

ABSTRAK

INTERAKSI *VISIONARY LEADERSHIP* DOSEN, *ADAPTIVE CULTURE*, RESILIENSI, DAN KINERJA DOSEN: DITINJAU DARI PERSPEKTIF HUMANISTIK DAN BEHAVIORISTIK

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Kinerja dosen telah mampu menghasilkan para ahli di bidangnya. Namun, lulusan perguruan tinggi lebih tertinggal dari kemajuan dunia. Implementasi kepemimpinan visioner dan keterampilan budaya adaptif yang dilengkapi dengan resiliensi meningkatkan kinerja dosen dan mampu mengantisipasi tuntutan kebutuhan jauh ke depan sehingga menghasilkan lulusan yang kompatibel dengan laju perkembangan dunia. Dengan menggunakan skala pengukuran yang dihasilkan dari riset ini, yang selama ini belum ada instrumen pengukuran prediksi kinerja dosen, perguruan tinggi mampu memproyeksikan kebutuhan dosen yang visioner, adaptif, dan resilien. Metode yang digunakan adalah survei kuantitatif dengan unit analisis dan responden sebanyak 203 dosen dari 32 perguruan tinggi di Provinsi Lampung. Instrumen dikirim ke responden melalui *google form*. Menganalisis data menggunakan konsep model persamaan struktural (SEM). Hasil utama penelitian menunjukkan skor pengaruh: *pertama*, variabel laten kepemimpinan visioner terhadap variabel laten resiliensi sebesar -0,889, dan variabel laten kinerja dosen sebesar 0,215; *kedua*, budaya adaptif terhadap variabel laten resiliensi sebesar 1,724 dan variabel laten kinerja dosen sebesar 0,038; *ketiga*, variabel laten resiliensi terhadap variabel laten kinerja dosen sebesar 0,599; *keempat*, secara simultan variabel laten kepemimpinan visioner dan variabel laten budaya adaptif terhadap variabel laten resiliensi sebesar 0,808; *kelima*, variabel laten kepemimpinan visioner dan variabel laten budaya adaptif terhadap kinerja dosen sebesar 0,660; dan *keenam*, kepemimpinan visioner terhadap kinerja dosen melalui variabel laten resiliensi sebesar -.533; dan budaya adaptif terhadap kinerja dosen melalui variabel laten resiliensi sebesar 1,032. Peneliti dapat menyimpulkan bahwa dengan memadukan karakteristik pendekatan behaviorisme (*visionary leadership*) dan pendekatan humanisme (*adaptive culture* dan resiliensi) sebagai dasar pengelolaan dosen maka dapat tercipta profil dosen berprestasi dan dapat menciptakan profil output dan outcome perguruan tinggi yang berkualitas.

Kata kunci: kinerja dosen, resiliensi, *visionary leadership*, *adaptive culture*

ABSTRACT

INTERACTIONS OF LECTURERS VISIONARY LEADERSHIP, ADAPTIVE CULTURE, RESILIENCE, AND LECTURERS PERFORMANCE: REVIEW FROM A HUMANISTIC PERSPECTIVE AND BEHAVIORISTIC

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Lecturer performance has been able to produce experts in their fields. However, university graduates are far behind the progress of the world. The implementation of visionary leadership and adaptive cultural skills complemented by resiliensi increases the performance of lecturers and is able to anticipate far-reaching needs so as to produce graduates who are compatible with the pace of world development. By using the measurement scale resulting from this research, where so far there has been no instrument for predicting the performance of lecturers, universities and higher education institutions are able to project the needs of lecturers who are visionary, adaptive and resilient. The method used is a quantitative survey with units of analysis and respondents as many as 203 lecturers from 32 universities in Lampung Province. Instruments were sent to respondents via Google Form. Analyze data using the concept of structural equation model (SEM). The main results of the study show the influence score: first, the latent variable of visionary leadership to the latent variable of resiliensi is -0.889, and the latent variable of lecturer performance is 0.215; second, the adaptive culture of the resiliensi latent variable is 1.724 and the lecturer performance latent variable is 0.038; third, the resiliensi latent variable to the lecturer performance latent variable is 0.599; fourth, simultaneously the latent variable of visionary leadership and the latent variable of adaptive culture to the latent variable of resiliensi is 0.808; fifth, the visionary leadership latent variable and the adaptive culture latent variable on lecturer performance are 0.660; and sixth, visionary leadership on lecturer performance through a resiliensi latent variable of -.533; and adaptive culture to lecturer performance through the resiliensi latent variable of 1.032. The researcher can conclude that by combining the characteristics of the behaviorism approach (visionary leadership) and the humanism approach (adaptive culture and resiliensi) as the basis for managing lecturers, a profile of outstanding lecturers can be created and can create a profile of quality university output and outcomes.

Keywords: lecturer performance, resiliensi, visionary leadership, adaptive culture