**ABSTRAK**

HUSAIN T. *Pengaruh Gaya Kepemimpinan, Budaya Organisasi. Dan Motif*

*Berprestasi Terhadap Kinerja Dosen STMIK Dipanegara Makassar.*(Dibimbing oleh

Prof. Dr. H. Abdul Salam, M.Si. serta Prof. Dr. Chalid Imran Musa, M.Si.)

Kualitas institusi pendidikan sangat dipengaruhi oleh masukan bagi sistem

pendidikan diantaranya adalah (1) mahasiswa, (2) dosen, (3) fasilitas pendukung

proses belajar mengajar. Ketiga faktor tersebut saling tergantung dan mempengaruhi

satu sama lain dalam menciptakan proses belajar mengajar yang berhasil. Proses

pendidikan sangat dipengaruhi oleh kinerja dosen untuk keberhasilan proses belajarmengajar,

kinerja merupakan penampilan hasil kerja secara kuantitas maupun

kualitas. Hasil kerja (kinerja) dapat dipengaruhi oleh beberapa faktor diantaranya

gaya kepemimpinan, budaya organisasi, dan motif berprestasi.

Penelitian ini merupakan penelitian *deskripsi* (survei). Metode penelitian dengan

pendekatan kuantitatif. Populasi dalam penelitian ini adalah total populasi dosen

tetap STMIK Dipanegara. Digunakan Analisis jalur (*path analisis*) dalam

pengujian.

Hasil analisis jalur menunjukkan bahwa ada pengaruh langsung yang

siqnifikan antara kepemimpinan (X1=10,56%), Budaya organisasi (X2=8,76%), Motif

berprestasi (X3=11,9%), dan secara simultan sebesar 68% terhadap kinerja dosen

dalam melaksanakan proses belajar mengajar. Hasil analisis jalur hubungan kausal

empiris X1 dan X2 terhadap Y sebesar = 35,3%, X2 dan X3 terhadap Y = 31,3%, dan X3

dan X1 terhadap Y sebesar = 32,7%. Besarnya pengaruh secara proporsional yang

disebabkan oleh variabel lainnya di luar variabel X1, X2 dan X3, dinyatakan oleh ρ2yε yaitu

sebesar (0.5657)2 = 0.32 atau sebesar 32% dipengaruhi faktor-faktor lain yang tidak dapat

dijelaskan dalampenelitian ini.

Saran yang dapat direkomendasikan dalam penelitian ini adalah

meningkatkan motivasi dosen dalam melaksanakan proses belajar mengajar dikuti

dengan penerapan gaya kepemimpinan, disamping meningkatkan jumlah tenaga

pendidik minimal sesuai kualifikasi akademik (S2) sesuai bidang keahlian.

Kata Kunci: Kinerja, Kepemimpinan,budaya,motif

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**ABSTRACT**

HUSAIN T. 2011. *The Influence of Leadership Style, Organizational Culture, and*

*Achievement Motive toward Lectures' Performance at STMIK Dipanegara Makassar*

(supervised by Abdul Salam and Chalid imran Musa).

The quality of educational institution is strongly influenced by (1) the

learners, (2) the lecturers, and (3) facilities which supported the teaching and learning

process. Those three factors were interdependent and influence one another in

creating a successful teaching and learning process. The education process is strongly

influenced by lecturers' performance for a successful teaching and learning process,

the performance is the result of the quantity and the quality of lecturers' performance.

The result of the performance can be influenced by several factors, namely leadership

style, organizational culture, and achievement motive.

This study was descriptive research in a form of a survey. Research method

employed quantitative approach. The population of this study was the total

population of permanent lecturers of STMIK Dipanegara. Data was analyzed by path

analysis.

The result of path analysis revealed that there was direct influence

significantly between the leadership (X1 = 10.56%), organizational culture

(X2= 8.76%), achievement motive (X3= 11.9%), and simultaneously 68% on

lecturers' performance in conducting teaching and learning process. The result of

path analysis of empirical causal correlation X1 and X2 on Y was 35.3%, X2 and

X3 on Y was 31.3% and X3 and X1 on Y was 32.7%. The proportional influence

caused by other variables outside of the variable X1, X2, and X3 was confirmed

by ρ2yε was (0.5657)2 = 0.32 or 32% influenced by other factors which could not be

explained in this research.

The recommendation for this study was improving lecturers motivation in

conducting the teaching and learning process followed by the implementation of

leadership style; in addition, improving the number of lecturers with Masters

degree in their expertise minimally.