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THE INFLUENCE OF PRINCIPAL'S LEADERSHIP STYLE AND ORGANIZATIONAL CULTURE ON TEACHER PERFORMANCE AT MA UNGGULAN HIKMATUL AMANAH

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Abstract

Leadership is an important factor in leading an organization because the leader determines the progress of the organization. This study aims to determine the effect of the principal's leadership style and organizational culture on teacher performance at the Hikmatul Amanah Supreme Court. This study uses quantitative research, the respondents are 40 teachers of Wisdom Amanah, the research instrument uses a Likert scale, the data collection technique uses a questionnaire while the data analysis technique uses multiple linear regression. The results show that: 1. Leadership style has no significant effect on performance. teacher at the Hikmatul Amanah Supreme Court with a t-count value of 0.828 and a significance value of 0.413.2. Organizational culture has a significant effect on teacher performance with a t-count value of 7.216 and a significance value of 0.000. 3. Simultaneously leadership style and organizational culture have a significant effect on teacher performance with a calculated F value of 28.796 and a significance value of F of 0.000, while the R-squared coefficient value is 0.609, which means that teacher performance at the Hikmatul Amanah Supreme Court is influenced by leadership style

and culture. organization by 60.9% while around 39.1% is influenced by other variables outside. This study has limitations on the relatively small number of respondents, so that in the future the population can be added again.

Keywords: *Wisdom of Trust; leadership styles; Organization Culture ; Performance; Teachers.*

A. Introduction

MA Unggulan Hikmatul Amanah, which is a leading madrasa, is one of the best Madrasas in Pacet Mojokerto, but it still has some basic problems, such as the weak organizational culture it has created. it can be seen that there are still teachers who come late to work, are late to class, many teachers often get permission not to come to work, thus affecting the performance of teachers in the MA. The principal's leadership style really has an impact on the organizational culture created at the institution.

The purpose of this study, among others, is to determine the effect of the principal's leadership style on the performance of teachers at the MA Unggulan Hikmatul Amanah. This study aims to determine the effect of organizational culture on teacher performance at the MA Unggulan Hikmatul Amanah and to determine the effect of the principal's leadership style and organizational culture on teacher performance at the Superior Court of Hikmatul Amanah.¹

Teacher performance is influenced by several main factors including style of leadership and cultural organization. Performance is the result of work achieved by someone who can be seen based on the results of quantity of work, quality of work, cooperation, initiative, and personal quality.² The results of research conducted by Kartiko revealed that a person's performance can be influenced by leadership, compensation, organizational culture, and employee loyalty.³ Teacher performance is the ability and effort

¹ Prastio Surya and Muhammad Husnur Rofiq, 'Internalisasi Nilai Karakter Jujur Dalam Proses Pembelajaran Di Kelas VIII Madrasah Tsanawiyah Unggulan Hikmatul Amanah Pacet Mojokerto', *Munaddhomah: Jurnal Manajemen Pendidikan Islam* 2, no. 1 (4 August 2021): 31–37, <https://doi.org/10.31538/munaddhomah.v2i1.65>.

² Kartiko Ari and Sanusi Anwar, 'The Effect of Leadership, Compensation, and Organizational Culture on Employee Performance at the Mother and Child Hospital "Fatimah" Lamongan', 2021, 11; Umin Kango, Ari Kartiko, and Bahruddin Zamawi, 'The Effect of Service Quality, Facilities and Promotion on The Interest of New Students', *Nidhomul Haq: Jurnal Manajemen Pendidikan Islam* 6, no. 2 (23 July 2021): 323–30, <https://doi.org/10.31538/ndh.v6i2.1447>; Heriyono Heriyono et al., 'Gaya Kepemimpinan Prof. Dr. Kh. Asep Saifuddin Chalim Dalam Meningkatkan Motivasi Kerja Karyawan Di Pesantren', *Munaddhomah: Jurnal Manajemen Pendidikan Islam* 2, no. 1 (3 August 2021): 21–30, <https://doi.org/10.31538/munaddhomah.v2i1.64>.

³ Ninik Indawati et al., 'Improving The Religious Character of Educators Through Exemplary of Principles', *AL-TANZIM: Jurnal Manajemen Pendidikan Islam* 6, no. 3 (1 June 2022): 789–801, <https://doi.org/10.33650/al-tanzim.v6i3.3691>.

of teachers to carry out learning tasks as well as possible in planning teaching programs, implementing learning activities, and evaluating learning outcomes. Teacher performance achieved must be based on the ability standards of professionals while carrying out their obligations as teachers in schools.⁴

The history of a nation and country basically revolves around the history of its leaders or characters, either in politics, government, religion, and so on.⁵ According to Suarmiati good leadership so will form the mentality of its members, with the shape or build the psychology of employees. Formed a good mental grow honest, obedient and sincere employees capable Upgrade, performance employees.⁶ A study conducted by Naderi, stated that: the style of leadership and culture organization are fluent top the performance of an employee by positive.⁷ Arifin, get different results where leadership has no own significant influence on teacher performance will cultural turn organization's influence is positive and significant to teacher performance.⁸

Cultural organization is something habits that have been last long and wear as well as applied in life activity work as one for Upgrade quality the work of the worker. Schein defines culture organization is Culture as the basic assumptions and beliefs of an organization.⁹ Elements important in the cultural organization namely, innovation and courage taking risk, attention to things detail, orientation results, people-orientation, orientation team, aggressiveness, and stability.¹⁰ Study Syauta, culture organization is no

⁴ Yulia Rachmawati, 'Pengaruh Kepemimpinan Kepala Sekolah Terhadap Kinerja Guru', *Jurnal Pendidikan Ekonomi IKIP Veteran Semarang* 1, no. 1 (2013); Antono Damayanto et al., 'Management Challenges for Academic Improvement in Higher Education in The Digital Era', *Nazhruna: Jurnal Pendidikan Islam* 5, no. 2 (23 May 2022): 572–92, <https://doi.org/10.31538/nzh.v5i2.2131>.

⁵ Aulia Diana Devi and Subiyantoro Subiyantoro, 'Implementation of Democratic Leadership Style and Transformational Head of Madrasah in Improving The Quality', *Nidhomul Haq: Jurnal Manajemen Pendidikan Islam* 6, no. 1 (29 March 2021): 14–26, <https://doi.org/10.31538/ndh.v6i1.1162>.

⁶ Juliadi Saputra and Riche Fermayani, 'Pengaruh Pemberdayaan Karyawan Dan Kompensasi Terhadap Kinerja Karyawan Pt. Laboratorium Klinik Pramita Padang', *Jurnal Menara Ekonomi: Penelitian dan Kajian Ilmiah Bidang Ekonomi* 5, no. 1 (8 April 2019), <https://doi.org/10.31869/me.v5i1.1270>.

⁷ Annisa Rahmilah Bakri, Juli Amaliyah Nasucha, and Dwi Bhakti Indri M, 'Pengaruh Bermain Peran Terhadap Interaksi Sosial Anak Usia Dini', *Tafkir: Interdisciplinary Journal of Islamic Education* 2, no. 1 (9 February 2021): 58–79, <https://doi.org/10.31538/tijie.v2i1.12>.

⁸ Zainal Arifin, *Evaluasi pembelajaran: prinsip, teknik, dan prosedur* (Remaja Rosdakarya, 2009).

⁹ Donald L. Anderson, *Organization Development: The Process of Leading Organizational Change* (SAGE, 2011); Kirsten L. Anderson et al., 'Executive Function Mediates the Relationship between Conscious Discipline Fidelity and Kindergarten Readiness', *Journal of Applied Developmental Psychology* 79 (1 March 2022): 101393, <https://doi.org/10.1016/j.appdev.2022.101393>.

¹⁰ Rony Rony, 'Urgensi Manajemen Budaya Organisasi Sekolah Terhadap Pembentukan Karakter Peserta Didik: The Urgency of School Organizational Culture Management Against Character Building Students', *Tafkir: Interdisciplinary Journal of Islamic Education* 2, no. 1 (23 June 2021): 98–121, <https://doi.org/10.31538/tijie.v2i1.26>; Leonor L. Torres, 'School Organizational Culture and Leadership: Theoretical Trends and New Analytical Proposals', *Education Sciences* 12, no. 4 (April 2022): 254, <https://doi.org/10.3390/educsci12040254>.

influential significant to performance employees, will but research conducted by Isa et al, culture organization influential positive to performance employees.¹¹

According to Jamal Yunus suggests that leadership is not the same as management.¹² Leadership requires a higher ability. A leader who determines where an organization is headed, both internally and externally.¹³ Heriyono revealed that leadership affects work motivation so that it can improve employee performance. Leader behavior is basically related to the exchange process that occurs between the leader and his employees.¹⁴ If a person tries to influence the behavior of others, it means he has been involved in leadership activities. If the leadership occurs in a particular organization, and the leader needs to develop staff and build a good work climate so that it will result in a high level of performance.¹⁵ In addition, leadership style also needs to be considered by a leader. Leadership style is a behavioral norm that is used when the person tries to influence the behavior of others so that they behave as desired.¹⁶

The questions in this study include, among others, how is the influence of the principal's leadership style on the performance of MA Unggulan Hikmatul Amanah's teachers, how is the influence of organizational culture on the performance of MA Unggulan Hikmatul Amanah's teachers, and how is the influence of the principal's leadership style and organizational culture on the performance of MA Unggulan Hikmatul Amanah's.

¹¹ Wilson Mugizi, Joseph Rwothumio, and Christopher M. Amwine, 'Compensation Management and Employee Wellbeing of Academic Staff in Ugandan Private Universities during COVID-19 Lockdown', *Interdisciplinary Journal of Education Research* 3, no. 1 (January 2021): 1–12, <https://doi.org/10.51986/ijer-2021.vol3.01.01>.

¹² Tazul Islam, S. M. Yunus Gilani, and Amina Khatun, 'Integration Between Pure Rational and Revealed Knowledge: An Analysis of Al-Ghazali's Views', *Advanced Science Letters* 24, no. 4 (1 April 2018): 2799–2801, <https://doi.org/10.1166/asl.2018.11063>.

¹³ Syamsul Bahri, 'Meningkatkan Kualitas Manajemen Lembaga Pendidikan Islam Melalui Sumber Daya Manusia Di Era Pandemi', *Munaddhomah: Jurnal Manajemen Pendidikan Islam* 3, no. 1 (19 May 2022): 43–56, <https://doi.org/10.31538/munaddhomah.v3i1.158>.

¹⁴ Heriyono et al., 'Gaya Kepemimpinan Prof. Dr. Kh. Asep Saifuddin Chalim Dalam Meningkatkan Motivasi Kerja Karyawan Di Pesantren'.

¹⁵ Siti Rofifah et al., 'The Influence of Organizational Culture and Work Motivation on Teacher Performance at the International Standard School, Amanatul Ummah Mojokerto', *Nidhomul Haq: Jurnal Manajemen Pendidikan Islam* 6, no. 1 (29 March 2021): 27–40, <https://doi.org/10.31538/ndh.v6i1.899>.

¹⁶ Akhmad Sirojuddin, Andika Aprilianto, and Novela Elza Zahari, 'Peran Kepala Sekolah Sebagai Supervisor Pendidikan Dalam Meningkatkan Profesionalisme Guru', *Chalim Journal of Teaching and Learning (CJoTL)* 1, no. 2 (2021): 159–68; Ikramullah Ikramullah and Akhmad Sirojuddin, 'Optimalisasi Manajemen Sekolah Dalam Menerapkan Pendidikan Inklusi Di Sekolah Dasar', *Munaddhomah: Jurnal Manajemen Pendidikan Islam* 1, no. 2 (25 April 2020): 131–39, <https://doi.org/10.31538/munaddhomah.v1i2.36>.

B. Research Method

This type of research uses quantitative methods. The quantitative method according to Arikunto is a research process that aims to gain knowledge by using data in the form of numbers as a tool to find any information you want to know.¹⁷ The sampling method in this study used the census method, all members of the population are taken to be sampled sugiyono it was because the total population was 40 people.¹⁸ The data used is primary data. primary data is data obtained directly from respondents, Abdi and Rianse, which is obtained directly through respondents with data collection techniques using questionnaires, Questionnaire is a collection of questions that will be scored, Noor.¹⁹ The research instrument used a Likert scale of 1-5, with categories 1 for strongly disagreeing, 2 for disagreeing, 3 for neutral or undecided, 4 for agreeing and 5 for strongly agreeing answers, and next to tested with validity test and reliability test, to test the validity of the measuring instrument used if the value of T arithmetic $>$ T table can be declared valid. Test the validity of the research instrument using the *Product Moment* calculation on the grounds that the scale of the data in this study includes interval data. The *Product Moment* formula is a follow:

$$r_{xy} = \frac{N\Sigma XY - (\Sigma X)(\Sigma Y)}{\sqrt{\{N\Sigma X^2 - (\Sigma X)^2\}\{N\Sigma Y^2 - (\Sigma Y)^2\}}}$$

Where :

r_{xy} : Correlation coefficient

n : Number of respondents

x : Question item score

y : Total score of question items

After the validity test was carried out, it was followed by a reliability test, Ghozali states that reliability is a tool to measure a questionnaire which is an indicator of a variable or construct. Testing the reliability of the instrument using the Alpha Cronbach formula because the research instrument is in the form of a questionnaire and a graded scale. Cronbach's Alpha formula is as follows:

$$\alpha = \frac{k}{k-1} \left(1 - \frac{\sum s_j^2}{s_x^2} \right)$$

Description :

α : instrument reliability coefficient

K : the number of questions

$\sum s_j^2$: number of question variants

s_x^2 : total variance

¹⁷ Suharsimi Arikunto, Prosedur penelitian: suatu pendekatan praktik (PT. Bina Aksara, Jakarta, 1983).

¹⁸ Sugiyono, Metode penelitian pendidikan: (pendekatan kuantitatif, kualitatif dan R & D) (Alfabeta, 2008).

¹⁹ John W. Creswell and J. David Creswell, Research Design: Qualitative, Quantitative, and Mixed Methods Approaches (SAGE Publications, 2018).

Classical Assumption Test which consists of normality test, linearity test, heteroscedasticity and multicollinearity test, while the research analysis uses multiple linear regression analysis with the following formula:

$$Y = b_0 + b_1 X_1 + b_2 X_2 + e.$$

Description:

X_1 = Principal's Leadership Style

X_2 = Organizational Culture

e = *error*, or factors outside the variables studied, but have research results.

Y = Teacher Performance

The last test is a hypothesis test, this test aims to test whether leadership style and motivation have an effect on performance partially (t test) and simultaneously (F test).

C. Results and Discussion

1. Results

Based on the test results, the following results were obtained

Validity Test Results

Based on the results of data processing using SPSS, the results of the independent variable validity test of leadership style are presented in table 1 below:

Table 1. Leadership Style Validity Test

Questionnaire Items	R Count	R Table	Information
1	0.610	0.312	Valid
2	0.828	0.312	Valid
3	0.722	0.312	Valid
4	0.722	0.312	Valid
5	0.496	0.312	Valid
6	0.708	0.312	Valid
7	0.644	0.312	Valid
8	0.829	0.312	Valid
9	0.540	0.312	Valid

Source: Primary data processed using SPSS (2021).

Based on table 1, all the question items in the questionnaire obtained the results of the R table value greater than the calculated R, which means that all items are declared valid.

validity test on organizational culture can be seen in table 2 below:

Questionnaire Items	R Count	R Table	Information
1	0.581	0.312	Valid
2	0.799	0.312	Valid
3	0.568	0.312	Valid
4	0.510	0.312	Valid
5	0.405	0.312	Valid
6	0.609	0.312	Valid
7	0.753	0.312	Valid
8	0.700	0.312	Valid
9	0.581	0.312	Valid
10	0.799	0.312	Valid
11	0.700	0.312	Valid
12	0.565	0.312	Valid
13	0.704	0.312	Valid
14	0.799	0.312	Valid
15	0.700	0.312	Valid
16	0.679	0.312	Valid
17	0.523	0.312	Valid
18	0.564	0.312	Valid
19	0.571	0.312	Valid
20	0.454	0.312	Valid
21	0.434	0.312	Valid

Table 2 Test the validity of organizational culture

Source: Primary data processed using SPSS (2021).

Based on table 2, as many as 21 question items given to 40 respondents, the results of the R count are greater than the R table, which means that all questions are declared valid, so that the questions can be used as questions in the questionnaire.

The results of the validity test for the dependent variable, namely the teacher's performance, obtained the results as shown in table 3 below:

Table 3 Test the validity of teacher performance

Questionnaire Items	R Count	R Table	Information
1	0.650	0.312	Valid
2	0.572	0.312	Valid
3	0.499	0.312	Valid
4	0.639	0.312	Valid
5	0.624	0.312	Valid
6	0.515	0.312	Valid
7	0.574	0.312	Valid

8	0.608	0.312	Valid
9	0.439	0.312	Valid

Source: Primary data processed using SPSS (2021).

Based on table 3, as many as 9 question items given to 40 respondents the results of the R count are greater than the R table, which means that all questions are declared valid, so that these questions can be used as questions in the questionnaire.

Reliability test results

The results of the reliability test for the variables of leadership style, organizational culture and teacher performance can be seen in table 4 below:

Table 4 Reliability test results

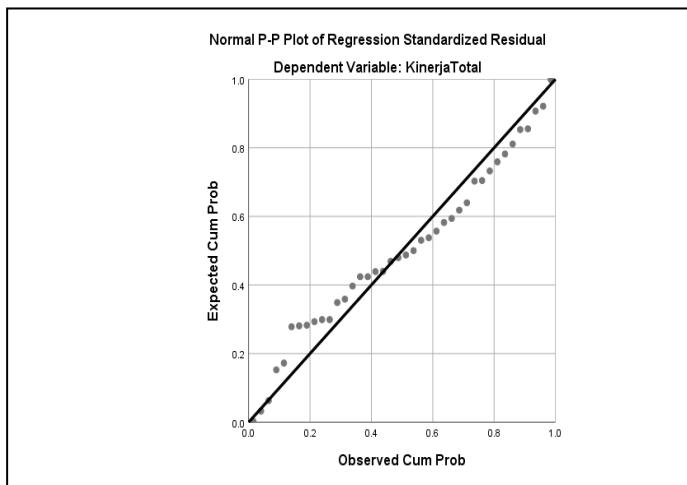
Variable	Cronbach Alpha	Reliability Coefficient	Information
Leadership Style	0.6	0.855	Reliable
Organizational culture	0.6	0.914	Reliable
Teacher Performance	0.6	0.733	Reliable

Source: Primary data processed using SPSS (2021)

Based on table 4, the results of this reliability test obtained the results of the Cronbach alpha value greater than 0.60 for all variables. The test results indicate that all the variables in this study are reliable and can be used as a questionnaire.

Data analysis

Normality test this aim for know is a variable bully in the regression model this has distributed normally. In research, this is a normality test done with the method using line analysis, if dot, dot, dot this follows the diagonal line, and the data is said to be not normal when dot, dot, dot spread far from the diagonal or no follow the diagonal line. Normality test results are presented in Figure 1 below.



Normality Test

Source: Processed primary data using SPSS (2021)

Figure 1 explains whether the dots on the picture follow the line diagonally or no spread out. This thing shows that the data on research has distributed normally.

A linearity test is a test device used for know shape the relationship that occurs between medium variable-researched. Results can be seen in table 5 below this:

Table 5 Linearity test results

ANOVA Table							
			Sum Of Squares	df	Mean Square	F	Sig
Total Performance	Between Groups	(Combined)	126.577	11	11,507	1.839	0.094
		Linearity	17.601	1	17.601	2.813	0.105
		Deviation from Linearity	108.976	10	10,898	1,742	0.12
		Within Groups	175.198	28	6.257		
		Total	301.775	39			

Source: Processed primary data using SPSS (2021).

Linearity test said is linear if the result of Test of Linearity > 0.05 . based on test results obtained in the test carried out so could frog that variable used _ in a study this is linear. Thing the could see in the table on that mark the significance of the obtained in study is 0.12 which means more big of 0.05.

Multicollinearity test is done to test what the model regression found existence correlation between variable free. Results can be seen in Table 6 below:

Table 6 Multicollinearity Test

Model	Coeff					Collinearity Statistics	
	Unstandardized Coeffici		Standardize d Coefficient	T	Sig.		
	B	Std	Beta	Tolerance			
(Constant)	10.061	4.513		2.229	0.032		
1	StyleTotal	0.071	0.086	0.087	0.828	0.413	0.958
	CultueTotal	0.305	0.042	0.758	7.216	0.000	0.958

a. Dependent Variable: KinerjaTotal

Source: Processed primary data using SPSS (2021).

The test results show that no occur symptom multicollinearity. Thing this could seen in the table above show that obtained less VIF value of 10 and more tolerance number of 0.10. With thus could concluded that no occur multicollinearity between variable free in study this.

Equation result regression presented in table 7 below.

Table7 Regression Equation Test Results

Model	Coefficients ^a			t	Sig.	
	Unstandardiz ed	Standardize d				
	B	Std. Erro	Beta			
(Constant)	10.061	4.513		2.229	0.032	
1	GayaTotal	0.071	0.086	0.087	0.828	0.413
	BudayaTotal	0.305	0.042	0.758	7.216	0.000

a. Dependent Variable: KinerjaTotal

Source: Processed primary data using SPSS (2021).

Referring table 7 following:

$$Y = \alpha + b_1 X_1 + b_2 X_2$$

$$Y = 10.061 + 0.071X_1 + 0.305X_2$$

Description:

Y: Performance

 α : Constanta

b : Coefficient Variable

X1: Leadership Style

X2: Organization Culture

From the description of the regression equation above, it can be translated as follows:

1. $\alpha = 10.061$ means: if the value of the X1 and X2 variables is 0 then the value of the Y variable will increase by 10.061.
2. $b1 = 0.071$ means: if the value of the X1 variable has increased by 1%, then Y has increased by 0.071 with a note that the test is carried out simultaneously with other variables in the study.
3. $b2 = 0.305$ means: if the value of the variable X2 has increased by 1%, then Y has increased by 0.035.

Hypothesis Testing

- 1) Test T,

The t-test was conducted to determine the effect of each Independent Variable on the dependent variable. The table below is a table of multiple regression test results that the researcher has done using the help of a statistical data processing application, namely SPSS.

Table 8 Result T-test

V a r i a b e l	Coefficient Regression (B)	T	S i g .
Leadership style	0.071	0.828	0.413
Organization Culture	0.305	7,216	0.000

Source: Processed primary data using SPSS (2021).

Based on T-test results on the table above, then T-test results could explained as following.

a. Leadership Style

Based on table T-test results above could is known that test results show a value of t count of 0.828 with mark significance of t of 0.413 and the coefficient regression (b1) of 0.071 Because of the value of significance of $t > 0.05$ then can be pulled conclusion that style leadership no have significant influence to Teacher performance at MA Unggulan Hikmatul Amanah

b. Culture Organization

Based on table T-test results above could is known that test results show a value of t count of 7,216 with mark significance of t of 0.000 and the coefficient regression (b1) of 0.305 Because the value of significance of $t < 0.05$ than can be pulled conclusion that culture organization has significant influence _ to Teacher performance at MA Featured Wisdom of Trust.

2) F test

F test (Concurrent Test) is used for the test is by together whole variable independent have significant influence to the dependent variable. The table under this is table F test results that have been researched do with use help application statistical data processing namely SPSS.

Table 9 F test results**ANOVA**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	183.735	2	91.868	28.796	.000 ^b
	Residual	118.040	37	3.190		
	Total	301.775	39			

a. Dependent Variable: Performance Total

b. Predictors: (Constant), BudayaTotal, GayaTotal

Source: Results of SPSS 25.00 2021 research data processing

Based on table F test results above could is known that test results show an F value count of 28,796 with a mark the significance of F is 0.000. Because of the value of sig. $F < 0.05$ then can be concluded that style leadership and culture organization together influential to Teacher performance at MA Unggulan Hikmatul Amanah.

3) Coefficient Test Determination (R2)

Table 10 _ Coefisien Determination (R2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.780 ^a	0.609	0.588	1.786
a. Predictors: (Constant), CiultureTotal, StyleTotal				

Source: Results of SPSS 25.00 2021 research data processing

Based on coefficient test results determined on the table on could is known that mark coefficient *R-squared* is 0.609 which means that Teacher performance at MA Unggulan Hikmatul Amanah is influenced by style leadership and culture organization as big as not enough over 60.9% Meanwhile not enough more than 39.1% is influenced by other variables outside study this .

Discussion

Style Influence Leadership Head School Against Teacher Performance at MA Unggulan Hikmatul Amanah

Reviewed by Partial style leadership head school no own significant influence to Teacher performance at MA Unggulan Hikmatul Amanah. No the effect style leadership head school to this teacher 's performance could is known from results research that has been researcher do , from study it is obtained results with each t value count of 0.828 with mark the significance of t is 0.413 and the coefficient regression of (b1) of 0.071 Because the value of significance of $t > 0.05$ then can be pulled conclusion that style leadership head school no have influence to Teacher performance at MA Unggulan Hikmatul Amanah.

Research results show that the style of leadership head school has no own significant influence on Teacher performance at MA Unggulan Hikmatul Amanah. Results study this match with results research conducted by Giantoro and Purnomo, entitled Influence teacher competence, leadership head school according to teacher perception and motivation work to performance of public high school teachers in the district ancient, deep study the get results that leadership head school no influential to teacher performance at state high school teachers in the district ancient.²⁰

No the effect style leadership head Featured MA Unggulan Hikmatul Amanah caused head school own limitations in lead religion-based schools, so that required staff for help him make structure organization with framework show work distribution task, group and line coordination. Stated by Robbins and Coulter (2012), the structure of organization is framework work formal organization in which the function work divided, grouped, and integrated.²¹

Generally, school attach importance to nature structure companies , such as institution line and staffing, where decisions and policies permanent fully in hand _ head school, but power divided in each line. For help Duty Head School, there are several Deputy Chiefs School that is Curriculum , sarpras, students dll , with help amount staff. because of that , role leadership head school by no direct replaced by the role of deputy head the school and its staff .

²⁰ Heru Mei Giantoro, Haryadi Haryadi, and Ratno Purnomo, 'Pengaruh Kompetensi Guru, Kepemimpinan Kepala Sekolah Menurut Persepsi Guru Dan Motivasi Kerja Terhadap Kinerja Guru Smk Negeri Di Kabupaten Purbalingga', *Jurnal Ekonomi, Bisnis, dan Akuntansi* 21, no. 2 (28 May 2019), <https://doi.org/10.32424/jeba.v21i2.1290>.

²¹ Lantip Diat Prasojo et al., 'Dataset Relating to the Relationship between Teacher Self-Concept and Teacher Efficacy as the Predictors of Burnout: A Survey in Indonesian Education', *Data in Brief* 30 (1 June 2020): 105448, <https://doi.org/10.1016/j.dib.2020.105448>.

The Influence of Organizational Culture on Teacher Performance at MA Unggulan Hikmatul Amanah

in review by Partial culture organization own significant influence to Teacher performance at MA Featured Wisdom of Trust. Thing this could seen from the results of research tests that have been researcher do . from study the obtained results with each t value count of 7,216 with mark the significance of t is 0.000 and the coefficient regression (b1) of 0.305, with mark the significance of t is < 0.05 then could concluded that culture organization have significant influence to Teacher performance at MA Featured Wisdom of Trust.

Research results show that culture organization own significant influence to Teacher performance at MA Featured Wisdom of Trust. results study this match with results research conducted by Sumarno the Influence-Leadership Head Schools and Teacher Professionalism on the Performance of State Elementary School Teachers in the District Paguyangan Regency Brebes, deep study the get results that climate organization school influential to teacher performance at SDN teachers in the sub-district Paguyangan Regency Brebes.²²

Culture organization (*organization culture*), its values, principles, traditions and ways work that is adopted shared by members organization and influence method they act. The teacher who has understand values organization by whole will make values the as personality organization.²³ Values and Beliefs will translated to in behavior daily they moment work so that create performance individual. Supported with source existing people resources, systems and technology, institutional strategy, and performance all good people will produce better teacher performance good.²⁴

²² Muhammad Amin Fathih, Triyo Supriyatno, and Muhammad Amin Nur, 'Visionary Leadership of The Head of Diniyah Madrasah in Improving The Quality Santri', *Nidhomul Haq : Jurnal Manajemen Pendidikan Islam* 6, no. 3 (8 November 2021): 513–25, <https://doi.org/10.31538/ndh.v6i3.1527>; Muhammad Anggung Manumanoso Prasetyo, 'Pesantren Efektif: Studi Gaya Kepemimpinan Partisipatif', *Munaddhomah: Jurnal Manajemen Pendidikan Islam* 3, no. 1 (10 June 2022): 1–12, <https://doi.org/10.31538/munaddhomah.v3i1.159>.

²³ Abd Basir and Abdul Rahman, 'Internalization of Religious Values in The Islam Program Teacher's Family Education of High School and High Vocational School Muhammadiyah Banjarmasin', *Nazbruna: Jurnal Pendidikan Islam* 3, no. 2 (12 July 2020): 180–90, <https://doi.org/10.31538/nzh.v3i2.624>.

²⁴ Muhammad Anas Maarif, Moh Wardi, and Surya Amartika, 'The Implementation Strategy of Religious Culture in Madrasah', *Tarbawi: Jurnal Keilmuan Manajemen Pendidikan* 6, no. 02 (30 November 2020): 163–74, <https://doi.org/10.32678/tarbawi.v6i02.2962>; Warti'ah Warti'ah, 'The Implementation of Madrasa Culture in Building Students' Character', *Nazbruna: Jurnal Pendidikan Islam* 3, no. 2 (27 July 2020): 247–59, <https://doi.org/10.31538/nzh.v3i2.583>.

Influence of Leadership Style Head School and Culture Organization Against Teacher Performance at MA Unggulan Hikmatul Amanah.

by simultaneous style leadership and culture organization by together own significant influence to Teacher performance at MA Unggulan Hikmatul Amanah Thing, this could be seen from results research that has been researcher do, which one in results study the obtained results that are F value count of 28.796 and the value of the significance of F is 0.000. with a mark more significance F small than 0.05 then could drawn concluded that style of leadership and culture organization by together have a significant influence to Teacher performance at MA Unggulan Hikmatul Amanah. in a test that has done also show mark R-squared coefficient of 0.609 which means that Teacher performance at MA Hikmatul Amanah is influenced by style leadership head school and culture organization not enough more by 60.9% while not enough more than 39.1% is influenced by other variables that are not used in study this.

D. Conclusion

The results of research that have done by researchers with use SPSS program help show results that: 1) by Partial style leadership head school no own significant influence to Teacher performance at MA Unggulan Hikmatul Amanah Thing this could be seen from test results obtained that is value of t count of 0.828 with mark the significance of t is 0.413 and the coefficient regression of (b1) of 0.071. 2) by Partial culture organization own significant influence to Teacher performance at MA Unggulan Hikmatul Amanah Thing this could be seen from test results obtained that is value of t count of 7,216 with mark the significance of t is 0.000 and the coefficient regression (b1) of 0.305. 3) by simultaneously knowing together variable style leadership head school and culture organization by statistics obtained the calculated F value is 28.796 and the value of the significance of F is 0.000 which means smaller from the level significance of 0.05. with the test results could be seen that by simultaneous variable style leadership and culture organization have significant influence – perhaps teacher performance in Featured MA Unggulan Hikmatul Amanah with quantity R-squared coefficient of 0.609 which means that Teacher performance at MA Unggulan Hikmatul Amanah is influenced by style leadership head school and culture organization not enough more by 60.9% while not enough more than 39.1% is influenced by other variables that are not used in a study this

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