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

Enita Rosmika  
Universitas Amir Hamzah, Deli Serdang, Indonesia  
nitarose60.nr@gmail.com

Yuli Dwi Prastika  
Institut Pesantren KH. Abdul Chalim Pacet, Mojokerto, Indonesia  
Yuliavernanda38@gmail.com

Ari Kartiko  
Institut Pesantren KH. Abdul Chalim Pacet, Mojokerto, Indonesia  
ari.kartiko5@gmail.com

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

---

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

---

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

---

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

Volume. 15, Number. 2, July 2022
216
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. 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. The data used is primary data. primary data is data obtained directly from respondents, Abdi and Rians, which is obtained directly through respondents with data collection techniques using questionnaires, Questionnaire is a collection of questions that will be scored, Noor. 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:

\[ r_{xy} = \frac{NX\bar{XY} - (\bar{X})(\bar{Y})}{\sqrt{[NX\bar{X}^2 - (\bar{X})^2][NX\bar{Y}^2 - (\bar{Y})^2]}} \]

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:

\[ \alpha = \frac{k}{k-1} \left(1 - \frac{\sum s^2}{s_x^2}\right) \]

Description:
- \( \alpha \): instrument reliability coefficient
- \( k \): the number of questions
- \( \sum s_k^2 \): number of question variants
- \( s_x^2 \): total variance

---

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

\( e = \text{error}, \) 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>
<thead>
<tr>
<th>Questionnaire Items</th>
<th>R Count</th>
<th>R Table</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0.610</td>
<td>0.312</td>
<td>Valid</td>
</tr>
<tr>
<td>2</td>
<td>0.828</td>
<td>0.312</td>
<td>Valid</td>
</tr>
<tr>
<td>3</td>
<td>0.722</td>
<td>0.312</td>
<td>Valid</td>
</tr>
<tr>
<td>4</td>
<td>0.722</td>
<td>0.312</td>
<td>Valid</td>
</tr>
<tr>
<td>5</td>
<td>0.496</td>
<td>0.312</td>
<td>Valid</td>
</tr>
<tr>
<td>6</td>
<td>0.708</td>
<td>0.312</td>
<td>Valid</td>
</tr>
<tr>
<td>7</td>
<td>0.644</td>
<td>0.312</td>
<td>Valid</td>
</tr>
<tr>
<td>8</td>
<td>0.829</td>
<td>0.312</td>
<td>Valid</td>
</tr>
<tr>
<td>9</td>
<td>0.540</td>
<td>0.312</td>
<td>Valid</td>
</tr>
</tbody>
</table>

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:

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

**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>
<thead>
<tr>
<th>Questionnaire Items</th>
<th>R Count</th>
<th>R Table</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0.650</td>
<td>0.312</td>
<td>Valid</td>
</tr>
<tr>
<td>2</td>
<td>0.572</td>
<td>0.312</td>
<td>Valid</td>
</tr>
<tr>
<td>3</td>
<td>0.499</td>
<td>0.312</td>
<td>Valid</td>
</tr>
<tr>
<td>4</td>
<td>0.639</td>
<td>0.312</td>
<td>Valid</td>
</tr>
<tr>
<td>5</td>
<td>0.624</td>
<td>0.312</td>
<td>Valid</td>
</tr>
<tr>
<td>6</td>
<td>0.515</td>
<td>0.312</td>
<td>Valid</td>
</tr>
<tr>
<td>7</td>
<td>0.574</td>
<td>0.312</td>
<td>Valid</td>
</tr>
</tbody>
</table>

**Table 3 Test the validity of teacher performance**
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>
<thead>
<tr>
<th>Variable</th>
<th>Cronbach Alpha</th>
<th>Reliability Coefficient</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership Style</td>
<td>0.608</td>
<td>0.312</td>
<td>Valid</td>
</tr>
<tr>
<td>9</td>
<td>0.439</td>
<td>0.312</td>
<td>Valid</td>
</tr>
</tbody>
</table>

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.

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 not 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**

<table>
<thead>
<tr>
<th>Source: Processed primary data using SPSS (2021).</th>
</tr>
</thead>
</table>

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

<table>
<thead>
<tr>
<th>Model</th>
<th>Coeff</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficient</th>
<th>T</th>
<th>Sig.</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std Beta</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Constant)</td>
<td>10.061</td>
<td>4.513</td>
<td></td>
<td>2.229</td>
<td>0.032</td>
<td></td>
</tr>
<tr>
<td>1 StyleTotal</td>
<td>0.071</td>
<td>0.086</td>
<td>0.087</td>
<td>0.828</td>
<td>0.413</td>
<td>0.958</td>
</tr>
<tr>
<td>CultueTotal</td>
<td>0.305</td>
<td>0.042</td>
<td>0.758</td>
<td>7.216</td>
<td>0.000</td>
<td>0.958</td>
</tr>
</tbody>
</table>

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.

Table 7 Regression Equation Test Results

<table>
<thead>
<tr>
<th>Model</th>
<th>Coefficients&lt;sup&gt;a&lt;/sup&gt;</th>
<th>Unstandardized</th>
<th>Standardized</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>B Std Error</td>
<td>Beta</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Constant)</td>
<td>10.061</td>
<td>4.513</td>
<td></td>
<td>2.229</td>
<td>0.032</td>
</tr>
<tr>
<td>1 GayaTotal</td>
<td>0.071</td>
<td>0.086</td>
<td>0.087</td>
<td>0.828</td>
<td>0.413</td>
</tr>
<tr>
<td>BudayaTotal</td>
<td>0.305</td>
<td>0.042</td>
<td>0.758</td>
<td>7.216</td>
<td>0.000</td>
</tr>
</tbody>
</table>

a. Dependent Variable: KinerjaTotal
Source: Processed primary data using SPSS (2021).

Referring table 7 following:

Y = α + b<sub>1</sub>X<sub>1</sub> + b<sub>2</sub>X<sub>2</sub>

Y = 10.061 + 0.071X1 + 0.305X2

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. $b_1 = 0.071$ 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. $b_2 = 0.305$ 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>
<thead>
<tr>
<th>Variable</th>
<th>Coefficient Regression (B)</th>
<th>T</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership style</td>
<td>0.071</td>
<td>0.828</td>
<td>0.413</td>
</tr>
<tr>
<td>Organization Culture</td>
<td>0.305</td>
<td>7.216</td>
<td>0.000</td>
</tr>
</tbody>
</table>

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**

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>183,735</td>
<td>2</td>
<td>91.868</td>
<td>28.796</td>
<td>.000b</td>
</tr>
<tr>
<td>Residual</td>
<td>118,040</td>
<td>37</td>
<td>3.190</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>301,775</td>
<td>39</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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)**

<table>
<thead>
<tr>
<th>Model Summary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
</tr>
<tr>
<td>-------</td>
</tr>
<tr>
<td>1</td>
</tr>
</tbody>
</table>

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 $R^{2}$ 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.


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

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

---


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 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 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
E. References


Ari, Kartiko, and Sanusi Anvar. ‘The Effect of Leadership, Compensation, and Organizational Culture on Employee Performance at the Mother and Child Hospital “Fatimah” Lamongan’, 2021, 11.


Fathih, Muhammad Amin, Triyo Supriyatno, and Muhammad Amin Nur. ‘Visionary Leadership of The Head of Diniyah Madrasah in Improving The Quality Santri’.


