



The Influence of organizational culture on the quality of education

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ABSTRACT

Culture is the foundation for the formation of an organization, because organizational culture is the identity of an organization. There are several opinions about the notion of organizational culture, the most popular opinion is that organizational culture is the subject of solving external and internal problems. It is understood that an organization is established to solve a problem. An education usually has an organization. Organizations in education have organizational roles that can help support the quality of education. Organization is an important component in life, especially in the sphere of education. Therefore, it is worth being grateful for the existence of an organization in life. Without organization, perhaps mankind will find it difficult to solve a problem. This study aims to find out and explain the influence of organizational culture on educational quality. The method used in this study is a quantitative descriptive method, the sample used was obtained from 40 students from various study programs and universities located in the provinces of Banten, DKI Jakarta, and West Java which were taken randomly through friendship contacts from the researcher's Whatsapp application. The data collection technique used is an interview. The results showed that organizational culture is very influential and important to the quality of education. This is indicated by the high percentage reaching 100%. And also by joining the organization will have a good impact on academic scores, it is shown that 75% of students respond well, 7.5% have a bad impact, 17.5% have no impact. The opinion of 40 students said that the influence of organizational culture is very important and influential and has a good impact on the Quality of Education.

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INTRODUCTION

(Jamaluddin et al., 2017) Humans as social beings basically have the nature to socialize, cooperate and need the existence of other humans (Abdullah, 2003; Child, 1995; Marcella, 2004; Soegandhi & Sutanto, 2013; Suryana, 2011). Therefore, the existence of an organization is very necessary as a

forum that can gather or make it easier for humans to socialize and work together. Resources that have an important role in business and non-business organizations are people. The important role of human resources is value creation for the organizations in which they work. (E. Siregar, 2018) Human resources are subjects that play a role in determining the success of the company in achieving its goals.

Organization is a very necessary element in human life (let alone in modern life). Organizations help us carry out things or activities that cannot be carried out properly as individuals, In addition, it can be said again that organizations help society; helping the continuity of knowledge and science. Through the help of organizations, humans can do three kinds of things that are impossible to do on their own, namely: 1. enlarge their abilities; 2. save the time necessary to achieve a goal, through the help of an organization; 3. Benefit from the knowledge of previous generations that have been accumulated. (Darim, 2020) In an organization, according to Miftah Thoha, a person's performance or behavior is influenced by various factors that can be grouped into two, namely individual environmental factors and organizational factors

The phrase organization is no stranger to being heard by humans, because humans always coexist with organizations. For example, like a student, be it in elementary school or in college, of course, the student cannot be separated from the name of the organization, Then an educational institution is also inseparable from organizational ties. In the formula of life, a creature cannot live without other beings. Man cannot be separated from his relationship with other humans, therefore a human being must be able to help others so that he also gets help from others. To achieve this, a human being must be able to gather with other humans in a container called an organization.

Organization is a place where people live in groups by working together to achieve a common goal. With the organization of life will become better and more organized. One of the goals of an organization in an education is to improve the quality of education. However, the purpose of an educational organization is also inseparable from the purpose of an education, which is to foster and develop a human personality. (Adiawaty, 2021) Each organization is a distinctive system, so that the organization has its own personality and identity. Therefore, every organization must have a distinctive culture as well.

(Hairi, 2021) The success of an organization is also largely determined by the quality of its human resources and is supported by several other supporting factors (Agustin Citra Afriyanti, 2015). One of the supporting factors in question is the success of the organizational culture implemented in an organization.

According to Osborne & Plastrik (2000), organizational culture is a set of behaviors, feelings and psychological frameworks that are deeply internalized and shared by the members of the organization. Another definition is put forward by Robbins (2002: 247), that organizational culture is a shared perception embraced by members of the organization; a system of shared meanings.

From the various understandings of organizational culture that have been put forward, the question then arises, how is organizational culture formed? according to Robbins (2002: 262), starting from the philosophy of the founders of the organization (they had a vision of how the organization should be), The original culture is derived from the founding philosophy, which then influenced the criteria used in hiring its members/employees. Top management actions also have a major impact on shaping organizational culture (through what they say and do) and often determine the general climate of acceptable and non-acceptable behaviors.

Organizational culture helps direct human resources to the achievement of the organization's vision, mission, and goals. In addition, it will increase the cohesiveness of teams between various departments, divisions or units in the organization, so that it can become an adhesive that binds people in the organization together (Ismail Nawawi, 2015). Finally, the role of an educational organization becomes a big influence on the quality of an education. Organizations also have a lot of impact on the members of the organization, both students and teachers.

In school organizations, teachers are professionals who deal directly with students, so teachers in carrying out their duties as educators are able to carry out policies with certain goals and have a strong commitment to the school where they work. (Sopandi, 2019) The teacher's performance is his success in carrying out good teaching and true, so as to produce quality graduates (faith, knowledge and charity). (N. H. Siregar, 2020) Teachers are at the heart of Education, without the active role of teachers the policy of renewal Education no matter how great it is will still be useless and useless. There are four competencies that teachers must meet, namely pedagogic, personality, professional, and social competence.

(Dikta, 2020) Law Number 20 Years 2003 states that education is a conscious and planned effort to create a learning atmosphere and learning process so that learners actively develop their potential to have spiritual power of religion, self-control, personality, intelligence, noble morals, and necessary skills of himself, society, nation and the state. Changes in principle matters in the aspect of education took place very quickly and rapidly.

The teacher is a professional educator with his main task of educating, teaching, guiding, directing, training to assess and evaluate students in education that begins at an early age in the path of formal education, primary education and secondary education contained in Law No. 14 of 2005 concerning teachers and lecturers. (Rizal et al., 2020) Skills in teaching a teacher indicate the general characteristics of a person that relate to knowledge and skills embodied in the form of actions; Student behavior or activity.

Organizational culture in educational institutions is a paradigm that forms a level, trust and desire that arises from oneself related to his work to get qualified and competent graduates. (Azza N et al., 2021) A school is a social institution that has a fundamental capacity in encouraging students' personalities in changing social character through coordinated learning and learning with educational plans that contain various information and qualities that function in the eyes of the community to teach and improve the quality of education.

In law no. 20 on the National education system, it is stated that "Education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential to have religious spiritual power, self-control, personality, intelligence, noble character, as well as the necessary skills of himself, society, nation and State". (Rahmah, 2018) Education is a major component of seeing the progress of a nation in the world. This progress can be seen from how the quality of educational institutions really is.

The government always strives to improve the quality of education through various policies, including teacher and lecturer certification policies, school operational assistance, granting block grants and setting national standards as stated in PP No. 19 of 2005 concerning National Education Standards. Educational standards include content standards, processes, power, facilities and infrastructure, management, evaluation, financing and competence of graduates. (Patras et al., 2019) According to UNICEF, the quality of education includes five dimensions of quality: learners, environment, content, process and results. There are a number of requirements to achieve quality education: students must have good health and nutrition; teachers must be well trained and learning techniques must be new; learning facilities and materials must be adequate; the curriculum should be relevant and dependent on the skills, knowledge, and experience of the teachers and students; The environment must be healthy and safe to encourage learning.

With these national standards, the direction of improving the quality of Indonesian education becomes clearer. If each education unit has been able to achieve or exceed the national standard of education, then the quality of the education unit can be declared high. (Wahyudi & Lutfi, 2019) Changes in curriculum policy are constantly updated towards the suitability of circumstances, most recently in 2013 the educational curriculum in Indonesia directed students to be able to adjust to environment and Integrating three domains of competence, namely attitudes, knowledge, and skills.

A school institution or organization must make an agenda so that the relationship within the school and outside the school continues to run well. In addition, leaders within the school to direct. Both teachers and students help each other in the hope of the emergence of a trustworthy attitude in all activities.

RESEARCH METHODOLOGY

In this analysis, I used the questionnaire method in collecting data. The questionnaire was given through the WhatsApp application chat social network to the research subjects where the research subjects were in the form of samples selected through random sampling. (Natasya et al., 2017) The definition of a sample according to Sugiyono (2014: 116) is: "A sample is part of the number and characteristics possessed by that population. Population Is a whole set of elements that have a number of common characteristics, consisting of areas to research. Alternatively, a population is a whole group of people, events or items that the researcher is interested in researching. "Meanwhile, sampling is a technique in taking sample samples. Random sampling according to Sugiyono is "a sampling technique in which all individuals in the population, both individual and joint are given the same opportunity to be selected as members of the sample". Random sampling in this study was based on a list of friends' contacts on the researcher's WhatsApp application.

The data obtained are then processed by quantitative descriptive methods, in this method sampling is used for suitability in the data then adjusted to the methods used. This is in line with the opinion (Sugiyono, 2003: 14) that quantitative definition is data that contains numbers in it. And quantitative research is research by obtaining data that has the form of schemes or drawings.

RESULTS AND DISCUSSIONS

Here are the results and discussions that I obtained after conducting research in which there were 40 participants. We can see the picture of the participants through the gender and location of the university province.

Table 1
Participant Description

Characteristics	Frequency	Persentase
Gender		
Man	20	50%
Woman	20	50%
Provincial Location		
Banten	30	75%
DKI Jakarta	6	15%
Jawa Barat	4	10%

Tabel 2
Respon Partisipan

Participant Response	Frequency	Persentase
Does Organizational Culture Affect the Quality of Education?		
Influential	20	100%
No Effect	0	0%
Is Organizational Culture Important for Education		
Important	40	100%
Not Important	0	0%

Whether Following an Organization Will Have An Impact On Academic Grades		
Good Impact	30	75%
Bad Effects	3	7.5%
No Impact	7	17.5%

Based on the analysis I obtained from the table, it can be stated that organizational culture is very influential and important in the world of education. This is indicated by the high percentage that reaches 100%. And also by following the organization will have a good impact on academic scores, it is shown that 75% respond well, 7.5% have a bad impact, 17.5% have no impact. The opinions of 40 participants said that the influence of rganization culture is very important and influential and has a good impact in the world of education.

(Meutia et al., 2019) Organizational culture has a major role to play in shaping employee behavior. As a value system, organizational culture is the values and attitudes that employees have believed in so that they have become the basis of employee behavior and attitudes when working. In organizational culture, it is mandatory that each individual must remain active and be able to develop properly. The mindset of each individual is expected so that every member in an organization can develop in accordance with the changing times. In addition, for organizational participants, they also train the spirit of leadership. Organizational culture is the right step where the spirit of individual leadership can be honed, namely by prioritizing common interests over personal interests. Practice how to make wise decisions without harming any party.

Organizational culture is very important and also affects education and human resources. Because the organization is a working association with the same goal, with a vision and mission that will be very useful to support the quality of education through guided resources. But not just anyone in choosing an organization, you must know in advance the vision and culture of the organization, whether it is really good and has a positive impact on those who follow it or vice versa.

CONCLUSION

Based on the results of the data analysis that I have done, it can be concluded that the vision and culture of the organization are very influential on the quality of education. Among them are increasing knowledge, adding insight, training leadership spirit, learning to divide time, learning to work with teams, improving abilities in the public and so on.

Such a form of vision and organizational culture makes individuals even more excited. Be optimistic in organizing because individuals feel that they have gained more knowledge in organizing. This will not be obtained if an individual only relies on academic education. Although organizing is also not an easy thing, with an organizational culture, it can make individuals better and support the development of human resources.

And through education the school environment, family environment and community environment are also very useful for shaping the characteristics of children. And it is hoped that through this educational environment can produce the next generation of the nation who are superior, active, intelligent, creative and innovative.

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