

**BIDANG ILMU : EKONOMI**

**LAPORAN HASIL  
PENELITIAN DISERTASI DOKTOR  
TAHUN ANGGARAN 2010**



Judul : **Pengaruh Kepuasan Kerja, Komitmen Organisasi, Kepribadian Dan Profesionalisme Dosen Terhadap OCBs Serta Dampaknya Pada Kinerja (Studi Pada Universitas Palangka Raya)**

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**Universitas Brawijaya  
Malang  
2010**

**LEMBAR PENGESAHAN  
PENELITIAN DISERTASI DOKTOR  
TAHUN ANGGARAN 2010**

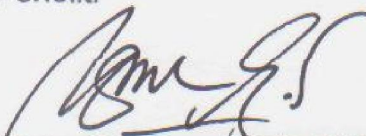
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## RINGKASAN

Salah satu masalah yang di hadapi oleh akademisi saat ini adalah dalam melaksanakan tugas mengajar yang cukup kompleks yang memerlukan profesionalisme, sehingga untuk mencapai profesionalisme tersebut diperlukan proses pembelajaran yang cukup lama untuk menguasai dasar pengajaran, karena mengajar adalah jenis keahlian yang tidak dapat dijelaskan dalam uraian tugas akademis (Erturk, 2007). Oleh karena itu, *Organization Citizenship Behavior* (OCB) merupakan aspek yang sangat penting untuk mencapai kinerja akademisi di perguruan tinggi (Bas dan Ardic, 2002). Sehingga studi mengenai OCB pada institusi pendidikan tinggi sebagai sebuah organisasi pencetak sumber daya manusia menjadi sangat penting.

Fenomena-fenomena yang terjadi mengindikasikan bahwa masih rendahnya kinerja Pendidikan Tinggi di Indonesia, Pendidikan Tinggi masih dianggap sebagai sumber ilmu pengetahuan, etika dan nilai-nilai kebijakan, berarti paradigma pendidikan tinggi masih berbasis pada keilmuan (konten) dan belum bergeser pada pendidikan tinggi yang berbasis kompetensi. Kemudian gaji professor atau dosen masih sangat rendah sehingga membutuhkan penghasilan tambahan dari berbagai sumber dan aktivitas lain yang menyita waktunya sebagai pendidik. Masih rendahnya kemampuan meneliti, penguasaan media teknologi dan informasi serta masih rendah kemampuan dalam menulis buku ajar. Dari fenomena empiris dan fenomena lapangan maka sangat perlu dilakukan penelitian lebih lanjut untuk mengetahui dan menguji faktor apa saja yang dapat meningkatkan OCB dosen sehingga berdampak pada kinerja dosen.

Penelitian ini menggunakan rancangan penelitian penjelasan (*explanatory research*) serta menguji hubungan kausal. Populasi penelitian adalah seluruh dosen tetap di Universitas Palangka Raya dengan teknik *stratified random sampling*.

Hasil temuan penelitian ini adalah komitmen organisasi berpengaruh paling dominan dalam membentuk OCB-I dan OCB-O, kepuasan kerja, kepribadian dan profesionalisme dosen berpengaruh signifikan terhadap OCB-O, serta dukungan organisasi dapat memperkuat dan memperlemah hubungan antara kepuasan kerja terhadap antara OCB-O dan OCB-I. Penelitian ini juga menunjukkan bahwa OCB-O dan OCB-I dapat meningkatkan kinerja dosen.

## SUMMARY

One of the problems faced by academics at this moment is to implement a fairly complex task of teaching that requires professionalism, so as to achieve the necessary professionalism of the learning process long enough to master the basic teaching, because teaching is the kind of expertise that can not be described in job description academic (Erturk, 2007). Therefore, Organization Citizenship Behavior (OCB) is a very important aspect to achieve academic performance in college (Bas and Ardic, 2002). So the study of OCB in the higher education institution as an organization's human resource printer becomes very important.

Phenomena that occur indicate that the low performance in Indonesian Higher Education, Higher Education is still regarded as a source of knowledge, ethics and values policy, means a paradigm of higher education is still based on science (content) and have not shifted to higher education based competence. Then the professor or faculty salaries are still very low and thus require additional income from various sources and other activities that consume his time as an educator. The low ability of researching, mastery of technology, media and information and low ability in writing textbooks. From the empirical phenomena and the phenomenon of field it is necessary to conduct further research to identify and examine what factors may increase OCB lecturer so the impact on teacher performance. This study used the research design explanations (explanatory research) and to test causal relationships. The population is around time lecturers at the University of Palangkaraya by using stratified random sampling.

The findings of this research is the most dominant influence organizational commitment in shaping OCB-I and OCB-O, job satisfaction, personality and professionalism of lecturers significant effect on OCB-O, and support organizations to strengthen and weaken the relationship between job satisfaction between OCB-O and OCB-I. This study also showed that the OCB-O and OCB-I can improve the performance of lecturers.

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