

ABSTRAK

H. Hilmi, NIM. 0707536. (2012). Disertasi: “KINERJA PERGURUAN TINGGI AGAMA ISLAM (Sudi Persepsi Dosen tentang Pengaruh Kepemimpinan, Iklim Organisasi, dan Komitmen Dosen terhadap Kinerja IAIN Sultan Thaha Saifuddin Jambi).

Mutu perguruan tinggi ditentukan oleh banyak faktor, baik faktor internal maupun eksternal. Salah satu faktor atau variabel internal yang menentukan mutu perguruan tinggi adalah tentang kinerja perguruan tinggi. Kinerja IAIN STS Jambi bukan hanya terkait dengan hasil-hasil yang dicapai dalam pelaksanaan pendidikan dan pembelajaran serta unsur Tri Dharma Perguruan Tinggi Agama Islam, melainkan juga terkait dengan sejumlah variabel-variabel determinan yang menentukan kinerja IAIN STS Jambi. Masalah pokok penelitian ini adalah “Seberapa besar pengaruh Kepemimpinan, Iklim Organisasi, Komitmen Dosen baik secara parsial maupun simultan terhadap Kinerja IAIN STS Jambi?”

Penelitian ini dibatasi pada pokok masalah tentang pengaruh Kepemimpinan, Iklim Organisasi, Komitmen Dosen dan pengaruhnya secara parsial maupun simultan terhadap Kinerja IAIN STS Jambi. Tujuan penelitian adalah untuk mendeskripsikan tentang Kepemimpinan, Iklim Organisasi, Komitmen Dosen serta pengaruhnya baik secara parsial maupun simultan terhadap Kinerja IAIN STS Jambi; menganalisis secara kritis temuan hasil penelitian serta merekomendasikan suatu model manajemen atau strategi alternatif pengembangan kinerja Perguruan Tinggi Agama Islam.

Dalam penelitian digunakan pendekatan kuantitatif, dengan metode survei. Populasi dalam penelitian ini adalah seluruh dosen tetap IAIN STS Jambi dari fakultas syariah, tarbiyah, ushuluddin dan fakultas adab (SKI) yang berjumlah 306 orang, adapun sampel penelitian ini adalah 25 % dari jumlah keseluruhan dosen tetap pada IAIN STS Jambi. 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 Path Analysis.

Hasil penelitian menunjukkan bahwa gambaran tentang kepemimpinan, iklim organisasi, komitmen dosen dan kinerja IAIN STS Jambi disimpulkan pada katagori sedang/cukup. Secara parsial, Kepemimpinan, iklim organisasi dan komitmen dosen secara parsial terbukti memberikan pengaruh yang signifikan terhadap kinerja dosen. Kepemimpinan perguruan tinggi agama Islam memberikan pengaruh yang signifikan terhadap mutu kinerja dosen, demikian pula iklim organisasi yang kondusif serta tingginya komitmen dosen dalam melaksanakan Tri Dharma Perguruan Tinggi Agama Islam memberikan memberikan pengaruh yang signifikan terhadap mutu kinerja dosen. Hasil penelitian menunjukkan pula bahwa Kepemimpinan, iklim organisasi dan komitmen dosen secara simultan (bersama-sama) memberikan pengaruh yang signifikan terhadap mutu kinerja dosen. Semakin tinggi kualitas kepemimpinan, iklim organisasi dan komitmen dosen maka semakin tinggi pengaruhnya terhadap mutu kinerja dosen.

Berdasarkan hasil penelitian direkomendasikan bahwa untuk meningkatkan kinerja dosen diperlukan peningkatan kepemimpinan, iklim organisasi dan komitmen dosen secara sinergis dan signifikan melalui serangkaian upaya dan kebijakan pimpinan IAIN STS Jambi yang berbasis mutu kinerja.

***Kata kunci:* Kepemimpinan, Iklim Organisasi, Komitmen Dosen, Kinerja Dosen.**

Hilmi, 2013

Kinerja Perguruan Tinggi Agama Islam

Universitas Pendidikan Indonesia | repository.upi.edu | perpustakaan.upi.edu

ABSTRACT

H. Hilmi, NIM. 0707536. (2012). Dissertation: “THE PERFORMANCE OF ISLAMIC COLLEGE (Study of The Perception of Lecturer on Influence Leadership, Organizational Climate, and Commitment to Performance of IAIN Sultan Thaha Saifuddin Jambi).

The quality of higher education is determined by many factors, both internal and external factors. One of the factors or internal variables that determine the quality of performance is about the performance of higher education. The performance of IAIN STS Jambi is not only related to the results achieved in the implementation of education and learning as well as the Tri Dharma of Islamic College, but it is also related to a number of determinant variables that determine the performance of IAIN STS Jambi. The main problem of the research is “To what extent the influence of the Leadership, Organizational Climate, Lecturer Commitment partially and simultaneously on Performance of IAIN STS Jambi?”

This research is limited to the main problem on the influence of leadership, Organizational Climate, commitments from a Lecturer partially and simultaneously towards the performance of IAIN STS Jambi. The purpose of the research is to describe about leadership, Organizational Climate, commitments from a Lecturer both in simultaneous and partial influence on the performance of IAIN STS Jambi; critically analyze research findings and recommend an alternative model of development or management strategy performance lecturer at the Islamic College.

The study uses a quantitative approach, with survey methods. Population in this research is all lecturers in IAIN STS Jambi from syariah, tarbiyah, ushuluddin and adab (SKI) faculteit that amount to 306 person, and the sample amount to 25 % from all lecturers in IAIN STS Jambi. 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 (X^2), and (c) for the processing of Data Correlation Regression using Path Analysis.

The results showed that an overview of leadership, organizational climate, commitments and performance of IAIN STS Jambi can be concluded in the category of moderate/enough. Partially, leadership, organizational commitment and climate lecturer partially proven to give the effect significantly on the performance of a lecturer. The leadership of Islamic colleges provide a significant influence on the quality of the performance of lecturers, as well as organizational climate that is conducive and the high commitment of the lecturer in the Tri Dharma Islamic College gives a significant influence on the quality of the performance of a lecturer. The results showed that leadership, commitment to the Organization and climate lecturer simultaneously (together) provide a significant influence on the quality of the performance of a lecturer. The higher the quality of leadership, organizational commitment and climate lecturer then the higher its influence on the quality of the performance of a lecturer.

Based on the results of the study, it is recommended that in order to improve the performance of lecturers, it is needed for improvements in leadership, organizational commitment and climate lecturer synergistically and significant through a series of policies and efforts led by IAIN STS Jambi based on the quality of the performance.

Keywords: Leadership, Commitment of Lecturer , Organizational Climate, Performance of Lecturer.

Hilmi, 2013

Kinerja Perguruan Tinggi Agama Islam

Universitas Pendidikan Indonesia | repository.upi.edu | perpustakaan.upi.edu