

## ABSTRAK

**Hatam, Benediktus Feliks** (2022). "*Determinasi Kepemimpinan Pelayan, Budaya Organisasi, Etos Kerja, dan Komitmen Organisasi Terhadap Kinerja Pegawai di Unika Santu Paulus Ruteng*. Tesis, Administrasi Pendidikan, Pascasarjana, Universitas Pendidikan Ganesha.

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Kata Kunci: Kepemimpinan Pelayan, Budaya Organisasi, Etos Kerja, Komitmen Organisasi, Kinerja Pegawai.

Tujuan penelitian ini adalah untuk mengetahui besaran determinasi kepemimpinan pelayan, budaya organisasi, etos kerja, dan komitmen organisasi terhadap kinerja pegawai di Universitas Katolik Indonesia (Unika) Santu Paulus Ruteng. Jenis penelitian ini adalah *ex-post facto*. Populasi dalam penelitian ini 66 orang, dan pengambilan sampel menggunakan sampel total. Pengumpulan data menggunakan kuesioner model skala Likert. Analisis data dengan teknik korelasi product moment, korelasi parsial, dan regresi ganda. Hasil penelitian menunjukkan bahwa (1) terdapat korelasi yang signifikan kepemimpinan pelayan terhadap kinerja ( $r_{1y-2,3,4} = 0.496$ ) dan determinasi sebesar 14,17%, (2) terdapat korelasi yang signifikan budaya organisasi terhadap kinerja ( $r_{2y-1,3,4} = 0.388$ ), dan determinasi sebesar 9.85%, (3) terdapat korelasi yang signifikan etos kerja terhadap kinerja ( $r_{3y-1,2,4} = 0.472$ ), dan determinasi sebesar 16.09%, (4) terdapat korelasi yang signifikan komitmen organisasi terhadap kinerja ( $r_{4y-1,2,3} = 0.439$ ), dan determinasi sebesar 9.59%, dan (5) secara simultan terdapat korelasi yang signifikan kepemimpinan pelayan, budaya organisasi, etos kerja, dan komitmen organisasi terhadap kinerja ( $R_{y1,2,3,4} = 0.705$ ) dan determinasi sebesar 49,70%, sedangkan sisanya sebesar 50,30% disebabkan oleh variabel lain yang tidak diteliti dalam penelitian ini.

## **ABSTRACT**

**Hatam, Benediktus Feliks (2022).** "*Servant Leadership, Organizational Culture, Work Ethic, and Organizational Commitment to Employee Performance at the Universitas Katolik Indonesia Santu Paulus Ruteng*" Thesis, Educational Administration, Postgraduate Program, Ganesha University of Education.

This thesis has been approved and corrected by: advisor I: Prof. Dr. Made Yudana, M. Pd., and advisor II: Dr. Kadek Rihendra Dantes, ST., M.T.

Keywords: Servant Leadership, Organizational Culture, Work Ethic, Organizational Commitment, Employee Performance.

The problem raised in this study is whether there is a determination of servant leadership, organizational culture, work ethic, and organizational commitment to employee performance at the Universitas Katolik Indonesia (Unika) Santu Paulus Ruteng. The purpose of this study was to determine the determination of servant leadership, organizational culture, work ethic, and organizational commitment to employee performance at the University. This type of research is ex-post facto. The population in this study was 66 persons, and sampling was done with saturation samples. A questionnaire using a Likert scale model was used to collect data. Data analysis was carried out using simple regression, multiple regression, and partial correlation techniques. The research results show that (1) there is a significant correlation between servant leadership and performance ( $r_{1y-2,3,4} = 0.496$ ) and determination of 14.17%, (2) there is a significant correlation between organizational culture and performance ( $r_{2y-1,3,4} = 0.388$ ), and determination of 9.85%, (3) there is a significant correlation between work ethic and performance ( $r_{3y-1,2,4} = 0.472$ ), and determination is 16.09%, (4) there is a significant correlation of commitment organization on performance ( $r_{4y-1,2,3} = 0.439$ ), and determination of 9.59%, and (5) simultaneously there is a significant correlation of servant leadership, organizational culture, work ethic, and organizational commitment to performance ( $R_{y1,2,3,4} = 0.705$ ) and determination of 49.70%, while the remaining 50.30% was caused by other variables not examined in this study.