

TESIS



**ANALISIS BUDAYA ORGANISASI, ETOS KERJA, SUPPORT
PIMPINAN DAN KECERDASAN EMOSIONAL TERHADAP
KINERJA PENYULUH PERTANIAN KOTA BIMA**

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ANALISIS BUDAYA ORGANISASI, ETOS KERJA, SUPPORT PIMPINAN DAN KECERDASAN EMOSIONAL TERHADAP KINERJA PENYULUH PERTANIAN KOTA BIMA

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ABSTRAK

Kinerja pegawai menjadi sangat penting karena penurunan kinerja baik individu maupun kelompok dalam suatu organisasi dapat memberi dampak yang berarti dalam suatu organisasi. Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi, etos kerja, support pimpinan dan kecerdasan emosional terhadap kinerja penyuluh pertanian Kota Bima. Penelitian ini menggunakan pendekatan kuantitatif. Populasi penelitian adalah seluruh penyuluh pertanian Kota Bima yang tersebar pada empat UPT Balai Pelaksana Penyuluhan Pertanian berjumlah 44 orang penyuluh pertanian. Sampel penelitian ditentukan dengan metode purposive sampling berjumlah 44 responden. Hasil penelitian menunjukkan bahwa budaya organisasi berpengaruh positif dan signifikan terhadap kinerja penyuluh., sedangkan etos kerja, kecerdasan emosional dan support pimpinan tidak berpengaruh terhadap kinerja penyuluh pertanian. Penelitian ini disarankan untuk lebih memperhatikan kebijakan yang pro penyuluh pertanian sehingga berpengaruh pada penyuluh untuk melaksanakan tugasnya dengan baik. Selain itu, penyuluh pertanian yang bertugas di UPT Balai Pelaksana Penyuluhan Pertanian agar mengembangkan profesionalitas, menyusun materi penyuluhan, mengevaluasi dan melaporkan hasil, serta menerapkan metode penyuluhan.

Kata Kunci : budaya organisasi, etos kerja, support pimpinan, kecerdasan emosional, kinerja.

ANALYSIS OF ORGANIZATIONAL CULTURE, WORK ETHOS, LEADER SUPPORT AND EMOTIONAL INTELLIGENCE TO THE PERFORMANCE OF AGRICULTURAL EXTENDERS IN BIMA CITY

SITI ASYITAH

ABSTRACT

Employee performance is very important because a decrease in the performance of both individuals and groups in an organization can have a significant impact in an organization. This study aims to determine the effect of organizational culture, work ethic, leadership support and emotional intelligence on the performance of agricultural extension workers in Bima City. This study uses a quantitative approach. The research population is all agricultural extension workers in Bima City, which are spread over four UPT Agricultural Extension Implementation Centers totaling 44 agricultural instructors. The research sample was determined by purposive sampling method totaling 44 respondents. The results showed that organizational culture had a positive and significant effect on the performance of the agricultural instructor, while work ethic, emotional intelligence and leadership support had no effect on the performance of the agricultural instructor. This research is advised to pay more attention to policies that are pro-agricultural so that it affects the extension workers to carry out their duties properly. In addition, agricultural extension workers who are assigned to the UPT Balai Implementing Agricultural Extension should develop professionalism, compile extension materials, evaluate and report results, and apply extension methods.

Keywords : *organizational culture, work ethic, leadership support, emotional intelligence, job performance.*