

ABSTRAK

PENGARUH IKLIM ORGANISASI, BUDAYA ORGANISASI DAN KOMPETENSI PROFESIONAL GURU TERHADAP MUTU LAYANAN PAUD

Oleh:

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Tujuan penelitian ini adalah untuk menganalisis dan mengetahui pengaruh iklim organisasi, budaya organisasi dan kompetensi professional guru secara parsial terhadap mutu layanan PAUD, serta pengaruh pengaruh iklim organisasi, budaya organisasi dan kompetensi professional guru secara simultan terhadap mutu layanan PAUD. Penelitian ini menggunakan pendekatan kuantitatif jenis *ex post facto*, dengan populasi sebesar 2179. Populasi dalam penelitian ini adalah guru PAUD se Kota Bandar Lampung. Pemilihan sampel menggunakan *multistage random sampling* dengan sampel sebesar 120 guru. Pengumpulan data dengan kuesioner. Analisis data menggunakan analisis regresi sederhana dan analisis regresi berganda, yang sebelumnya telah dilakukan uji prasyarat regresi yaitu uji *outlier*, uji normalitas, heterokedastisitas, multikolinieritas dan linieritas. Hasil penelitian menunjukkan bahwa (1) terdapat pengaruh positif secara parsial iklim organisasi, budaya organisasi dan kompetensi professional terhadap mutu layanan PAUD, (2) Terdapat pengaruh positif secara simultan iklim organisasi, budaya organisasi dan kompetensi professional terhadap mutu layanan PAUD.

Kata Kunci: iklim organisasi, budaya organisasi, kompetensi professional guru, mutu layanan PAUD.

ABSTRACT

INFLUENCE OF ORGANIZATIONAL CLIMATE, ORGANIZATIONAL CULTURE AND TEACHERS' PROFESSIONAL COMPETENCIES QUALITY OF PAUD SERVICES

By

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The aim of this research is to analyze and determine the influence of organizational climate, organizational culture and teacher professional competition partially on the quality of PAUD services, as well as the influence of organizational climate, organizational culture and teacher professional competition simultaneously on the quality of PAUD services. This research uses an ex post facto quantitative approach, with a population of 2179. The population in this research is PAUD teachers in Bandar Lampung City. Sample selection used multistage random sampling with a sample of 120 teachers. Data collection using questionnaires. Data analysis uses simple regression analysis and multiple regression analysis, which previously carried out prerequisite regression tests, namely the outlier test, normality test, heteroscedasticity, multicollinearity and linearity. The research results show that (1) there is a partial positive influence of organizational climate, organizational culture and professional competition on the quality of PAUD services, (2) There is a simultaneous positive influence of organizational climate, organizational culture and professional competition on the quality of PAUD services.

Keywords: organizational climate, organizational culture, professional competition, quality of PAUD services.