruh kepemimpinan, budaya kerja dan motivasi terhadap kompensasi serta implikasinya terhadap kinerja di Universitas Pamulang. Penelitian dilakukan pada dosen tetap. Berdasarkan evaluasi yang pernah dilakukan sebelumnya kinerja pada aspek pengajaran, penelitian, pengabdian masyarakat belum mencapai maksimal. Berkaitan hal tersebut maka perlu dilakukan penelitian untuk mengetahui ada/tidaknya peningkatan kinerja. Merupakan penelitian kuantitatif dan pengambilan sampel secara *proportionate stratified random sampling*. Analisis data menggunakan analisis jalur dengan LISREL 9.1. Sampel berjumlah 100 dosen yang diambil dari 110 dosen. Analisis dilakukan antara variabel eksogen dengan endogen pada model yang diajukan. Hasil penelitian ini adalah : gaya kepemimpinan berpengaruh positif terhadap kompetensi dosen, budaya kerja berpengaruh positif terhadap kompetensi dosen dan motivasi berpengaruh terhadap kompetensi dosen. Variabel kepemimpinan, budaya kerja dan motivasi signifikan berpengaruh terhadap kompetensi dosen. Variabel kepemimpinan, budaya kerja dan motivasi signifikan berpengaruh terhadap kompetensi dosen. Sedangkan variabel kompetensi dosen signifikan berpengaruh terhadap kinerja dosen.

Kata Kunci : kepemimpinan, Budaya Kerja, Motivasi, Kompetensi Dosen, Kinerja Dosen



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ABSTRACT

The objective of this research was to evaluate the influence of Leadership, work culture and motivation to lecturer competency and as well as its implications for lecturer performance at Pamulang University. Samples of this research were permanent lecturers at Pamulang University. Based on previous evaluation on lecturer performance at the same place for education, research and community perpetuation, the result had not reached maximum. That is why there should be another research to evaluate this lecturer performance. This is a quantitative research. Samples were collected using proportionate stratified random sampling. Data analyses were done using Path Analysis with LISREL 9.1. Samples were 100 lecturers from 110 lecturers. Analysis were carried out between exogenous and endogenous variables on proposed models. The results of this study were: leadership style a significant positive effect on lecturers competency; work culture provides a positive and significant impact on lecturers competency, and motivation provides a positive and significant impact on lecturers competency. Leadership, work culture and motivation variables influenced lecturers competency significantly. And lecturers competency variables influenced lecturer performance significantly.

Keywords: Leadership, work culture, motivation, lecturer competency, lecturer performance


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