



Original Article

The Influence Of Organizational Climate And Leadership On The Performance Of Sekolah Menengah Atas Cinta Budaya Teachers

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Abstract:

Knowledge is the basic need of every individual. Because of the importance of education, the government requires education for at least 9 years and it is recommended that more than that. The formulation of the problem in this study is as follows: "Is there any influence of organizational climate and leadership on teacher performance at Sekolah Menengah Atas Cinta Budaya Medan. In an organization, the role of a leader is very large in creating organizational work productivity, where the leader can create a good working atmosphere. Then a good organizational climate will influence good working conditions where there is a conducive working atmosphere in the organization which can be seen from the performance of each employee in the organization who helps each other in their work. The results of this research explain that there is an influence between organizational climate and leadership in influencing performance at Love Culture High School. Simultaneous test results show that the independent (free) variables studied simultaneously have a significant effect on the dependent (bound) variables. This means that the variables of Organizational Climate and Principal Leadership have a significant effect on teacher performance at Sekolah Menengah Atas Cinta Budaya Medan. The coefficient value of each variable is 0.076 for X1, and 0.672 for X2. The test results partially show that the variables of Organizational Climate and Principal Leadership have no effect on Teacher Performance at Sekolah Menengah Atas Cinta Budaya Medan. This means that separately the Organizational Climate and the Principal's Leadership have no influence on the teacher's performance at Sekolah Menengah Atas Cinta Budaya Medan. The research results explain that there is an influence between organizational climate and leadership in creating performance at Sekolah Menengah Atas Cinta Budaya Medan.



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Introduction

Education is a basic need of every individual. Because of the importance of education, the government requires education for at least 9 years and it is recommended that more than that. Pidarta (2015) and Saerozi (2015: 2) stated. There are several factors that can affect the work of teachers in carrying out their duties namely: 1) Leadership of the principal, 2) School organizational climate, 3) Hopes, 4) Ttrust in school personnel. Thus it appears that the effectiveness of the principal's leadership and the climate of the school organization will also determine whether the teacher's performance is good or bad.

This problem is interesting to study, because based on current observations and facts it shows that teachers who are on duty daily at SMA Cinta Budaya Medan have different performances from one teacher to another in carrying out their duties. This of course has an effect on student success in learning. Differences in teacher performance may occur due to the principal's leadership, physical work environment, organizational climate, school principal supervision, teacher teaching competence, teacher attitudes towards their profession as a teacher, knowledge of leadership, level or level of education and so on.

How much is the influence of Organizational Climate on the Teacher Performance of Sekolah Menengah Atas Cinta Budaya Medan?, How much is the influence of the Principal's Leadership on the Teacher Performance of the Sekolah Menengah Atas Cinta Budaya Medan,?, How much influence is the Organizational Climate and Principal Leadership on the Teacher Performance of Sekolah Menengah Atas Cinta Budaya Medan?. Research Purposes; 1) How big is the influence of Organizational Climate on the Performance of Sekolah Menengah Atas Cinta Budaya Medan; 2) How much is the influence of the Principal's Leadership on the Teacher Performance of Sekolah Menengah Atas Cinta Budaya Medan; 3) How much is the influence of Organizational Climate and Principal Leadership on Teacher Performance at Sekolah Menengah Atas Cinta Budaya Medan?.Hypothesis: 1) The Principal Organizational Climate affects the Teacher Performance of Sekolah Menengah Atas Cinta Budaya Medan; 2) The leadership of the principal has an effect on the performance of the Sekolah Menengah Atas Cinta Budaya Medan; 3) Organizational Climate and Principal Leadership affect the Teacher Performance of Sekolah Menengah Atas Cinta Budaya Medan.

Previous Research

To build ideas that support this research, the authors have studied several relevant studies as follows : Sarifuddin Daulay (2003) research on the influence of work climate and achievement motivation with the performance of employees of the Department of Religion Office of Deli Serdang Regency "found that there was a positive influence between work climate and employee performance with a determination coefficient of 0.3196 and there was a positive influence between achievement motivation and employee performance. with a determination coefficient of 0.4314 and there is a positive influence between work climate and achievement motivation together with the performance of employees at the office of the Department of Religion, Deli Serdang Regency with a determination coefficient of 0.552. Thus, the better the working climate, the better the employee's performance, the better the achievement motivation, the better the employee's performance at the Office of the Department of Religion, Deli Serdang

Regency. In etymology, climate can be interpreted as atmosphere, state of Fazri (2015: 370). This means that the atmosphere or state of the organization internally as well as internally and externally. Echols and Shadiliy (2015: 351) Leadership is the parts in an organization that have roles regarding their duties and functions so that work performance and productivity can be achieved.

Methods

This research uses a mixed approach which combines quantitative and qualitative methods. The approach states a comprehensive understanding of the role of libraries as mental health centers and the impact of their programs on individual psychological well-being. In collecting quantitative data, the author conducted a survey technique to measure the perceptions and experiences of library visitors related to psychological well-being programs. The survey contains questions about levels of satisfaction, changes in psychological well-being, and effectiveness of implemented programs. The research was carried out at Cinta Budaya High School in the city of Medan. When the research starts and the months September - October 2020. This research is preceded by a survey about the phenomena that exist in the research object so that the actual problems that exist can be identified so that solutions can be found so that existing problems can be answered. Data was collected using research instruments distributed to respondents, namely teachers at Sekolah Menengah Atas Cinta Budaya. In the research, the population used as the number of teachers at Cinta Budaya High School was 49 people the 2019/2020 academic year; 1) Interview with teachers at Cinta Budaya High School; 2) List of questions (Questionnaire) given to the teachers of Sekolah Menengah Atas Cinta Budaya Medan, which made the respondents selected; 3) Documentation study, namely by collecting supporting documents obtained directly from Sekolah Menengah Atas Cinta Budaya Medan, which influences the data needs of this research. Primary data obtained from interviews (Interview) and a list of questions (Questionnaire). Secondary data obtained from documentation studies.

Table 1. Operational Definition of Variables

Variable	Variable Definition	Indicator	Size
Organizational Climate (X1)	Working conditions in carrying out teacher duties at school include how to place personnel, coaching between community influences and the learning environment	1. Give assignments according to expertise. 2. Distribution of tasks according to ability. 3. Interpersonal Communication 4. Delegation of Authority 5. The atmosphere of the teaching and learning process 6. School Environment	Likert scale
Leadership Principal (X2)	The behavior of the principal who is able to initiate new thinking in the	1. The principal acts as an educator. 2. Principal as manager. 3. The principal as	Likert scale

	process of interaction in the school environment by conducting coaching or adjusting the goals, objectives, configuration, procedures, inputs, processes and outputs of a school in accordance with the demands of development	administrator. 4.The principal as a supervisor. 5.The principal as the leader. 6.The principal as an innovator 7.The principal as a motivator.	
Teacher Performance (Y)	The work results achieved by a teacher at school through the implementation of their duties and responsibilities	1. Plan learning. 2. Manage learning 3.Carry out evaluation activities 4. Implement Guidance 5. Provide Motivation 6. Discipline 7. Responsibility	Likert scale

To test whether the proposed hypothesis is accepted or rejected, the F test is used using the following formula:

$$F = \frac{\text{Mean Square Regression}}{\text{Mean Square Error}} = \frac{ESS/(k-1)}{RSS/(n-k)}$$

Results

Research Result

Table 2. Characteristics of Respondents by Age

Age (Years)	Number Of People	(%)
20 – 29	13	26,54
30 – 39	20	40,81
41 – 60	16	32,65
Total	49	100

Source: Research Results 2020 (Data Processed)

It can be seen that the composition of respondents based on age shows that the ages of 20-29 are 13 out of 49 respondents, or about 26.54%, 20 people aged 30-39 or around 40.81% while the ages of 41-60 years are 16 people or about 32.65%. The highest number of respondents based on age was 30-39 years old.

Descriptive Analysis

Respondents' responses to the questionnaire given were to determine respondents' perceptions of the influence of Organizational Climate and Leadership on Teacher Performance in Sekolah Menengah Atas CINTA BUDAYA Medan.

Table 3. The Frequency of Respondents' Answers to Organizational Climate Variables

Response Respondents	Category 1 (Option a)		Category 2 (Option b)		Category 3 (Option c)		Category 4 (Option d)		Category 5 (Option e)	
Item No.	F	%	F	%	F	%	F	%	F	%
1	8	16,3	31	63,3	7	14,3	3	6,1	0	0,0
2	11	22,4	36	73,5	2	4,1	0	0,0	0	0,0
3	9	18,4	31	63,3	4	8,2	0	0,0	5	10,2
4	1	2,0	25	51,0	14	28,6	9	18,4	0	0,0
5	2	4,1	27	55,1	19	38,8	1	2,0	0	0,0
6	8	16,3	26	53,1	4	8,2	8	16,3	3	6,1
7	8	16,3	33	67,3	4	8,2	4	8,2	0	0,0
8	6	12,2	29	59,2	9	18,4	5	10,2	0	0,0
9	8	16,3	37	75,5	3	6,1	1	6,1	0	0,0
10	7	14,3	29	59,2	8	16,3	5	10,2	0	0,0
11	1	2,0	35	71,4	9	18,4	4	8,2	0	0,0
12	3	6,1	18	36,7	19	38,8	9	18,4	0	0,0
13	12	24,5	31	63,3	3	6,1	3	6,1	0	0,0
14	3	6,1	30	61,2	5	10,2	5	18,4	2	4,1
Average	6,21	12,68	29,86	60,93	7,86	16,03	4,36	8,89	0,71	1,46

Source: Research Results (Data Processed)

The influence given by Organizational Climate on the performance of teachers is various, including the work atmosphere in the school environment, communication between teachers and the head, school safety conditions, cleanliness of the school environment and so on.

Principal Leadership Variables

Table 4. Respondents' Answers to the Principal's Leadership Variable

Response Respondents	Category 1 (Option a)		Category 2 (Option b)		Category 3 (Option c)		Category 4 (Option d)		Category 5 (Option e)	
Item No	F	%	F	%	F	%	F	%	F	%
1	0	0,0	28	57,1	17	34,7	4	8,2	0	0,0
2	0	0,0	29	79,6	10	20,4	0	0,0	0	0,0
3	2	4,1	30	61,2	4	8,2	7	14,3	6	12,2
4	2	4,1	26	53,1	9	26,5	11	22,4	1	2,0
5	0	0,0	30	61,2	13	18,4	6	12,2	0	0,0
6	2	4,1	36	73,5	2	4,1	7	14,3	2	4,1
7	2	4,1	37	75,5	6	12,2	1	2,0	3	6,1
8	2	4,1	25	51,0	11	22,4	11	22,4	0	0,0
9	1	2,0	36	73,5	9	18,4	3	6,1	0	0,0
10	5	10,2	26	53,1	15	30,6	3	6,1	0	0,0
11	0	0,0	39	79,6	10	20,4	0	0,0	0	0,0
12	0	0,0	31	63,3	4	8,2	7	14,3	7	14,3
Average	1,33	2,7	31,92	65,1	9,17	18,7	5	10,2	1,58	3,2

Source: Research Results (Data Processed)

Hypothesis Analysis

Table 5. Analysis of Research Descriptions

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Variance
X1	49	47	56	50.84	2.478	6.139
X2	49	32	48	42.00	4.287	18.375
Y	49	35	48	42.10	3.324	11.052
Valid (listwise)	N 49					

Source: Research Results 2020 (Data Processed)

Based on the data above, it can be explained that there is an analysis that there is

a minimum value and a maximum value with standard deviation through the variables in the research, namely the independent variable, namely organizational climate and leadership and the dependent variable, namely work productivity.

1. Determination Coefficient Test (R2 Test)

Table 6. Determination Coefficient Test (R2 Test)

Model Summary

Model	R	R square	Adjusted Square	R Std. Error of the Estimate
1	.869 ^a	.755	.744	1.682

a. Predictors (Constant), X2, X1

b. Dependent Variable Y

Source: Results Research, 2020 (data processed)

The T test can be used as an analysis between R2 which aims to explain that the model in the research can explain the true meaning so that the hypothesis can be answered through this test.

Table 7. Simultaneous Test (Test F)

ANOVA^b

Model		Sum Squares	of Df	Mean Squares	F	Sig.
1	Regression	400.409	2	200.204	70.797	.000 ^a
	Residual	130.081	46	2.828		
	Total	530.490	48			

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: Research Results, 2020 (processed data)

In this research it can be explained that the calculated F test is 70.79, meaning that organizational climate and leadership together contribute to organizational work productivity.

Table 8. Partial Test (t test)

2. Partial Test (t test)

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig
		B	Std.Error			
1	(Constant)	9.995	5.515		1.812	.076
	X1	.076	.098	.057	.778	.440
	X2	.672	.057	.867	11.871	.000

a. Dependent variable: Y

Source: Research Results, 2020 (processed data)

This test performed both ways, using a 5% alpha significance level and degrees of freedom (n-k-l).

Comparison Of t count With t Table Effect of Organizational Climate and Principal Leadership On Teacher Performance

Table. 9 Regression Coefficient

Regression Coefficient (β)	T _{count}	T _{table}	Significance	Conclusion
β_1 (Variable X1)	0,776	2,93	0,440	Not significant
β_2 (Variable X2)	11,872	2,93	0,000	Significance

Based on the results of data analysis using SPSS, it can be explained that the calculated T is smaller than the T table so it can be explained that the influence of organizational climate on work productivity is small which can be seen from the calculated T of 0.776 from the T table of 2.93. then the influence of leadership on work productivity can be explained from the SPSS results, which is 11.872, greater than the T Table of 2.93, which means that leadership has a significant effect on work productivity.

Conclusion

The results of simultaneous testing show that the independent variable (free) under study simultaneously has a significant effect on the dependent variable (dependent). This means that the variables of Organizational Climate and Principal Leadership have a significant effect on the Teacher Performance of Sekolah Menengah Atas CintaBudaya Medan. The coefficient value of each variable is 0.076 for X1 and 0.672 for X2. The partial test results show that the variable variable organizational climate and principal leadership has no effect on the performance of teachers of Sekolah Menengah Atas Cinta Budaya Medan. This means that separately the organizational climate and leadership of the school head has no influence on the performance of the Sekolah Menengah Atas Cinta Budaya Medan.

Suggestion

As an implication of the results of this study, the researcher puts forward the following suggestions: 1) For the principal of Sekolah Menengah Atas Cinta Budaya Medan, it is better to maintain and improve a conducive organizational climate and also consider and learn better leadership to lead in Sekolah Menengah Atas Cinta Budaya Medan. 2) For the next researcher, the effect of Organizational Climate and Principal Leadership on the Performance of Sekolah Menengah Atas Cinta Budaya Medan is 75.5%, indicating that apart from the Organizational Climate and Principal Leadership there are still many other factors that affect the performance of Sekolah Menengah Atas Cinta Budaya Medan teachers. Therefore, the next researcher should examine other factors outside of this research model.

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