

ABSTRAK

TATO SUTAMTO, NIM. 1009557(2013). Disertasi:

“STUDI TENTANG MUTU KINERJA ANGGOTA LEMBAGA LEGISLATIF (Studi Kasus Tentang Pengaruh Motivasi, Komunikasi, Budaya Organisasi dan Partisipasi Publik terhadap Mutu Kinerja Anggota DPRD Kota Bandung).

Kinerja anggota lembaga legislatif banyak menjadi sorotan publik, bukan hanya disebabkan sistem rekrutmen, sistem kepartaian serta sistem pemilihan umum, tetapi pula disebabkan oleh sejumlah variabel-variabel determinan yang menentukan mutu kinerja anggota lembaga legislatif, baik faktor internal maupun eksternal. Diantara faktor-faktor tersebut adalah motivasi, komunikasi, budaya organisasi serta partisipasi publik. Masalah pokok penelitian ini adalah “Seberapa besar pengaruh motivasi, komunikasi, budaya organisasi serta partisipasi publik baik secara parsial maupun simultan terhadap mutu kinerja anggota DPRD Kota Bandung?”

Penelitian ini dibatasi dan bertujuan untuk mendeskripsikan tentang motivasi, komunikasi, budaya organisasi serta partisipasi publik serta pengaruhnya baik secara parsial maupun simultan terhadap mutu kinerja anggota DPRD Kota Bandung. Dalam penelitian digunakan pendekatan kuantitatif, dengan metode survei. Populasi dalam penelitian ini adalah seluruh anggota DPRD Kota Bandung, pejabat eksekutif di lingkungan pemerintah Kota Bandung serta *stakeholders* dan masyarakat. Adapun sampel penelitian ini adalah sebagian dari jumlah keseluruhan populasi yang diambil dengan menggunakan teknik *Proportionate Stratified Random Sampling*. Pengumpulan data dilakukan dengan teknik kuisioner, serta instrumen model angket. Pengolahan Data dilakukan dengan cara-cara berikut: (a) untuk Uji Validitas/Reliabilitas digunakan model pengukuran Pearson Product Moment, (b) untuk Uji Normalitas/Linieritas digunakan model pengukuran Chi kuadrat (X^2) dan (c) untuk pengolahan Data Regresi Korelasi digunakan korelasi dengan teknik persamaan regresi.

Hasil penelitian menunjukkan gambaran bahwa motivasi, komunikasi, budaya organisasi, partisipasi publik serta mutu kinerja anggota DPRD Kota Bandung disimpulkan pada katagori sedang/cukup. Secara parsial, motivasi, komunikasi, budaya organisasi serta partisipasi publik terbukti memberikan pengaruh yang signifikan terhadap mutu kinerja anggota DPRD Kota Bandung. Hasil penelitian menunjukkan pula bahwa motivasi, komunikasi, budaya organisasi, partisipasi publik secara simultan (bersama-sama) memberikan pengaruh yang signifikan terhadap mutu kinerja anggota DPRD Kota Bandung. Semakin tinggi kualitas motivasi, komunikasi, budaya organisasi serta partisipasi publik maka semakin tinggi pengaruhnya terhadap mutu kinerja anggota DPRD sebagai Lembaga Legislatif di Kota Bandung.

Berdasarkan hasil penelitian direkomendasikan bahwa untuk meningkatkan mutu kinerja anggota lembaga legislatif diperlukan peningkatan motivasi berprestasi (*Need for Achievement*), komunikasi yang efektif, penciptaan budaya organisasi yang kondusif serta partisipasi publik yang dilakukan secara sinergis dan signifikan melalui serangkaian upaya dan kebijakan pimpinan lembaga legislatif yang berbasis mutu kinerja.

***Kata kunci:* Motivasi, Komunikasi, Budaya Organisasi, Partisipasi Publik, Mutu Kinerja.**

ABSTRACT

TATO SUTAMTO. NIM. 1009557. (2013). Dissertation: “STUDY OF THE QUALITY PERFORMANCE OF REPRESENTATIVES (The Influence of Motivation, Communication, Organizational Culture, and Public Participation on Quality Performance of Local Representatives of Bandung City).

The performance of local representatives has become an emerging issue in the public, not only due to the recruitment system, party system and the general election, but also due to several determinant variables which consider the quality performance of local representatives, namely internal factors and external factors. Those factors are motivation, communication, organizational culture, and public participation. The main problem of this research is “to what extent of the influence of motivation, communication, organizational culture, and public participation partially and simultaneously on quality performance of local representatives of Bandung city?”

This research is restricted to describe the main problem on the influence of motivation, communication, organizational culture, and public participation partially and simultaneously on quality performance of local representatives in Bandung city. The study uses a quantitative approach, with survey methods. Population in this research is all local representatives of Bandung city, executive governments, stakeholders, and society. The sample of the study is a part of population using proportionate stratified random sampling technique. Data collection was carried out with a detailed questionnaire, as well as instrument the model question form. Processing of Data is carried out by the following ways: (a) to test the Validity/Reliability measurement models using Pearson Product Moment, (b) to test the Normality/Linierity measurement model using Chi square (χ^2), and (c) for the processing using Data Correlation Regression technique.

The results showed that an overview of motivation, communication, organizational culture, and public participation on quality performance of local representatives in Bandung city can be concluded in the category of moderate/medium. Partially, motivation, communication, organizational culture, and public participation proven to give significant effect on quality performance of local representatives of Bandung city. The study results also reveal that motivation, communication, organizational culture, and public participation proven to give significant effect simultaneously on quality performance of local representatives of Bandung city. The higher the quality of motivation, communication, organizational culture, and public participation, the higher its influence on quality performance of local representatives of Bandung city.

Based on the results of the study, it is recommended to improve the quality performance of representatives, it is necessary for improvements in need for achievement, effective communication, establishment of conducive organizational culture and synergy public participation through a set of efforts and policies of Head of representatives which is based on quality performance.

Keywords: *Motivation, Communication, Organizational culture, Public participation, and Quality Performance*