

**PENGARUH KOMPETENSI, MOTIVASI DAN BUDAYA
ORGANISASIONAL TERHADAP KINERJA DOSEN YANG DIMEDIASI
KEPUASAN KERJA PADA SEKOLAH TINGGI MULTI
MEDIA “MMTC” YOGYAKARTA.**

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Abstrak

Penelitian ini bertujuan untuk mengetahui adanya pengaruh kompetensi, motivasi dan budaya organisasional terhadap Kinerja Dosen yang di mediasi oleh kepuasan kerja pada Sekolah Tinggi Multi Media “MMTC” Yogyakarta. Populasi penelitian ini adalah dosen tetap di Sekolah Tinggi Multi Media “MMTC” Yogyakarta yang berjumlah 37 dosen tetap. Data primer, yaitu melalui koesioner, dan wawancara serta data sekunder yang akan diperoleh dari dokumen pendukung yang akan diperlukan, misalnya jumlah dosen tetap, jenjang pendidikan akhir dosen tetap, Sasaran Kinerja Pegawai (dosen tetap). Pengujian hipotesis dilakukan dengan pendekatan *Structural Equation Model* (SEM) berbasis *Partial least square* (PLS). Dari hasil analisis, diperoleh kesimpulan bahwa kompetensi berpengaruh positif dan signifikan terhadap kinerja dosen, motivasi berpengaruh positif terhadap kinerja dosen namun tidak signifikan, budaya organisasional berpengaruh positif dan signifikan terhadap kinerja dosen, kompetensi melalui kepuasan kerja tidak berpengaruh signifikan terhadap kinerja dosen, motivasi melalui kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja dosen, dan budaya organisasional melalui kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja dosen pada Sekolah Tinggi Multi Media “MMTC” Yogyakarta.

Kata Kunci: Kompetensi, Motivasi, Budaya Organisasional, Kepuasan Kerja, Kinerja Dosen

**THE EFFECT OF COMPETENCE, MOTIVATION AND
ORGANIZATIONAL CULTURE ON LECTURER PERFORMANCE MEDIATED
BY EMPLOYMENT SATISFACTION IN MULTI MEDIA HIGH SCHOOL
"MMTC" YOGYAKARTA.**

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Abstract

This study aims to determine the influence of competence, motivation and organizational culture on the performance of lecturers mediated by job satisfaction at the Multi Media School "MMTC" Yogyakarta. The population of this study were permanent lecturers at Multi Media School "MMTC" Yogyakarta, amounting to 37 permanent lecturers. Primary data, namely through questionnaires, and interviews and secondary data that will be obtained from supporting documents that will be needed, for example the number of permanent lecturers, the final level of permanent lecturers, Employee Performance Target (permanent lecturers). Hypothesis testing is carried out using the Structural Equation Model (SEM) approach based on Partial least square (PLS). From the results of the analysis, it was concluded that competence had a positive and significant effect on lecturer performance, motivation had a positive effect on lecturer performance but was not significant, organizational culture had a positive and significant effect on lecturer performance, competence through job satisfaction had no significant effect on lecturer performance, motivation through satisfaction. work has a positive and significant effect on the performance of lecturers, and organizational culture through job satisfaction has a positive and significant effect on the performance of lecturers at Multi Media "MMTC" Yogyakarta.

Keywords: Competence, Motivation, Organizational Culture, Job Satisfaction, Lecturer Performance