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Impact of Organizational Culture and Teacher Performance on Quality of Learning Processes

A B S T R A C T

The learning process in madrasas (Islamic-based elementary schools) is seen as being able to contribute to instilling values and norms in students following Islamic teachings. The issue of organizational culture and teacher performance also becomes a determining factor in creating a quality learning process. In this research, the aim is to determine: 1) the effect of organizational culture on the quality of the learning process; 2) the effect of teacher performance on the quality of the learning process; and 3) the influence of organizational culture on teacher performance. Respondents in this study were all class teachers from three madrasas as a sample representing all public madrasas in the city of Bandar Lampung, Indonesia. The results obtained indicate that the variables of organizational culture and the quality of the learning process have an influence, with R squared of 0.67 or 67%, which is classified as moderate. This shows that madrassas have implemented predetermined work culture values, namely: a) integrity, the harmony between correct thoughts, words, and deeds; b) professionalism, working in a disciplined, competent, and timely manner with the best results; c) innovation, perfecting existing and creating new and improved techniques and ideas; d) responsibility, working thoroughly and with thought for the consequences; and e) being exemplary, setting a good example for others.

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