




The influence of organizational work culture in improving the quality of education

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ABSTRACT

The existing organizational work culture has a very large influence on the quality of education in schools. Penelitian aims to find out the influence of the organization's work culture on the quality of education. This research method is a literature study using data from previous research results which is a journal of publication results that follow the established criteria. It was found that there was a significant influence between the work culture of the organization carried out on the quality of education in schools. The conclusion in writing this Literature Review is the specification of organizational development procedures that are consistent in actual to the needs centered on the managerial process of the principal. In effective schools, the managerial process is characterized by optimal functioning of the organizational structure, professional performance of teachers and school personnel, and readiness and progress of student learning. The effectiveness of the school can also be seen in the implementation of academic activities and development, and the achievement of educational goals. Therefore, the more skilled the principal, teachers, and school personnel carry out their duties and responsibilities, the more efficient and effective the entire school system and services will be.

KEYWORDS

Organizational Work Culture;
Quality of Education

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Introduction

Performance or work performance is the level of achievement of results for the implementation of certain tasks. An employee or employees are said to have performed well if the employee can produce the same work results or exceeds the standards or criteria that have been set together in the organization. On the contrary, employees are said to have no performance if the work results are less than the standards or criteria that have been set together. A successful and effective organization is an organization with individuals who have good performance. So if the employees in the organization have good performance, the effectiveness or success of the organization will be achieved.

Educational institutions must have value added that can attract people's trust to vote for them. This is due to a large amount of competition between educational institutions in Indonesia. In addition, educational institutions must be able to read the attractiveness of society in terms of educational changes, then meet the educational needs that are cooled by society. Meanwhile, Weber (in Thoha, 1992) suggests that organizations have several components, namely the following:

1. Organizations are social institutions. Wherein there are interactions between individuals, groups, and their environment that are interrelated and influential to each other. Respect each other's opinions to prevent various disputes.
2. Organization with certain boundaries (boundaries). That way, the relationship between individuals and each other is not based on their own will. But what they do has certain limitations.
3. An organization is an association of rules. With organizations that have these rules, it can be used as a differentiator between an organization and one another. These rules or rules cannot exist casually, but because there are members of the organization who communicate with each other and work together to make rules in the organization.
4. Organization is an element of labor relations composed of rights, obligations, authorities, responsibilities, and division of labor duties to perform a job that has a certain function. Another name of this component is

heirarchy. In this heirarchy there is a level or authority of the position from the highest, namely the leader and the lowest is the subordinate.

Although the work environment does not carry out the production process in a company, the work environment has a direct influence on employee performance. The work environment is the elements of the organization as a social system that has a strong influence in the formation of individual behavior in the organization and affects organizational performance (Rivai and Basri, 2014). The work environment can create a binding working relationship between the people who are in their environment. Therefore, efforts should be made so that the work environment must be good and conducive to making employees feel at home in the room and feel happy and excited to carry out each of their tasks.

Approaches to Making Schools More Effective

To meet the effectiveness of the organization in general there are four approaches according to Krakower, namely:

1. Effectiveness is centered on results (goal achievement).
2. Emphasis on the specifics of organizational development procedures that are actually consistent with the needs of the administrators (management processes).
3. Describe internal processes by emphasizing the relationship between organizational climate personnel.
4. Harmony of relationships (environmental adaptation) in the organizational environment and outside various organizations.

The Role of Quality Culture in Educational Organizations

Culture is related to a person's habit of doing things. Culture itself comes from sanskrit from the basic words Budhi and Daya which means to utilize reason. So Cultivation means as a whole a spiritual and material endeavor including the potentials and skills of the community or group of people. Culture has always been social in the sense that the continuation of the traditions of human groups in their material terms is historically transferred and absorbed by generations according to the prevailing "values". The values here are the highest measures for human behavior (Kepmenpan No. 25/KEP/M.PAN/04/2002).

The importance of culture in supporting the success of the task force according to Newstrom and Davis (1993) is that culture becomes the most important part because it can provide the identity of the implementer of the organization, culture is also a source of stability and continuity of the organization that provides a sense of security for the implementer of the organization and more importantly the culture helps stimulate the implementer of the organization to be enthusiastic in its duties. Organizational culture has the power to lead members towards achieving organizational goals and affecting individuals and their performance and even on the work environment. Then at the implementation level, organizational culture will be manifested in the form of individual behavior of each member of the organization in learning to overcome the problems faced.

Bibliography review

Writer	Title	Country	Study Design
Muhammad Rizal Al Hairi STAI Rakha Amuntai and Syahrani STAI Rakha Amuntai South Kalimantan 2021	Organizational Culture and Impact on Educational Institutions	Indonesian	The research method used is the literature study method or better known with the method of literature study.
Kardinah Indrianna Meutia dan Cahyadi Husada Faculty of Economics, Bhayangkara University, Jakarta 2019	The Influence of Organizational Culture and Organizational Commitment on Employee Performance	Indonesian	This research is a type of quantitative research through a survey of a number of employees by distributing questionnaires to respondents. The object of this research was conducted in Bulog Perum employee cooperative with research timeframe during July 2017.
Lukman T.Ibrahim, Mukhlis Yunus, and Amri Management Study Program, Faculty of Economics, Abulyatama University, Aceh Besar 2018	The Influence of Compensation Organizational Culture and Motivation for Achievement on the Performance of Permanent Lecturers and their Impact on the Quality of Education at Abulyatama University Aceh	Indonesian	This research was conducted at the University Abulyatama Aceh which is located at Jalan Blang Bintang Lama Km. 8.5 Lampoh Keude, Aceh Besar, the object of research is related to what and how the influence of organizational culture, compensation and achievement motivation on the performance of permanent lecturers foundations and their impact on the quality of education Abulyatama Aceh University.

Methods

The method used in the preparation of this scientific paper is a literature study, which is research carried out only based on written works, including research results both that have been and have not been published. This type of method is a series of research related to the object of research unearthed through various kapustakaan information (books, documents, scientific journals) not through direct observation. In this study, the author obtained articles through searches on scientific publication sites both domestically and abroad which were subsequently reviewed by the author. The keyword used in the search is "Organizational Work Culture" "Quality of Education".

Results

Based on the research results from searching journals through online databases, several journals can be qualified, and the journals are carried out a systematic review of journals which are described in the following table.

Table 1. Summary of study results

Author (year)	Heading	Country	Study Design	Subject/ Population	Result
Muhammad Rizal Al Hairi STAI Rakha Amuntai and Syahrani STAI Rakha Amuntai South Kalimantan 2021	Organizational Culture and Impact on Educational Institutions	Indonesian	Literature Studies	-	Educational organizations are the development of organizations in the world of education which in turn become the substance of their own understanding in science. From this statement, it can be concluded that education that acts as a source of encouragement and initiator of education, the organization contained in an education must have a significant function in achieving educational goals. Organizational culture in the educational order in Indonesia needs to be realized. This is so that the next generation of the nation, especially students, grow into a generation that is intelligent and has the character of a leader's soul who is ready to face the challenges of life in the future (Minatul Anggreni, 2021)
Kardinah Indrianna Meutia dan Cahyadi Husada Faculty of Economics, Bhayangkara University, Jakarta 2019	The Influence of Organizational Culture and Commitment on Employee Performance	Indonesian	Quantitative research	The study sample was 99.8 rounded to 100. all employees of KOPEL BULOG total 133 people.	Based on the research obtained, it is known that organizational culture is the dominant factor influencing performance compared to organizational commitment. This means that efforts to improve employee performance can be prioritized on increasing employee understanding and confidence in cultural values, and simultaneously increasing employee emotional closeness through increasing organizational commitment.
Lukman T.Ibrahim, Mukhlis Yunus, and Amri Management Study Program, Faculty of Economics, Abulyatama University, Aceh Besar 2018	The Influence of Compensation Organizational Culture and Motivation for Achievement on the Performance of Permanent Lecturers and their Impact on the Quality of Education at Abulyatama University Aceh	Indonesian	Case studies	A sample of 111 respondents who are permanent lecturers of Abulyatama University.	To improve the quality of education at Abulyatama Aceh University, it is hoped that the manager of the educational institution will continue to improve organizational culture. The results showed that organizational culture exerted a high direct influence of 45% on improving the quality of education at Abulyatama University aceh. And also trying to improve the performance of lecturers by providing motivation to excel, improving organizational culture and providing adequate compensation, this needs to be done because the results of the study show that the performance of lecturers determines the quality of education, where 76 percent of the

Author (year)	Heading	Country	Study Design	Subject/ Population	Result
					quality of education at Abulyatama University Aceh is influenced by the performance of lecturers.

The article is an article that discusses the influence of organizational work culture in improving the quality of an education in schools, with various research methods. The article is an article of domestic origin.

Discussion

The results of research conducted by Muhammad Rizal Al Hairi and Syahran explained that organizational culture is also the foundation for the formation of an organization, because organizational culture is the identity of an organization. It is understood that an organization is established to solve a problem. An education usually has an organization. Organizations in education have roles that can help support the quality of education. Among these roles, one of them is to help the role of teachers in improving the quality of human resources for students. Organization is an important component in life, especially in the sphere of education.

Another study conducted by Kardinah Indrianna Meutia and Cahyadi Husada that organizational culture can positively affect employee performance. This confirms the factors of the organizational culture as a set of values that are believed to be together can be the binder of the organization with employees. This strong bond can motivate employees to give their maximum power and effort so that employee performance can be maximized. These findings are consistent with previous research that organizational culture affects employee performance (Khaliq, 2015; Aziz, 2018; Suharto & Nusantoro, 2018; Rosyidah, Fadah & Tobing, 2018).

The results of multiple linear regression analysis show that organizational commitment positively affects employee performance. Commitment is an integration of the feeling of love and high loyalty of employees of their work or company. Employees who have a high commitment are emotionally bound (affective), rational (normative), and have long-term career desires (continuity). These three components encourage employees to work optimally. These findings are in line with previous research that organizational commitment affects employee performance (Mandri, Komara & David, 2018; Sunjaya, et al, 2017; Saryano & Amboningtyas, 2017).

According to Lukman T. Ibrahim (2018), the work performance of lecturers does not have an important role in organizational culture, but still has an important role in mediating the influence of motivation for achievement on the quality of education. Meanwhile, organizational culture has a positive and significant effect on the performance of lecturers and the quality of education.

Conclusion

The conclusion in writing this Literature Review is that organizational culture in education has roles that can help support the quality of education. Among these roles is that organizational culture helps in the way of delivering material by educators effectively and efficiently. So that students with different material capture power are able to understand the material presented by the educator thoroughly. In addition, organizational culture positively affects the performance of educators in improving the quality of education. The implication of these findings is that it is necessary to maintain cultural values through continuous socialization. On the other hand, commitment needs to be maintained to increase educators' love for organizational culture.

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