ABSTRACT


Keywords: Organizational Culture, Teacher Performance

Junior High School Kartika IV-8 and Kartika IV-9 are schools that are under Kartika Jaya Foundation Coordinator XL Dim 0833 REM 083 Affiliate Brawijaya IV. Both of these schools have values and norms as organizational culture that is shaped. The application of organizational culture in Junior High School Kartika IV-8 and IV-9 are doing from generation to generation by the teachers. The teachers who are teaching in a long time in those schools taught the new teacher about organizational culture, but, this is not coupled with good performance.

The Objectives of this study are: (a) To know the level of organizational culture in Junior High School Kartika IV-8 and Junior High School Kartika IV-9 Malang. (b) To know the level of teacher performance in Junior High School Kartika IV-8 and Junior High School Kartika IV-9 Malang. (c) To know the relationship between the organizational culture and the teacher performance in Junior High School Kartika IV-8 and Junior High School Kartika IV-9 Malang, it is whether or not.

The method that is used in this study is a quantitative correlation. The independent variable is organizational culture (X) and the dependent variable is the performance of teachers (Y). The Subjects of this study are all of the teachers in Junior High School Kartika IV-8 and Junior High School Kartika IV-9 that are 57 respondents as the population. The researcher chose all of them because the population are not too much. In collecting the data, the researcher used questionnaires method. The analysis all of the data use SPSS for windows application.

The results of this study are: (a) The organizational culture in Junior High School Kartika IV-8 and Junior High School Kartika IV-9 Malang is strong with a percentage of 91.2%. (b) The levels of the teacher performance in Junior High School Kartika IV-8 and IV-9 Malang are high with percentage of 70.2%. (c) There is any relationship between organizational culture with the performance of teachers in Junior High School Kartika IV-8 and IV-9 Malang, with the coefficient is obtained amounted 0.480. This indicates the positive value with opportunities misprint or 0.05 or 5% and the significant level 0.000 ≤ 0.05 that caused the hypothesis accepted.