

ABSTRAK

PENGARUH BUDAYA ORGANISASI, MOTIVASI BERPRESTASI, DAN PROGRAM PEMBELAJARAN INDIVIDU (PPI) TERHADAP KEEFEKTIFAN PROSES BELAJAR MENGAJAR

Oleh

FINA SEPTI ARISTYA

Tujuan penelitian ini adalah untuk menganalisis dan mengetahui pengaruh budaya organisasi, motivasi berprestasi, dan program pembelajaran individu terhadap keefektifan proses belajar mengajar guru pendamping khusus di sekolah menengah pertama inklusi se-Kota Bandar Lampung secara parsial. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis *ex post facto*. Sampel pada penelitian ini yaitu 55 orang guru pendamping khusus di SMP Inklusi di Kota Bandar Lampung. Pengumpulan data dilakukan dengan penyebaran kuisioner. Analisis data pada penelitian ini menggunakan analisis regresi sederhana dan regresi berganda. Hasil penelitian menunjukkan bahwa (1) terdapat pengaruh budaya organisasi terhadap keefektifan proses belajar mengajar, (2) terdapat pengaruh motivasi berprestasi terhadap keefektifan proses belajar mengajar, (3) terdapat pengaruh program pembelajaran individu terhadap keefektifan proses belajar mengajar, dan (4) terdapat pengaruh budaya organisasi, motivasi berprestasi, dan program pembelajaran individu terhadap keefektifan proses belajar mengajar. Hal ini bermakna jika budaya organisasi, motivasi berprestasi, dan program pembelajaran individu meningkat, maka keefektifan proses belajar mengajar juga akan meningkat.

Kata kunci : budaya organisasi, motivasi berprestasi, program pembelajaran individu, keefektifan proses belajar mengajar

ABSTRACT

THE INFLUENCE OF ORGANIZATIONAL CULTURE, ACHIEVEMENT MOTIVATION, AND INDIVIDUAL LEARNING PROGRAMS ON THE EFFECTIVENESS OF THE TEACHING AND LEARNING PROCESS

By

FINA SEPTI ARISTYA

The purpose of this study was to analyze and determine the influence of organizational culture, achievement motivation, and individual learning programs on the effectiveness of the teaching and learning process of special accompanying teachers in junior high schools in Bandar Lampung partially. This study uses a quantitative approach with the type of ex post facto. The sample in this study is 55 special assistant teachers in Junior High School inclusion in Bandar Lampung. Data collection is done by distributing questionnaires. Data analysis in this study using simple regression analysis and multiple regression. The results showed that (1) there is an influence of organizational culture on the effectiveness of the teaching and learning process, (2) there is an influence of achievement motivation on the effectiveness of the teaching and learning process, (3) there is an influence of individual learning programs on the effectiveness of the teaching and learning process, and (4) there is an influence of organizational culture, achievement motivation, and individual learning programs on the effectiveness of the teaching and learning process. This means that if organizational culture, performance motivation, and individual learning programs increase, the effectiveness of the teaching and learning process will also increase.

Keywords: organizational culture, achievement motivation, individual learning program, effectiveness of teaching and learning process