

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh dari motivasi kerja dan iklim kerja terhadap kualitas mengajar dosen. Metode yang digunakan dalam penelitian ini adalah metode deskriptif dengan pendekatan kuantitatif dengan sampel dosen sebanyak 63 orang di Fakultas Tarbiyah dan Keguruan UIN Suska Riau. Data dikumpulkan dengan menggunakan kuesioner dengan model skala *Likert*. Data dianalisis menggunakan analisis regresi sederhana, regresi ganda, korelasi parsial dan korelasi koefisien determinasi. Hasil penelitian menunjukkan besarnya pengaruh motivasi kerja terhadap kualitas mengajar dosen pada Fakultas Tarbiyah dan Keguruan UIN Suska Riau diperoleh hasil perhitungan korelasi kuat. Berdasarkan temuan penelitian dapat disimpulkan bahwa hipotesis penelitian yang menyatakan “motivasi kerja berpengaruh signifikan terhadap kualitas mengajar dosen” dapat diterima. Sedangkan besarnya pengaruh iklim kerja terhadap kualitas mengajar dosen pada Fakultas Tarbiyah dan Keguruan UIN Suska Riau diperoleh hasil perhitungankorelasi kuat. Berdasarkan temuan penelitian dapat disimpulkan bahwa hipotesis penelitian yang menyatakan “iklim kerja berpengaruh signifikan terhadap kualitas mengajar dosen” dapat diterima. Besarnya pengaruh motivasi kerja dan iklim kerja terhadap kualitas mengajar dosen pada Fakultas Tarbiyah dan Keguruan UIN Suska Riau diperoleh hasil perhitungankorelasi kuat. Berdasarkan temuan penelitian dapat disimpulkan bahwa hipotesis penelitian yang menyatakan “motivasi kerja dan iklim kerja berpengaruh signifikan terhadap kualitas mengajar dosen” dapat diterima. Berdasarkan hasil penelitian yang ditemukan, direkomendasikan beberapa hal diantara lain: (a) instansi diharapkan memenuhi kebutuhan eksternal berupa ruang istirahat, (b) pada pimpinan agar terus memberi dukungan pada perkembangan profesi dosen sebagai tenaga pendidik, baik dukungan materi dan non materi, (c) untuk memenuhi kualitas mengajar dosen diharapkan dapat terus mengembangkan ilmunya baik menulis penelitian maupun menulis buku.

Kata kunci: *iklim kerja, kualitas mengajar dosen, motivasi kerja*.

ABSTRACT

This research aims to determine the effect of work motivation and work climate on the quality of teaching lecturers. The method used in this research is a descriptive method with a quantitative approach using sample of 63 lecturers at Fakultas Tarbiyah and Keguruan UIN Suska Riau. Data was collected using a questionnaire with a Likert scale model and data was analyzed using simple regression analysis, multiple regression, partial correlation and correlation coefficient of determination. The results showed the influence of work motivation on the quality of teaching faculty at Fakultas Tarbiyah and Keguruan UIN Suska Riau obtained a strong correlation calculation result. Based on the research findings it can be concluded that the research hypothesis which states "work motivation has a significant effect on the quality of teaching lecturers" can be accepted. While the influence of the work climate on the quality of teaching faculty at Fakultas Tarbiyah and Keguruan UIN Suska Riau obtained a strong correlation calculation result. Based on the research findings it can be concluded that the research hypothesis which states "work climate has a significant effect on the quality of teaching lecturers" can be accepted. The influence of the work motivation and work climate on the quality of teaching faculty at Fakultas Tarbiyah and Keguruan UIN Suska Riau obtained a strong correlation calculation result. Based on the research findings it can be concluded that the research hypothesis which states "work motivation and work climate has a significant effect on the quality of teaching lecturers" can be accepted. Based on the results of the research, several things are recommended namely: (a) The agency is expected to fulfill external needs in the form of a resting room, (b) The leader is expected to provide support for the development of the teaching profession as educators, both material and non-material support, (c) to meet the quality of teaching lecturers are expected to develop their knowledge both writing research and writing books.

Keywords: work climate, quality of teaching lecturers, work motivation.