

**PENGARUH KEPEMIMPINAN SPIRITUAL, MOTIVASI KERJA,
BUDAYA ORGANISASI, DAN KOMITMEN ORGANISASI TERHADAP
KINERJA DOSEN PERGURUAN TINGGI SWASTA
DI PROVINSI BALI**

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ABSTRAK

Tujuan penelitian ini adalah untuk mengkaji pengaruh kepemimpinan spiritual, motivasi kerja, budaya organisasi dan komitmen organisasi terhadap kinerja dosen perguruan tinggi swasta. Penelitian ini merupakan penelitian kuantitatif. Populasi penelitian ini 1.293 dosen perguruan tinggi swasta di Provinsi Bali. Penentuan sampel menggunakan teknik proporsional random sampling dan diperoleh sampel sebanyak 336 orang. Data penelitian dikumpulkan dengan kuesioner tipe tertutup 5 opsi model skala Likert. Data hasil penelitian dianalisis menggunakan teknik analisis statistik deskriptif dan teknik analisis statistik inferensial multivariat SEM-PLS. Hasil penelitian menemukan bahwa: (1) secara deskriptif kuantitatif semua variabel dinyatakan cenderung sangat baik, (2) model teoretik hubungan antar variabel eksogen dan endogen dinyatakan terbukti secara empirik, (3) kepemimpinan spiritual, motivasi kerja, dan budaya organisasi berpengaruh secara langsung positif dan signifikan terhadap komitmen organisasi. (4) Kepemimpinan spiritual, motivasi kerja dan komitmen kerja berpengaruh secara langsung positif dan signifikan terhadap kinerja dosen, (5) sedangkan budaya organisasi tidak berpengaruh positif dan signifikan terhadap kinerja dosen. (6) Komitmen organisasi berfungsi signifikan sebagai pemediasi dalam pengaruh secara tidak langsung kepemimpinan spiritual, motivasi kerja dan budaya kerja terhadap kinerja dosen. Temuan penelitian mengindikasikan pentingnya penerapan kepemimpinan spiritual, mendorong motivasi kerja, menciptakan budaya organisasi yang membangun komitmen organisasi untuk meningkatkan kinerja dosen perguruan tinggi swasta.

Kata kunci: kepemimpinan spiritual, motivasi kerja, budaya organisasi, komitmen organisasi, kinerja dosen, pendidikan tinggi

**THE EFFECT OF SPIRITUAL LEADERSHIP, WORK MOTIVATION,
ORGANIZATIONAL CULTURE, AND ORGANIZATIONAL
COMMITMENT ON LECTURER PERFORMANCE OF PRIVATE
HIGHER EDUCATION IN BALI PROVINCE**

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ABSTRACT

This study examines the influence of spiritual leadership, work motivation, organizational culture, and organizational commitment on the performance of private higher education lecturers. This study is a quantitative research. The population of this study was 1,293 lecturers of private higher education institutions in Bali Province. Sample determination using a proportional random sampling technique obtained a sample of 336 participants. The research data were collected using a closed-type questionnaire with 5 Likert scale model options. The research data were analyzed using descriptive statistical analysis and SEM-PLS multivariate inferential statistical analysis techniques. The results of the study found that: (1) descriptively quantitative all variables are stated to tend very well, (2) the theoretical model of the relationship between exogenous and endogenous variables is stated to be empirically proven, (3) spiritual leadership, work motivation, and organizational culture have a direct positive and significant effect on organizational commitment. (4) Spiritual leadership, work motivation, and work commitment have a direct positive and significant effect on lecturer performance; (5) organizational culture has no positive and significant effect on lecturer performance. (6) Organizational commitment significantly mediates the indirect effect of spiritual leadership, work motivation, and work culture on lecturer performance. The research findings indicate the importance of implementing spiritual leadership, encouraging work motivation, and creating an organizational culture that builds organizational commitment to improving the performance of lecturers in private higher education institutions.

Keywords: *spiritual leadership, work motivation, organizational culture, organizational commitment, lecturer performance, higher education.*