**PENGARUH BUDAYA ORGANISASI, SEMANGAT KERJA, DAN PEMBERDAYAAN TERHADAP KEBAHAGIAAN KERJASERTA IMPLIKASINYA PADA KINERJA DOSEN**

**(SURVEY PADA PROGRAM VOKASI PERGURUAN TINGGI POLITEKNIKSWASTA DI JAWA BARAT)**

**Oleh :**

**DEDENKOMARPRIATNA**

**ABSTRAK**

Terdapat indikasi rendahnya kinerja dosen Program Vokasi pada Politeknik Swasta di Jawa Barat. Tujuan penelitian ini adalah mengetahui pengaruh budaya organisasi, semangat kerja dosen, dan pemberdayaan terhadap kebahagiaan dosen, serta implikasinya pada kinerja dosenPeguruan Tinggi Politeknik swasta di Jawa Barat. G*rand theory* pada penelitian ini adalah Ilmu Manajemen dan Teori Organisasi. *Middle range theory* pada penelitian ini adalah Manajemen Sumber Daya Manusia dan Perilaku Organisasi. Sedangkan *applied theory* pada penelitian ini adalah Budaya Organisasi, Semangat kerja, Pemberdayaan, Kebahagiaan dan Kinerja. Berdasarkan kajian pustaka tersebut, maka didapatkan hipotesis sebagai berikut, budaya organisasi dan Semangat kerja berpengaruh secara simultan terhadap Kebahagiaan. Budaya organisasi berpengaruh terhadap Kebahagiaan. Semangat kerja berpengaruh terhadap Kebahagiaan. Kebahagiaan berpengaruh terhadap Kinerja dosen.

Kata Kunci :budaya organisasi, semangat kerja dosen, pemberdayaan, kebahagiaan dosen, kinerja dosen.

***ABSTRACT***

*The purpose of this research is to find, study and analyze the influence of organizational culture, lecturer’s passion, and lecturer empowerment on job happiness of lecturer at the polytechnic in west java. The influence of job happiness on lecturers' performance in polytechnic in west java. A method used in this study is the explanatory survey method, that population size of polytechnic lecturers in west java is 498 lecturers from 21 polytechnic. A size of samples is 176 lecturers. A method of analysis used is the path analysis. The findings of the study are organization culture, lecturer’s passion, and the lecturers' empowerment have influential simultaneously on job happiness. Job happiness have significant impact on lecturers' performance. The novelty in this research was lecturers of polytechnic happier if get clear job than lectures passion that they have.*

*Key Words: Organizational Culture, Passion, Empowerment, Happiness, Performance.*

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