

1. Artikel submit tgl 23 November 2021

[al-tanzim] Submission Acknowledgement Eksternal Kotak Masuk x

Hasan Baharun <fawaidachmad@unuja.ac.id>
kepada saya ▾
Sel, 23 Nov 2021, 16:13

Budi Achadi Budi Santosa:

Thank you for submitting the manuscript "THE CONTRIBUTION OF ORGANIZATIONAL CULTURE IN SCHOOLS TO IMPROVING TEACHER PERFORMANCE" to **AL-TANZIM** Jurnal Manajemen Pendidikan Islam. With the online journal management system that we are using, you will be able to track its progress through the editorial process by logging in to the journal web site |

Manuscript URL:
<https://ejournal.unuja.ac.id/index.php/al-tanzim/author/submission/3019>
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2. Artikel diminta revisi tgl 14 Desember 2021

[al-tanzim] Editor Decision Eksternal Kotak Masuk x

Hefniy Hefniy <fawaidachmad@unuja.ac.id>
kepada saya ▾
Sel, 14 Des 2021, 07:11

Budi Achadi Budi Santosa:

We have reached a decision regarding your submission to **AL-TANZIM** Jurnal Manajemen Pendidikan Islam, "THE CONTRIBUTION OF ORGANIZATIONAL CULTURE IN SCHOOLS TO IMPROVING TEACHER PERFORMANCE".

Our decision is: Revisions Required

Hefniy Hefniy

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3. Artikel diminta revisi mayor dari reviewer B tgl 3 Februari 2022

[al-tanzim] Editor Decision Eksternal Kotak Masuk x

Hefniy Hefniy <fawaidachmad@unuja.ac.id>
kepada saya ▾
3 Feb 2022, 22:36 ☆ ↶ ⓘ

Melayu ▾ Indonesia ▾ Terjemahkan pesan Nonaktifkan untuk: Melayu x

Budi Achadi Budi Santosa:

Anda belum mengikuti catatan dari reviewer
Silahkan lakukan revisi MAYOR
Kami tidak menerima kajan keputastakaan

Hefniy Hefniy
(ID SCOPUS: 57205064932) Nurul Jadid University, Palton, Probolinggo, East Java
hefniy@gmail.com

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[al-tanzim] Editor Decision Eksternal Kotak Masuk x

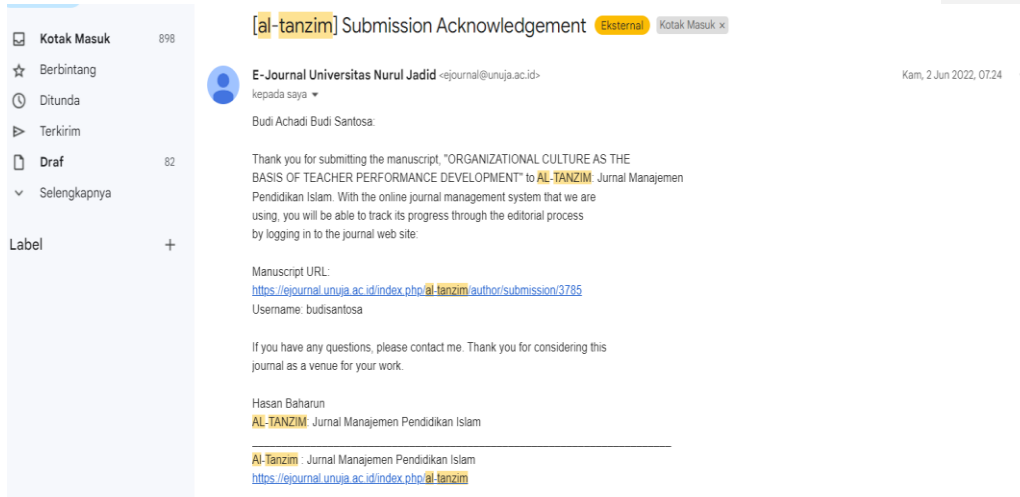
Hefniy Hefniy <fawaidachmad@unuja.ac.id>
kepada saya ▾
3 Feb 2022, 22:36 ☆ ↶ ⓘ

Budi Achadi Budi Santosa:

Silahkan revisi lagi

Our decision is: MAJOR Revisions Required

4. Revisi mayor dari reviewer B, sudah disubmit lagi dengan beberapa perubahan esensial pada tgl 2 Juni 2022



[al-tanzim] Submission Acknowledgement Eksternal Kotak Masuk x

E-Journal Universitas Nurul Jadid <ejournal@unuja.ac.id> kepada saya ▾ Kam, 2 Jun 2022, 07:24 ☆

Budi Achadi Budi Santosa:

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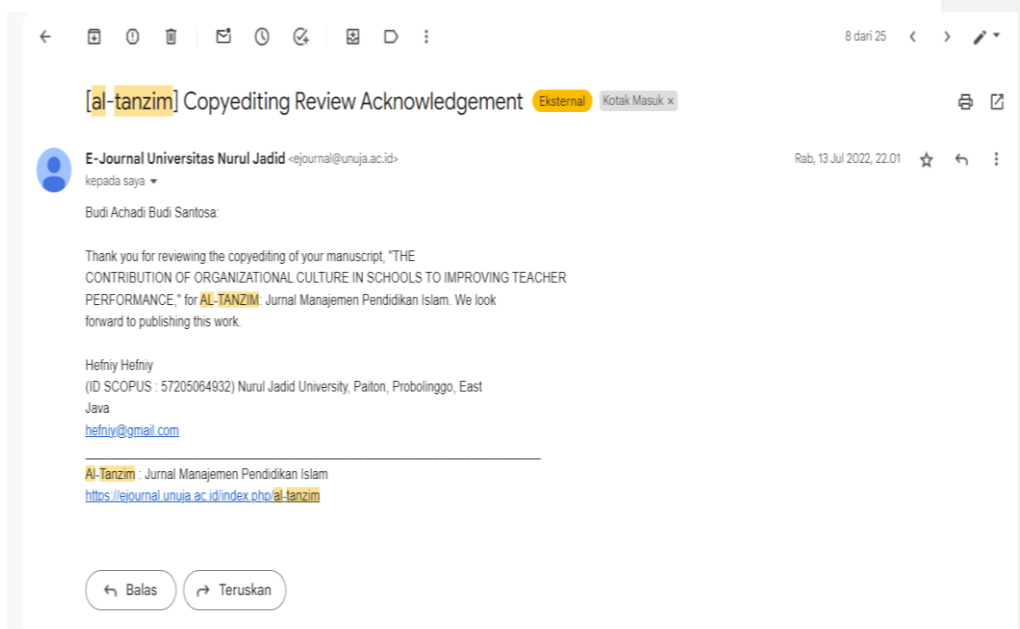
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5. Hasil review spy menunggu untuk publish tgl.13 Juli 2022



← 📅 🕒 🗑️ 📧 🕒 🔄 📧 📄 ⋮ 8 dari 25 < > ✎

[al-tanzim] Copyediting Review Acknowledgement Eksternal Kotak Masuk x 🖨️ 📄

E-Journal Universitas Nurul Jadid <ejournal@unuja.ac.id> kepada saya ▾ Rab, 13 Jul 2022, 22:01 ☆ ↶ ⋮

Budi Achadi Budi Santosa:

Thank you for reviewing the copyediting of your manuscript, "THE CONTRIBUTION OF ORGANIZATIONAL CULTURE IN SCHOOLS TO IMPROVING TEACHER PERFORMANCE," for **AL-TANZIM**: Jurnal Manajemen Pendidikan Islam. We look forward to publishing this work.

Hefniy Hefniy
(ID SCOPUS : 57205064932) Nurul Jadid University, Palton, Probolinggo, East Java
hefniy@gmail.com

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↶ Balas ↷ Teruskan

6. Bukti Laman Submission/Review/3019 Jurnal Al Tanzim, dari reviewer A dan B

SUMMARY **REVIEW** EDITING

Submission

Authors Achadi Budi Santosa
Title Organizational Culture as The Basis of Teacher Performance Development
Section Articles
Editor Hefniy Hefniy

Peer Review


Round 1

Review Version 3019-6922-2-RV.DOCX 2021-11-28
Initiated 2021-11-28
Last modified 2021-12-14
Uploaded file Reviewer A 3019-7041-1-RV.DOCX 2021-12-08
Reviewer B 3019-7089-1-RV.DOCX 2021-12-14

Editor Decision

Decision Accept Submission 2022-05-06
Notify Editor Editor/Author Email Record 2022-05-06
Editor Version 3019-6940-1-ED.DOCX 2021-11-28
3019-6940-2-ED.DOCX 2022-02-03
Author Version 3019-7498-3-ED.DOCX 2022-05-04 DELETE
Upload Author Version No file chosen

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- Peer Review Process
- Publication Ethics
- Open Access Policy
- Publication Frequency
- Article Processing Charge
- Author Guidelines
- Online Submission
- Plagiarism
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7. Hasil cek plagiarisme, index kemiripan 8%

HASIL CEK_1. Al Tanzim 3019

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8% SIMILARITY INDEX	8% INTERNET SOURCES	9% PUBLICATIONS	5% STUDENT PAPERS
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PRIMARY SOURCES

1	media.neliti.com Internet Source	8%
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Lampiran 1, Hasil Review dari reviewer A:



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Vol. 00 No. 00 (2020) : 00-00
Available online at <https://ejournal.unuia.ac.id/index.php/al-tanzim/index>

THE CONTRIBUTION OF ORGANIZATIONAL CULTURE IN SCHOOLS TO IMPROVING TEACHER PERFORMANCE

DOI:

Received: April 2020

Accepted: June 2020

Published: September 2020

Abstract :

To improving the quality of schools, the role of organizational culture cannot be ignored, such as hard work habits, responsibility, relationships between school members, and improving the quality of students. Teacher performance is very important in the field of education and has an important role in learning and academic achievement of students. This study aims to reveal the extent of the role of organizational culture in schools in improving teacher performance. The approach taken in this research is a qualitative approach using the literature review method. The results of the study indicate that the role of organizational culture on teacher performance is very large. Can ensure that culture has an impact on improving teacher performance, however it does not rule out the possibility of various obstacles in improving teacher performance.

Keywords : School organizational culture, Teacher performance, Literature review.

Abstrak :

Untuk meningkatkan mutu sekolah, peran budaya organisasi tidak bisa diabaikan, seperti kebiasaan kerja keras, tanggungjawab, hubungan antar warga sekolah, dan peningkatan mutu peserta didik. Kinerja guru sangat penting di bidang pendidikan dan memiliki peranan yang penting dalam pembelajaran serta prestasi akademik peserta didik. Penelitian ini bertujuan untuk mengungkap sejauh mana peran budaya organisasi di sekolah dalam meningkatkan kinerja guru. Pendekatan yang dilakukan dalam penelitian ini adalah pendekatan kualitatif menggunakan metode *literature review*. Hasil penelitian menunjukkan bahwa peran budaya organisasi terhadap kinerja guru sangat besar. Dapat disimpulkan bahwa budaya organisasi berdampak pada tingginya kinerja guru dan motivasi guru, namun demikian tidak menutup kemungkinan terjadinya berbagai hambatan dalam peningkatan kinerja guru.

Kata Kunci: Budaya Organisasi Sekolah, Kinerja Guru, Literature review.

INTRODUCTION

Education cannot be separated from human life which is required to be able to develop and be a determinant of the creation of quality humans in order to obtain social skills in a nation. In addition, education means as a transfer of knowledge or transferring knowledge (Ibrahim, 2013). The function of national education is to form the ability, character of a student in the future which aims to develop his potential so that he can become a man of faith, fear of God Almighty and creative, independent and responsible.

Commented [a1]: Abstrak yang standard

- 1.Fokus penelitian
- 2.Metode
- 3.Hasil
- 4.Implikasi

Commented [a2]: Peneliti belum meyajikan gap of theory. Perlu disajikan apa yang menjadi masalah dalam penelitian ini

Perlu disajikan pula penelitian terdahulu, di mana oeneliti bisa mengisi ruang kosong penelitian ini
Novelty perlu dimunculkan

In addition, the purpose of national education, based on (MPRS No. XXVII, 1966) is to make a person with the spirit of Pancasila in accordance with

Lampiran 2, Hasil Review dari reviewer B:



Al-Tanzim : Jurnal Manajemen Pendidikan Islam
Vol. 00 No. 00 (2020) : 00-00
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THE CONTRIBUTION OF ORGANIZATIONAL CULTURE IN SCHOOLS TO IMPROVING TEACHER PERFORMANCE

Commented [a3]: Jurnal TAnzim hanya menerima penelitian lapangan

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Misalnya : strengthening teacher performance through organizational culture in schools

DOI:

Received: April 2020

Accepted: June 2020

Published: September 2020

Abstract :

To improving the quality of schools, the role of organizational culture cannot be ignored, such as hard work habits, responsibility, relationships between school members, and improving the quality of students. Teacher performance is very important in the field of education and has an important role in learning and academic achievement of students. This study aims to reveal the extent of the role of organizational culture in schools in improving teacher performance. The approach taken in this research is a qualitative approach using the literature review method. The results of the study indicate that the role of organizational culture on teacher performance is very large. Can ensure that culture has an impact on improving teacher performance, however it does not rule out the possibility of various obstacles in improving teacher performance.

Commented [a5]: Setidaknya abstrak harus standard, terdiri dari Fokus penelitian Metode Hasil penelitian dan implikasi

Keywords : School organizational culture, Teacher performance, Literature review.

Abstrak :

Untuk meningkatkan mutu sekolah, peran budaya organisasi tidak bisa diabaikan, seperti kebiasaan kerja keras, tanggungjawab, hubungan antar warga sekolah, dan peningkatan mutu peserta didik. Kinerja guru sangat penting di bidang pendidikan dan memiliki peranan yang penting dalam pembelajaran serta prestasi akademik peserta didik. Penelitian ini bertujuan untuk mengungkap sejauh mana peran budaya organisasi di sekolah dalam meningkatkan kinerja guru. Pendekatan yang dilakukan dalam penelitian ini adalah pendekatan kualitatif menggunakan metode *literature review*. Hasil penelitian menunjukkan bahwa peran budaya organisasi terhadap kinerja guru sangat besar. Dapat disimpulkan bahwa budaya organisasi berdampak pada tingginya kinerja guru dan motivasi guru, namun demikian tidak menutup kemungkinan terjadinya berbagai hambatan dalam peningkatan kinerja guru.

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Commented [a7]: Setidaknya pada bagian ini sudah disajikan tentang GAP of Theory, apa yang menarik untuk dikaji

Penelitian terdahulunya diambil dari hasil jurnal minimal 4 tahun terakhir

Sajikan noveltynya

Kata Kunci: Budaya Organisasi Sekolah, Kinerja Guru, Literature review.

INTRODUCTION

Education cannot be separated from human life which is required to be able to develop and be a determinant of the creation of quality humans in order to obtain social skills in a nation. In addition, education means as a transfer of knowledge or transferring knowledge (Ibrahim, 2013). The function of national education is to form the ability, character of a student in the future which aims to develop his potential so that he can become a man of faith, fear of God Almighty and creative, independent and responsible.

In addition, the purpose of national education, based on (MPRS No. XXVII, 1966) is to make a person with the spirit of Pancasila in accordance with the opening of the 1945 Constitution. While in (UU No. 2, 1989) it is explained that the purpose of national education is to produce intelligent and developing human beings. complete, namely having faith and fear of God Almighty, having knowledge, skills and being physically and mentally healthy.

To achieve these educational goals, a school organizational culture that has a vision and mission is needed, because the vision and mission must contain elements of the organization including teachers (Handayani & Rasyid, 2015). To improve the quality of schools, the organizational culture must also be improved such as a culture of hard work, responsibility, relationships between school members, improving the quality of students and the school's relationship with the surrounding environment (Ginting, 2011). If schools have leaders who are participative, responsible and can motivate, it can improve the performance of teachers (Handayani & Rasyid, 2015).

Organizational culture is a set of customs that exist in an organization and affect the behavior of a member in the organization (Febriantina et al., 2018). According to Muchlas (2008) organizational culture is a trait of an organization that is developed by members of a particular organization to overcome problems and be able to adapt to various circumstances. Some opinions of other experts regarding organizational culture are a collection of principles, traditions, ways of working that a group of people do and affect the organization (Robbins & Coulter, 2010; Sutrisno, 2010). Siswandi (2012) formulates organizational culture as a value, belief, assumption, and norm used by members of the organization to solve problems that exist within the organization. So organizational culture can be interpreted as a form of conjecture found in organizations to overcome various problems and be able to adapt, be creative among members of the organization (Muchlas, 2008; Tampubolon, 2004).

In addition, school organizational culture also affects quality education because the performance of teachers in schools is always improved. Teacher performance is the behavior carried out by the teacher in doing his job (Handayani & Rasyid, 2015). Teacher performance is a reflection of individual and group work behavior and expression in carrying out their responsibilities (Eros, 2014). Meanwhile, Robbins & Coulter (2010) explained that performance is the end result of an activity to produce work performance. Veithzal (2005) said that performance is the result of a person's work in doing his job from a certain period of time by members of the organization. Meanwhile, Rusyan (2005) argues that teacher performance is the implementation of activities carried out by teachers in learning that are beneficial for schools and students in conducting assessments.

In the implementation of school organizational culture, the interaction of each school member becomes a very important benchmark because one of the functions of school organizational culture aims to adapt between school members. In addition, in the implementation of school organizational culture, the parameters of the successful implementation of school organizational culture are that all school members must develop and have values (Kanta et al., 2017). Based on research conducted by

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Febriantina, Lutfiani, and Zein (2018); Ginting (2011); Eros (2014); Handayani & Rasyid (2015); and (Kanta et al., 2017) that organizational culture in schools has a very important role in building and improving teacher performance in schools, because the role of school organizational culture is to form a culture that builds cooperation among organizational members, with that organizational culture aims at to achieve goals and contribute to organizational systems such as improving teacher performance.

The results of the implementation of organizational culture in one of the schools in Sabah, Malaysia studied by (Billy & Taat, 2020) show that teacher performance and commitment are still low. So that when there is an effort to improve organizational culture in schools, it causes teacher commitment and performance to increase. This is in line with the research conducted by Febriantina et al. (2018) which shows that the low performance of teachers at SMK Negeri 40 Jakarta is caused by 2 (two) factors, one of which is the weak organizational culture in schools.

School organizational culture has various factors, based on the opinion of Kanta et al., (2017), namely: (1) the nature of the organization (technology), (2) the nature of the organizational environment (internal and external), (3) the nature of employees, and regulations. In addition, indicators that affect teacher performance according to Siagian (1995) are: (1) quality of work in accordance with the objectives, (2) punctuality in completing assignments and planning, (3) initiative in providing ideas, (4) ability to build potential, (5) and have good communication between relationships. So to improve teacher performance through organizational culture, several factors are needed, such as: (1) personal factors (skills, competence, motivation, commitment), (2) leadership factors (support, quality comes from managers), (3) cooperation factors (quality from managers). colleagues), (4) system factors (facilities from the organization), and (5) condition factors (pressure from the environment).

In contrast to previous research, this study seeks to collect and conclude themes to answer questions about the contribution of organizational culture in schools to teacher performance, by means of; see the relationship of organizational culture in schools with improving teacher performance, the relationship of providing motivation in improving teacher performance, and the various obstacles that face in an effort to improve teacher performance.

RESEARCH METHOD

The approach taken in this research is a qualitative approach using the Literature Review method or literature study. The way to do this is to analyze the results of writings that have been published in national and international journals (Rukmana & Munastiwi, 2020). The advantage of this method is that it can collect information from original research results from various references, such as documents, news, scientific journals, books and so on so that it is more efficient in the process but requires high perseverance in order to get the expected analysis.

In the process of data collection, the researchers searched for scientific articles cited through Google Scholar with the keywords: "School Organizational Culture and Teacher Performance"; "Organizational Culture", "School Performance"; "Principal's Leadership", "Teacher Performance"; and "Vocational schools". The process of searching for scientific articles is through a selection from researchers which initially obtained around 66,900 articles, then selected with the appropriate theme to 21,500. The search results are then selected according to the closest theme to answer the research question. The selected articles are stated according to the search keyword criteria, the indications

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Commented [a10]: Munculkan noveltynya

Sajikan focus penelitian

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Silahkan disesuaikan

are that the discussion and conclusions contained in the article are also in accordance with the theme under study.