

IMPORTANT ROLE OF INDIVIDUAL CHARACTERISTICS ON THE PERFORMANCE OF TEACHER

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Abstract

Nowadays not only private companies but major government agencies and educational institutions that school requires human resources potential. The main governance institutions educational institutions are always aiming to improve the performance of employees or teachers. Various methods are used to ascertain the factors that cause an increase or decrease in the performance of teachers. It aims other than to improve the quality or the quality of education in this country. In examining the increase or decrease the performance of teachers, researchers looked at one factor that is characteristic of individuals. This study aims to find out the important role of individual characteristics on teacher performance. Individual characteristics in this case is on the approach to the personality of the teacher. And from various sources that there is a positive correlation was found between the relationship of the individual with improved performance characteristics of teachers. Master of strong character performance, fighting spirit, and the spirit is high in educating.

Keywords: individual characteristics, performance

1. INTRODUCTION

1.1 Background

The teacher is seen as human resources is one very important element in the creation of quality or the quality of education, where the reciprocation of an education depending on the role undertaken by the teacher. Emphasis attention on the human resource factor is teacher is required even though it does not mean other factors do not have an important role. This is due to various factors required in the organization of mutual support and complementarity.

Teachers are individuals who know the situation and conditions of the students and is responsible for the achievement of learning outcomes (Dimiyati and Mujiono, 2006: 287). According to Samana (1994: 15) the teacher is the one adult who prepare specifically through the Institute of Teacher Education Personnel so that expertise is able to teach and educate students to be good citizens (moral), knowledgeable, productive, social, healthy and able to actively participate in the improvement of human resources. According Muhibbinsyah (2010: 222) is a person whose job teachers teach. In line with these opinions Hamalik (2010: 33) mentions the teacher is in charge of providing services to the students so that they become students in line with the objectives of the school, or madrassa. In another book Hamalik (2010: 117) mentions the teachers are professional positions, ie positions that require special expertise.

The performance of a teacher is said to be good if the teacher has done the elements consisting of loyalty and commitment to the task of educating, teaching, guiding and provide exemplary, creative in the implementation of teaching, cooperation with all of the school community, leadership becomes a model student, personality good, honest, religious and objective in guiding students, as well as the motivation and responsibility towards their duties.

Optimal performance is the hope of all parties but the reality on the ground shows there are still some teachers whose performance is less than optimal. Based on observations at SMK Negeri 2 Jember seen that perceived teacher performance is still not satisfactory. In everyday reality still found some symptoms include: 1) Teachers that show how work is monotonous, 2) is still minimal creativity and innovative learning, 3) Teachers are not a figure or role model in applying science role in everyday life , 4) Teachers are still frequently late or leave an hour of learning, 5) Teachers are less able to cooperate with each other, 6) Teachers are not objective in making judgments.

In improving the performance of teachers, among others with improved through periodic coaching, trainings, seminars, courses or formal education as well as coaching and development to support effective learning. In practice we do not only require expertise from expert developers teacher competence alone but must also consider the various factors that affect the performance of a teacher. As revealed by Robert L. Mathis and Jackson (2001: 82) many factors that affect the performance of individual labor, among others: 1) capability, 2) motivation, 3) support received, 4) the existence of the work they do and 5) their relationship with the organization.

In addition it is to be considered to achieve high performance of teachers who needed a strong character of each individual teachers. According to Mathis and Jackson (2011) the individual characteristics of employees influenced by motivation, abilities, workload, support is there, and their relationship with the organization, while the level of individual performance is influenced by the following factors: (1) the ability and skills, (2) psychology which includes personality, traits, perceptions, attitudes and learning capacity, (3) demographics such as age, gender, race and experience (Gibson, 1996). Research Nasution (2009) proved that no individual characteristics positive effect on performance. Research Nurhastuti (2011) prove the individual characteristics no positive effect on performance. Syafutri study (2012) showed that the characteristics of the individual is not a positive influence on performance. Research Setiawan (2013) also proved that no individual characteristics positive effect on performance. Research Surani (2008) also show that individual characteristics are not positive effect on performance will tatapi research conducted by Sulastiningsih (2014) and peony (2014) proved that the individual characteristics of a positive effect on performance.

In addition to the characters, there are indications that the attitude religiusistas can affect the performance of a teacher. Religiosity encourages individuals always act more wisely in the face of the challenges of the job. Fears over the threat of natural and human beliefs, making man to always be better to obey the commands and prohibitions of Allah with sincerity menjahui. Research conducted by Rohayati (2014) proved that religiosity correlates positively but no significant effect on performance. Research conducted by Supriyanto (2016) also show that religiosity has a positive effect on performance.

Teacher as an educator who has the task of providing educational services must have a high work ethic. Must have the nature, character, passion to educate, let alone a vocational school teachers must demonstrate a strong behavior directed towards a specific purpose, their wishes and desires are more directed at behavior oriented towards achieving

the standard of excellence. The orientation leads to the role of the teacher is often positioned as an important factor to behave and act in accordance with the profession. Research conducted by Muhaimin (2013) and Zulham (2008) proved that the work ethic positive and significant impact on teacher performance.

That's the important factor in this study, to look for linkages Individual characteristics whether teachers can improve their performance in carrying out the duties of teacher that can have implications for the improvement of the quality or the quality of education.

1.2 Problem Formulation

Based on the above, the formulation of the problem concerning the performance of teachers that will be discussed in this study can be formulated as follows:
whether the individual characteristics affect the performance of the teacher?

1.3 Objective

Based on the formulation of the problems mentioned above, we can identify the purpose of the study as follows: for determine and analyze the influence of individual characteristics on teacher performance

1.4 Benefit Research

Based on the objectives set, then the results of this study are expected to be useful for academics and education practitioners.

1. Theoretical benefits

Adding repertoire of knowledge and provide input for the preparation of theories or new concepts especially for the development of thinking in solving problems related to the performance of teachers for the next researcher.

2. Benefits Practical

- a. For vocational teachers so that this research can be used as reference material to increase the repertoire of knowledge
- b. To the principal so that this research can be used as consideration in defining the vision, mission, policies for advancement of vocational fore

1.5 *Limitations*

Based on the identification of problems as described above, researchers limit on the: Influence of individual characteristics on the performance of teachers of SMK Negeri 2 Jember.

2. REFERENCES OVERVIEW

2.1 Relevant Research

1 Research by Arai (2009)

study was the theme of individual characteristics and psychological influence on the performance of nurses in one hospital. With the indicators used for individual characteristics were age, sex, length of employment concluded that the characteristics of the individual is not a positive influence on employee performance. Equations with this research is equally examined the influence of individual characteristics on performance. The difference is that there is a development of the independent variables, by adding religiosity and work ethic. Differences were also found in the research object.

2 Research by Nurhastuti (2011)

The study discusses the influence of the working environment and individual characteristics on employee performance. With the indicators used for the individual characteristics is the educational background, skills, basic character, experience and tenure concludes that there is no significant influence of variables on the performance of individual characteristics. Equations with this research is equally examined the influence of individual characteristics on performance. The difference is that there is a development of the independent variables, by adding religiosity and work ethic. Differences were also found in the research object.

3 Research by Syafutri (2012)

study was the theme analysis of the relationship of individual characteristics, motivation and leadership profiles on employee performance Fatmawati Hospital. With the indicators used for individual characteristics are age, experience, education came to the conclusion that the individual characteristics tidap positive effect on performance. Equations with this research is equally examined the influence of individual characteristics on performance. The difference is that there is a development of the

independent variables, by adding religiosity and work ethic. Differences were also found in the research object.

4 Research by Setiawan (2013)

This study takes the theme of the influence of individual characteristics and work environment on the performance of employees of PT. Awetama Bina Reksa. With the indicators used for individual characteristics are age, gender, marital status, employment, number of dependents was concluded that the characteristics of the individual is not a positive influence on performance. Equations with this research is equally examined the influence of individual characteristics on performance. The difference is that there is a development of the independent variables, by adding religiosity and work ethic. Differences were also found in the research object.

5 Research by Surani (2008)

study was the theme of analysis of individual characteristics and intrinsic factors related to the performance of village health clinic midwife implementing primary health care in kabupaten Kendal. With the indicators used for individual characteristics variables were age, education, marital status, years of service and employment status then it was concluded that the individual characteristics did not affect the performance. Equations with this research is equally examined the influence of individual characteristics on performance. The difference is that there is a development of the independent variables, by adding religiosity and work ethic. Differences were also found in the research object.

6 Research by Sulastiningsih, Enderwati and Winoto (2014)

is the theme study analyzes the influence of individual characteristics and work environment on the performance of the civil service civilians in one of the offices in the town of Purworejo. Indicator in their study were age, sex, marital status, years of service, the number of members and education. The results of these studies concluded that the individual characteristics affect the performance of employees. Equations with this research is equally examined the influence of individual characteristics on performance. The difference is that there is a development of the independent variables, by adding religiosity and work ethic. Differences were also found in the research object.

7 Research by Peony (2014)

The study discusses the influence of individual characteristics and work environment on employee performance. The indicator used is the ability, attitude and expertise. The results of these studies concluded that the individual characteristics very significant effect on the performance of employees based on the type of requirements and the form of the award as well as the state of the respondent's age means that the longer the period of service work, have work satya, or employee of the month will be awarded various honors, and severely affects employee performance.

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2.2 Theory Studies

2.2.1 Individual Characteristics

2.2.1.1 Definition of Individual Characteristics

Every human being has individual characteristics that differ from each other. In Big Indonesian Dictionary (KBBI) is the characteristic traits is the ability to improve the quality of life. While the individual is an individual; by an individual.

Opinion Robbins (2006) on the individual characteristics that, "Factors easily defined and available, data that can be obtained most of the information provided in the personnel file of an employee expressed individual characteristics include age, gender, marital status, number of dependents, length of service and level of education in the organization".

Siagian (2008) states that, "biographical characteristics (people) can be seen on the age, sex, marital status, number of dependents and working lives".

Schermerhorn et al, (1998) categorize three individual differences, namely; (1) biographical characteristics such as age, gender and others, (2) the characteristics of competence, such as dexterity or ability, and (3) psychological characteristics, such as values, attitudes and personality.

According Littauer (1996) that every human being has the character and nature of each, human beings are the environment, thus greatly affecting the environment in the rise of ways of thinking, acting, looking toward social interaction. Littauer classifying personality or human nature into 4 (four)y, namely (1) Sanguine, (2) Melancholic, (3)

Choleric and (4) Phlegmatic.

From the opinions above, individual characteristics seen in this study the psychological factors of personality, that sanguine, melancholic, choleric and phlegmatic.

2.2.1.2 Individual Factors characteristic

There are several factors of individual characteristics, among others:

1 Age

General Dictionary Indonesian (1984) states that, "Seniors (age) is a long time to live or exist (since birth or held)". Dyne and Graham (2005) states that, "Employees who are older are more likely to have a sense of attachment or commitment to the organization as compared to younger thus increasing their loyalty to the organization. This is not only due to a longer stay in the organization, but with the old age, the less chance of an employee to find an organization".

Robbins (2003) states that, "The older employees, the higher commitment to the organization, this was due to the individual the opportunity to get another job becomes more restricted with increasing age. The limitations on the other hand can enhance a more positive perception of the employer so as to increase their commitment to the organization".

Nitisemito (2000) states that, "Employees are younger tend to have a strong physique, which is expected to work hard and in general they are not married or have a family when his son is still relatively small. But the younger employees are generally less disciplined, less responsible and often sedentary work than older employees".

2 Gender

As a creature of God Almighty, man is distinguished by sex from men and women.

Robbins (2003) states that, "There is no consistent differences between men and women in problem-solving skills, analytical skills, competitive urge, motivation, sociability or the ability to learn. But psychological studies have found that women are more willing to comply with the authority and men are more aggressive and more likely than women to have no hope for success. Consistent evidence also suggested that women have a higher rate of absenteeism than men".

Dyne and Graham (2005) states that "In general, women face greater challenges in achieving his career, so the higher range. This is due to female employees feel that their household responsibilities in the hands of their husbands, so that the salary or wages

provided by the organization is not something that is very important to him " .

Mowday (1982) states that, "Women as a group tend to have a higher commitment to the organization as compared to men. Women generally have to overcome more obstacles in achieving their position in the organization so that membership in the organization is more important to them " .

3 Marital Status

Demographic Institute FE UI (2000) states that "marital status is a physically and mentally bond between a man and a woman as husband and wife in order to establish a happy and lasting families based on God".

Soekanto (2000), states that, "Marriage is a legal bond between a man and a woman who raises the rights and obligations between them and derivatives".

Robbins (2003) states that, "Marriage impose increased responsibility to create a work that continues to be more valuable and important".

4 Work Period

Balai Pustaka According to the Department of Education and Culture (1991) states that, "The tenure of the (old work) is an individual experience that will determine the growth in employment and occupation".

According to the Indonesian big dictionary (1984), "Work experience is defined as an activity or process that experienced by a person when making a living to make ends meet".

Siagian (2008) states that, "The work shows how long a person working on each job or position".

Kreitner and Kinicki (2004) states that, "The long work will tend to make more of an employee feels at home in an organization, this is due to them having to adapt to its environment long enough so that an employee would feel comfortable with the job. Other causes are also due to the policy of the agency or company on life insurance in the old days " .

5 Number of Dependents

Siagian (2008) states that, "The number of dependents is a whole number of family members to be borne by someone". Relating to absenteeism, greater number of dependents will have little inclination absent, whereas in relation to 'turn over' the more the number of dependents of a person, the tendency to relocate the smaller jobs.

6 Education

Every kind of work have different demands on employees and the employees also have the ability to work differently. Employee performance will naturally increase, there is a match between the capabilities and the type of work. In this case the education is affecting the ability of these employees, especially for jobs that require expertise and specialized skills.

7 Dexterity or ability

Capability (ability) is the capacity of an individual to perform various tasks in a job Robbins (2003). In other words, that ability is a function of knowledge and skills.

8 Attitudes

According to Robbins (2003) attitude is evaluative statement whether favorable or unfavorable-concerning objects, people, or events. In this research will be focused on how a person's attitude felt on jobs, working groups, providers and organizations.

9 Interests

Interests is the attitude that makes people happy to be the object situation or idea - a certain idea. This was followed by feelings of pleasure and a tendency to look for objects that favored it. Pattern - the pattern of a person's interest is one factor that determines the suitability of the job. People's interest in different types of works (Moh. As'ad, 2004).

10 Sanguine personality

Characteristic had extrovert, optimistic, always cheerful and entertaining, engrossing conversation can continue. Not like on the condition that smells of sadness, upset, depressed, apathetic. If taken to the extreme end sanguine people would talk constantly, monopolize, interrupting and not stray too far from the truth. In the work of people tend to be creative and innovative sanguine, volunteered for the task, think of new activities, great Gated surface, has the energy and enthusiasm, inspire others to join, dazzle others to work, less scrupulous, quickly saturated and tidy.

11 Melancholy personality

It has a typical pessimistic, a little talk, have a deep analytical thinking. In the work of melancholy tend to be oriented on the schedule, a perfectionist, has a high standard, very

conscientious, diligent and meticulous, organized and tidy, economical, like charts and graphs, and likes hesitate in taking decisions.

12 Choleric Personality

Having a characteristic extrovert, optimistic soul who always want to control (the leader), said, bluntly. If taken to an extreme Valentine choleric strong person so overbearing, dominating, and manipulative. In the work of Choleric target oriented, well organized, move quickly to act, like delegate, emphasized on the results, develop because there is competition.

13 Phlegmatic personality

Having a characteristic introvert, observers and pessimistic. Very quiet and want peace under any circumstances, but if taken to extremes, people are less concerned phlegmatic peaceful, indifferent, did not have the certainty and tends to lazy to do anything, should take command many times and the constant encouragement. In the work of phlegmatic tend to agree, has good administrative capacity, to mediate the problem and prefer to avoid conflict.

2.2.2 Performance

2.2.2.1 Performance Definitions

In English, the term performance is performance. Performance is a noun. One of his entry is "done thing" (something the results of which have been done). So the meaning of Performance or performance is the result of work that can be achieved by a person or group of people within an organization, in accordance with the authority and responsibilities of each in order to attempt to achieve organizational goals in question legally, do not break the law and in accordance with moral and ethical.

According Mangkunagara (2001: 67) performance is the result of the quality and quantity of work accomplished by an employee in performing their duties in accordance with the responsibilities given to him. The level of worker performance is closely related to reward systems implemented by institutions / organizations for which they work. The award handling can affect the improvement of one's performance.

In carrying out everyday tasks a teacher must have three basic ability to achieve performance outcomes, namely:

1. personal ability include things that are physical like the look, sound, sight, hearing,

- health, clothing and things of a psychic nature as friendly, intellect, patience, humor, polite, diligent, creative, optimistic, self-confidence, critical, objective and rational;
2. Social skills, among others are open, disciplined, dedicated, helpful, constructive, orderly, responsibility, be fair, forgiving, democratic, honest, and love the students;
 3. Professional capabilities as defined by P3G covering 10 professional abilities of teachers are: master field of study in the school curriculum and master the material deepening / application fields of study, managing teaching and learning program, managing a classroom, using the media and other sources, to master the foundations of education, managing the interaction learning, assess student achievement for the benefit of education, to know the functions and programs of counseling, recognize and organize the school administration, understanding the principles and interpret the results of educational research for the purpose of teaching.

"Performance as a result of work achieved in executing the tasks assigned to them based on skills, experience and sincerity as well as the time" (Hasibuan, 2003: 34).

Thus the performance of the teacher is the teacher's perception on the performance of teachers with regard to the quality of work, responsibility, honesty, cooperation and initiatives (Suprayitno, 2016: 47).

2.2.2.2 Performance Indicators Teachers

Teachers are also regarded as an employee or an employee of an educational institution. Measurement of employee performance almost all the same, namely to consider the following matters:

1. The quantity, ie the volume of work, the amount of work that must and can be solved or accomplished. The more a teacher who has a dual position as homeroom, chairman of competence, deputy chief, treasurer, to the principal. In addition to educating them also have to think about the management of the school.
2. Quality, namely the extent to which the quality of an employee in performing their duties, which is judged by the level of satisfaction led to the results of the employee, an equivalent level of employee satisfaction, employee satisfaction levels below will be followed, and if the employee is a teacher it is also judged by the level satisfaction of learners.
3. Utilization and timeliness, the use of length of service, hours of work, timeliness in the work should be in accordance with the already planned by the institution or by the employees themselves.

2.2.5 Influence of Individual Characteristics on the Performance

According to Arief Subyantoro (2009: 11-19), everyone has the views, goals, needs and abilities are different from each other. This difference will be carried over into the world of work, which will cause the performance of one person with another different, despite working in the same place. Individual differences in the ability (ability), values, attitudes (attitude) and interest (interest) that is an attitude that makes people happy to be the object situation or particular ideas will improve the performance of the individual in work. The diversity of every individual both in terms of capability, the value obtained from the work, attitude and high interest to encourage a sense of satisfaction and the performance of each individual to their work.

From research conducted by Sulastiningsih, Enderwati and Winoto (2014) and peony (2014) concluded that the characteristics of individual positive effect on performance.

3. RESULT

The results of the study of theory some previous studies showed that individual characteristics there is no effect no effect on performance improvement. This is because the indicator of individual characteristics that are so complex, the indicators obtained from the viewpoint of each researcher. And also showed that if the indicators of the variable characteristics of the individual is only included age, sex, marital status, years of service, the number of members and education, the studies show that individual characteristics do not affect performance, but if the indicator variable individual characteristics the more touches on the individual personality of the results of the study stated that the individual characteristics affect the performance.

4. CONCLUSIONS AND RECOMMENDATIONS

The results of the study of theory can be concluded that the individual characteristics of dominant influence on the performance side of the personality of the teacher. It is a discourse for us that not all teachers have the personality to be expected. There are many teachers who have a weak character who sometimes have not been able to give a good example, being personally a role model for students in the school environment. It becomes a tough task for the institution of the school, the teachers themselves primarily for the government.

From the above conclusions the researchers gave advice, which is to be dug deeper indicators contained in the individual characteristics. Combining multiple indicator elements contained in the

individual characteristic variables into a single unit in subsequent studies.

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