

ABSTRACT

The purpose of this study was to analyze and describe the model of improving lecturer performance through the provision of capability relational academic and capability communication academic with core competency academic as an intervening variable. This study uses questionnaires to retrieve data on lecturers in four University at Islamic College in Semarang as many as 93 and returned 72. The sampling technique using proportional random sampling, the method of data analysis used is path analysis.

The results of this study indicate that there is a significant positive effect on the capability relational academic variable on core competency academic, the and capability communication academic variable has a significant positive effect on core competency academic, the capability relational academic variable has a significant positive effect on the performance of the lecturer, the capability communication academic variable has a significant positive effect on the lecturer performance, and the core competency academic variable has a significant positive effect on the performance of lecturers. As well as core competency academic variables are not proven as intervening variables that mediate capability relational academic and capability communication academic on the performance of lecturers.

Keywords: *Capability Relasional Academic, Capability Communication Academic, Core Competency Academic, Lecturer Performance.*

ABSTRAK

Tujuan dari penelitian ini adalah menganalisis dan mendeskripsikan model peningkatan kinerja dosen melalui pemberian kapabilitas relasional akademik dan kapabilitas komunikasi akademik dengan *core competency academic* sebagai variabel intervening. Penelitian ini menggunakan kuesioner untuk mengambil data pada dosen di empat universitas di Perguruan tinggi Islam di Semarang sebanyak 93 dan kembali 72. Teknik pengambilan sampel dengan menggunakan *proporsional random sampling*, metode analisis data yang digunakan adalah path analisis.

Hasil penelitian ini menunjukkan bahwa adanya pengaruh positif signifikan pada variabel kapabilitas relasional akademik terhadap *core competency academic*, variabel kapabilitas komunikasi akademik berpengaruh positif signifikan terhadap *core competency academic*, variabel kapabilitas relasional akademik berpengaruh positif signifikan terhadap kinerja dosen, variabel kapabilitas komunikasi akademik tidak berpengaruh positif signifikan terhadap kinerja dosen, dan variabel *core competency academic* tidak berpengaruh positif signifikan terhadap kinerja dosen. Serta variabel *core competency academic* tidak terbukti sebagai variabel intervening yang memediasi kapabilitas relasional akademik dan kapabilitas komunikasi akademik terhadap kinerja dosen.

Kata Kunci: Kapabilitas Relasional Akademik, Kapabilitas Komunikasi Akademik, *Core Competency Academic*, Kinerja Dosen.