

**MODEL *CONDITIONAL PROCESS* PENGEMBANGAN
KINERJA DOSEN UNIVERSITAS SWASTA DI JAWA BARAT**

DISERTASI

**Diajukan sebagai salah satu syarat untuk memperoleh Gelar
Doktor Ilmu Manajemen**



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2021**

**MODEL *CONDITIONAL PROCESS* PENGEMBANGAN KINERJA
DOSEN UNIVERSITAS SWASTA DI JAWA BARAT**

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S.E. STIE-STAN Indonesia Mandiri, 2016

M.M, Widyatama, 2018

Sebuah Disertasi yang diajukan untuk memenuhi salah satu syarat memperoleh gelar Doktor Manajemen (Dr.) pada Sekolah Pascasarjana

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Juli 2021

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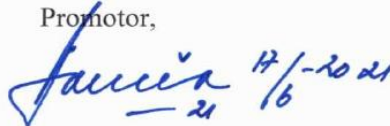
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ABSTRAK

Model *Conditional Process* Pengembangan Kinerja Dosen Universitas Swasta di Jawa Barat

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Penelitian ini bertujuan untuk merumuskan model pengembangan kinerja Dosen melalui *servant leadership*, kompetensi, komitmen organisasional dan motivasi. Model tersebut dirancang berdasarkan hasil survei pada Dosen Universitas Swasta di Jawa Barat. Metode yang digunakan adalah pendekatan kuantitatif deskriptif. Unit analisis sebanyak 272 Dosen Universitas Swasta di Jawa Barat yang ditentukan melalui teknik *proporsionate random sampling*. Data yang diperoleh dianalisis menggunakan *Structrural Equation Modeling* (SEM) dengan aplikasi Amos 24 dan *SPSS plug in Process A.F. Hayes Version 3.5.3*. Hasil penelitian menunjukkan bahwa makin kuat tingkat *servant leadership* dan komitmen organisasional, serta makin tinggi tingkat kompetensi dan motivasi Dosen, makin tinggi tingkat kinerja yang dicapai. Makin tinggi *servant leadership* yang dipersepsikan oleh Dosen Program Studi S1 Manajemen, makin tinggi tingkat kompetensi dan komitmen organisasional yang dimiliki oleh Dosen, sehingga kinerja yang dihasilkan mengalami peningkatan. *Servant leadership*, kompetensi, komitmen organisasional, motivasi berpengaruh positif dan signifikan terhadap kinerja. Berdasarkan hasil pengolahan adanya variabel mediasi dan moderasi menunjukkan bahwa terdapat *conditional process* pada pengaruh *servant leadership* terhadap kinerja. Variabel yang memediasi melalui kompetensi dan komitmen organisasional, sedangkan motivasi sebagai variabel moderasi.

Kata kunci: Kinerja, Komitmen Organisasional, Kompetensi, Motivasi, Kinerja, *Servant Leadership*.

ABSTRACT

*Conditional Process Model of Performance Development
Private University Lecturers in West Java*

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This study aims to formulate a model of lecturer performance development through servant leadership, competence, organizational commitment and motivation. The model was designed based on the results of a survey of private university lecturers in West Java. The method used is a descriptive quantitative approach. The unit of analysis was 272 private university lecturers in West Java which were determined through proportional random sampling technique. The data obtained were analyzed using Structural Equation Modeling (SEM) with the Amos 24 application and SPSS plug in Process A.F. Hayes Version 3.5.3. The results showed that the stronger the level of servant leadership and organizational commitment, and the higher the level of competence and motivation of lecturers, the higher the level of performance achieved. The higher the servant leadership perceived by the Lecturer of the Management Study Program, the higher the level of competence and organizational commitment possessed by the Lecturer, so that the resulting performance will increase. Servant leadership, competence, organizational commitment, motivation have a positive and significant effect on performance. Based on the processing results, there are mediating and moderating variables indicating that there is a conditional process on the influence of servant leadership on performance. The mediating variable is competence and organizational commitment, while motivation is the moderating variable.

Keywords: Competence, Motivation, Organizational Commitment, Performance, Servant Leadership.

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