

# The Influence of Organizational Commitment on the Teacher Job Performance of State Madrasah Aliyah in Tangerang City

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## ABSTRACT

This study aims to determine the effect of organizational commitment on the performance of teachers at Madrasah Aliyah Negeri in Tangerang City. The research method uses a quantitative survey-type approach and is associative or explanatory. The population in this study were teachers at Madrasah Aliyah Negeri 1 and 2 Tangerang City, totaling 121 people, using the Slovin formula, a sample of 93 people was obtained using a purposive sampling technique. Data collection techniques used questionnaires and data analysis used multiple linear regression statistical analysis. The study results show that organizational commitment significantly affects teacher performance at the State Islamic Senior High School in Tangerang City. This study implies that organizational commitment contributes positively to teacher performance. Suggestions pay attention to teacher salaries so that they are more adapted to the educational background and length of time the teacher has worked. Work facilities and equipment are expected to be more adapted to the needs of teachers to support teaching activities. Further, increases safety and comfort in learning activities. Class conditions that are not yet conducive so that in the future it can create a conducive learning atmosphere so that learning activities run more effectively.

**Keywords:** Quality education, teacher commitment, job performance, madrasah,

## INTRODUCTION

Enhancement of quality education of an educator is a target development in the field of national education and becomes an integral part of improving human quality in Indonesia in a way *kaffah* (comprehensive). Efforts to enlighten the nation become an educational responsibility, especially in preparing students to become subjects who are devoted to God Almighty, have noble morals, and are tough, creative, independent, democratic, and professional in the field. Educators and education are aspects which very important in supporting the progress nation in the period front. Through education, man as a subject development can be educated, built, and developed its potential (Sukardi, 2013). National education is expected to be able to realize human development can build itself Alone as well as together with the same responsible answer on developing nations. Will but, educational position Which strategic contains the meaning of improving the quality of human resources if education has a system Which relevant to development and has results.

According to Ibnu Sina, the goal of education must be directed at developing a person's potential towards perfect development, namely physical, intellectual, and moral development. Apart from that, the aim of education according to Ibnu Sina must be directed at efforts to prepare someone such as a teacher so that he can live in society together by carrying out work or skills that he chooses by his talents, readiness, tendencies, and potential. Specifically, regarding physical education, Ibnu Sina stated that the aim of education should not forget physical development and everything related to it such as exercise, eating, drinking, sleeping, and maintaining cleanliness. Through education physical or sports, one participant is directed to develop growth and intelligence in his brain. Whereas with education Budi's character expected participants to educate their habit polite in association life every day. Temporarily with education art a participant can sharpen his feelings and increase the power of his imagination. Apart from that, Ibn Sina also

stated: that objective educational nature skills aimed at the education field of woodworking, screen printing, and so on, so will make capable professional workers do work professionally (Rohman, 2013)

A teacher holds an role important in the effort to realize the quality of human resources. Improving the quality of human resources is one thing a process that cannot be separated from the process of improving educational services by Teachers. Constitution Number 20 Year 2003 mandates that Secondary education in Article 18 is a continuation of basic education. more carry on explained that Education intermediate consists of education general intermediate and vocational secondary education. Secondary education takes the form of a school Intermediate (SENIOR HIGH SCHOOL), Madrasah Aliyah (MA), School Intermediate Vocational (Vocational School), and Madrasah Aliyah Vocational (MAK) or others that are equal.

Based on data obtained from the State Madrasah Aliyah in Tangerang City, the principal stated that the teacher absentee level was approximately 5% and needs to be avoided because it can disrupt the smooth service to related agencies, because that headmaster implements the gift doubt for the teacher who absence is not good, by giving reprimand every one-time roll call. Work commitment is a demonstrated feeling of identification, loyalty, and involvement by workers toward the organization or organizational unit. Commitment to the organization involves three things' attitudes, namely: 1.) Feelings of identification with organizational goals; 2.) The feeling of involvement in the task organization; And 3.) Feeling loyalty to an organization (Safitri, 2014). Wahyudi's (2016) research results show that work commitment has a positive and significant effect on performance. Wrong One form coaching Which concrete And very important for teachers and institutions education Islam exists letter decision together between Minister of Religion, Minister of Education and Culture and Minister of Home Affairs No.0299/U/1984 (Dik. Bud); 045/1984 (Religion) of 1984; about Standardization settings general school curriculum and madrasa curriculum, the contents of which include: allow to graduate of school (madrasah) Religion For continue to schools higher general (Yahya, 2014).

In Indonesia, application draft pillars education emphasize that the national education system is obliged to prepare all its citizens so that capable of being active in all sectors of life to realize life in public. Objective education sort of means creating a social society that is civilized, intelligent, active, and creative and prioritizes unity and oneness. State Madrasah Aliyah in Tangerang City or educational institutions and teachers have an important role in preparing the pioneer generation to realize the ideals of the nation and our generation of human beings. Because That, graduate of quality, quality, and personality sublime must be generated through the process of commitment to teacher performance as an educator. a teacher who has potential and is supported by good infrastructure by State Madrasah Aliyah in Tangerang City and the school common therein. Apart from being directed at learning outcomes (*output*), the basic principles of education are also directed at process learning which is planned, systematic, and oriented on resource development and participant education. (Khoirunnisa, 2019). In the future expect State Madrasah Aliyah in Tangerang City to stage evaluation education by educators, State Madrasah Aliyah, and the government. All State Madrasahs have no matter the, because including in system management education. Meanwhile, quality is still not yet the same between State Madrasah Aliyah in Tangerang City from one to another. Besides that, The State Madrasah Aliyah in Tangerang City is expected to produce standard competence graduates of for put based on intelligence, knowledge, personality, morals, and skills for life independence and further education. This is in line with the vision of *the Madrasah Development Center* (MDC) namely "Making madrasahs as a quality, independent and independent institution superior in competition" (Kurikulum Tingkat Satuan Pendidikan Konsep dan Implementasinya di Madrasah, 2007) By Because That, madrasa try for reach graduation in accordance standard Which expected.

An effort to repair and increase the quality of education Lots the reform agenda has been, is being, and will be implemented, such as structuring laws regarding education nationally and various legislation. Various programs innovative follow as well as enliven efforts to reform education like education character,

education-oriented Skills life (*life skills*), education for all, 2013 curriculum, school-based management, education community-based, formation of regional education councils, formation of council's school, UAS (Exam End School) and UAN (Exam End National) as an alternative from EBTANAS, evaluation portfolio and so on (Renstra,2020). Teachers are role important for the institution education that you and for participants educate. The current problem of State Madrasah Aliyah teachers in Tangerang City requires cooperation and selection even more optimal. Efforts to enlighten the nation and develop quality men completely is mission education Which become not quite enough to answer all professional parties, especially each teacher (Sukmadinata, 2017). According to (Sumarsono, 2015), the phenomenon of low Teacher competency and performance was seen in 2014. Teacher competency, skills, and performance were evident still low. Almost half of around 2.6 million teachers in Indonesia are not worthy of teaching in schools, while teacher input in Indonesia is very weak. Research and Development Data pointing participant test prospective civil servant teachers after done test field studies turn out to be the average score test the selection is very low. The percentage of teachers who are not worthy of teaching in elementary school is 60%, middle school 40%, vocational school 43%, high school 34%, high school 43%, MA 43%, and fields others 17.2%. the data No Lots changed compared to previous data (Sudarwan, 2013) disclose that one characteristic of crisis education in Indonesia is a teacher yet capable of showing adequate work performance. Which is in the management of the Phenomenon supported by pre-research conducted Author in 2021 against 126 teachers regarding Commitment organization to teacher performance in Tangerang City. Pre-research results show the problem that aspect behavior leadership head school tends low, especially on indicators giving rewards and monitoring operations and performance. In line with the aspect professional Teacher competence is also relatively lower compared to with aspect pedagogical, personal, and social. Next, aspects valence in motivation relative to teacher work is lower compared to instrumental aspects as well as aspect hope about satisfaction work, there is a gap big between the condition actual work and hope about work that itself. Lastly, teacher performance is the aspect that is assessed still low because of the commitment to the organization. Another phenomenon is the low performance of State Madrasah Aliyah teachers in Tangerang City in 2021/2022.

Based on the results observation researcher in Madrasah Aliyah in Tangerang City, organizational commitment, satisfaction, and work climate regarding teacher performance are still not optimal. Matter This can be seen from the following indications: (1) teachers tend not to be involved in decisions because the head of State Madrasah Aliyah tends to no want to accept criticism and suggestions Which appear during a meeting, (2) work interest Teacher for work that is less rewarding and always expects rewards. (3) Teachers tend to prepare device learning only when they are supervised so that process learning does not have enough control material because did not prepare themselves in a way optimal before teaching, (4) Method learning traditionalism still dominates the learning process so that learning not enough effective. (5) seldom check tasks and results of tests. Matter the caused by interaction between leader with subordinates which is not good so no match occurs between leaders and subordinates. Should a leader in an organization be chosen to guide subordinates and be able to provide support to their subordinates? With basics here, it is, so researchers interested in doing something study titled The Influence of Organizational Commitment, Job Satisfaction and Work Climate on Performance State Madrasah Aliyah teacher in Tangerang City.

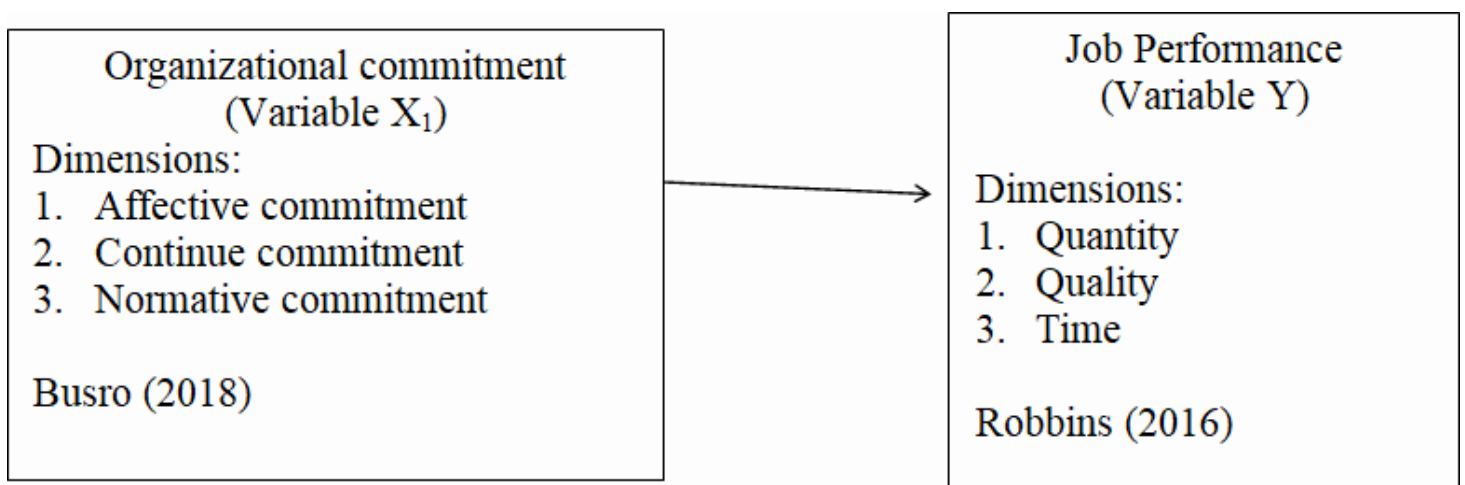
According to Ivancevich cited by Priansa (2016:233), organizational commitment is a sense of identification, involvement, and loyalty expressed by employees towards their organization. According to Tewal (2017:92), organizational commitment as an attitude reflects a strong desire to remain a member of a particular organization and a desire to strive hard for organizational goals. According to Robbins & Judge quoted Fenty (2016). Organizational commitment is defined as a situation where an employee supports a particular organization and its goals and desire to maintain membership in the organization, is called commitment. According to Luthans cited by Priansa (2016: 76) say that as an attitude, organizational commitment is often defined as (1) A strong desire to remain a member of a particular organization, (2) The desire to try hard according to the wishes of the organization, (3) Certain beliefs and acceptance of the

organization's values and goals.

According to Priansa (2017:48), performance is usually called *job performance actual performance*, or level of performance, which is the level of employee success in completing their work. Performance is not an individual characteristic, such as talent or ability, but rather a manifestation of the talent or ability itself. Performance is a manifestation of ability in the form of real work or is the result of work achieved by employees in carrying out tasks and work originating from the company. According to Umam (2018:189), performance is the work result achieved by an individual in their role or task within a certain period, which is connected to certain values or standards of the organization where the individual works. This understanding emphasizes that performance is the result of work achieved by employees in completing a task at a certain time by company standards. According to Sinambelaa (2018:480), employee performance is defined as the employee's ability to perform certain skills. Employee performance is very necessary because with this performance it will be known how far the employee can carry out the tasks assigned to him. For this reason, it is necessary to determine clear, measurable, and jointly determined criteria that serve as a reference.

Rivai (2019:331) said that someone will always desire appreciation for the results of their work and expect fair rewards. Performance appraisal needs to be carried out as objectively as possible because it will motivate employees to carry out their activities. This understanding emphasizes that performance is the result of someone's work who expects a reward for the results of their work. If the reward is in line with expectations, the employee will be motivated. According to Sutrisno (2019:116) generally, performance is defined as a person's success in carrying out a job. This understanding focuses on performance as a person's ability or expertise in carrying out their work to achieve success. Irianto, quoted by Sutrisno (2019:116), stated that employee performance is the achievement obtained by someone in carrying out their duties. Apart from that, performance appraisals can provide information to provide salaries, and promotions and observe employee behavior. This understanding emphasizes that a person's performance is an achievement achieved in completing work. Meanwhile, according to Hamali (2016:98), performance is the output produced by the functions or indicators of a job or profession within a certain time. Performance is the result of work that has a strong relationship with the company's strategic goals, and customer satisfaction and contributes to the economy. Performance is about doing work and the results achieved from that work. Performance is about what is done and how to do it.

**Figure 1 Research Framework**



Based on the research framework, the research hypothesis is there is a significant influence between organizational commitment and teacher performance at State Madrasah Aliyah in Tangerang City.

## RESEARCH METHODS

This research uses a quantitative survey approach and is associative. A location study is State Madrasah Aliyah in Tangerang City, with Accreditation criteria A

**Table 1 Data on State Madrasah Aliyah Schools in Tangerang City .**

No	School name	Address
1	Madrasah Aliyah Negeri 1 Tangerang City	Jl. Lambda Raya Jl. Cimone Permai Raya
		No.1 RT.004/RW.005, Karawaci Baru, Kec . Karawaci , Tangerang City, Banten 15116
2	Madrasah Aliyah Negeri 2 Tangerang City	Jl. Commander of Polim No.6, RT.005/RW.003,
		Poris Plawad Utara, Kec . Cipondoh , Tangerang City, Banten 15141

Population is a generalized area consisting of objects or subjects who have quality or characteristics specified by the researcher for study and then withdrawn in conclusion (Sugiyono, 2017:297). The population in this study were teachers at Madrasah Aliyah Negeri 1 and 2 Tangerang City, totaling 121 people. The sampling technique used is the *Purposive Sampling technique determination sample based on certain considerations. Where sampling in this research is based on certain criteria, namely specific Teachers at Madrasah Aliyah Negeri 1 and 2 Tangerang City.*

## RESULTS AND DISCUSSION

**Table 1 Distribution Frequency Characteristics Respondent**

No	Information	Category	Frequency	
			Amount	Percentage
1	Gender	a. Man	42	45.10%
		b. Woman	51	54.90%
	<b>Total</b>		<b>93</b>	<b>100%</b>
2	Age	a. 20-30 years	0	0
		b. 31-40 years old	12	12.90%
		c. > 41 years	81	87.10%
	<b>Total</b>		<b>93</b>	<b>100%</b>
3	Education	a. Senior High School	5	5.40%
		b. Diploma	0	0
		c. S1	55	59.10%
		d. S2 & S3	33	35.50%
	<b>Total</b>		<b>93</b>	<b>100%</b>
4	Length of Work	a. 1- 5 years	14	15.10%
		b. 6-10 years	12	12.90%
		c. > 10 years	67	72.00%
	<b>Total</b>		<b>93</b>	<b>100%</b>



Based on the table above, then can is known majority of respondents in the study This manifold sex Women as many as 51 people (54.9%), and the majority > 41 years old as many as 81 people (87.1%). Respondent majority 55 people (59.1%) had a bachelor’s degree. Temporary That’s a long time to work majority worked > 10 years as many as 67 people (72.0%).

**Table 2 Recapitulation Statement Respondent Variable Commitment Organization (X1)**

Descriptive Statistics					
	N	Min	Max	Mean	Std. Deviation
Own strong belief _ For work at school	93	4	5	4.73	,446
Own high loyalty _ to school	93	4	5	4.83	,379
Willing to spare interest personal interests _ school	93	4	5	4.02	,146
Sincerely work For a school in the field of education	93	3	5	3.67	,648
Proud become part of the organization at my school	93	3	5	4.74	,624
Desire to remain stay Because need wages	93	1	5	2.73	1,431
Desire to remain to stay Because profits obtained _	93	4	5	4.73	,446
Very difficult to get work If I go out	93	4	5	4.83	,379
Feel heavy if leave the organization school even though I want to very	93	4	5	4.02	,146
Feel heavy If leave the organization school because of a sense of responsibility to the student	93	3	4	3.46	,501
Like its work moment This	93	3	5	4.74	,624
Realize that commitment is things that must be done I do	93	3	5	3.74	,530
’s still their responsibility b If I want to go out	93	4	5	4.73	,446
Want to spend my student career I’m in the organization school This	93	4	5	4.83	,379
Own responsibility for joining in as well as advancing the organization school This	93	4	5	4.02	,146
Valid N (listwise)	93				
Total				63.82	
Average				4.25	

The table above explains that the overall average statement of respondents on variables Commitment Organization (X1) is 4.25. That is a statement of respondents on variables This is in the “Good” category. Statement highest respondents of 4.83 are related to the statements “Have high loyalty to school”, “Very difficult get work if I out”, and “Eager to spend student career I’m in the organization school this”. Temporary that’s a statement lowest response of 2.73 is related to “Desire to remain to stay because need salary”.

## TEACHER JOB PERFORMANCE VARIABLE (Y)

**Table 3 Recapitulation Statement Respondent Teacher Job Performance Variable (Y)**

Descriptive Statistics					
	N	Min	Max	Mean	Std. Deviation
I can finish work appropriate time	93	4	5	4.82	,389
I can work with a fast	93	4	5	4.03	,178
I work No waste of time	93	3	5	3.49	,524
I can create lesson plans and syllabi by a fast in accordance curriculum	93	3	5	4.73	,628
I can apply the method of effective learning _	93	1	5	3.61	,847
I apply quality learning strategies _	93	4	5	4.73	,446
I am capable of implementing innovative online learning media _ online	93	4	5	4.82	,389
I am capable of creating the conditions for comfortable learning _	93	4	5	4.02	,146
I can create an atmosphere conducive to class _ so that students are comfortable following activity learning	93	3	5	3.6	,610
I can finish material lessons by the curriculum	93	3	5	4.74	,624
I can give material lessons at the appropriate time	93	3	5	3.83	,564
I can motivate students For enterprising Study	93	4	5	4.73	,446
I understand the characteristics of student	93	4	5	4.83	,379
I can push skills and talents possessed _ by student	93	4	5	4.02	,146
Valid N (listwise)	93				
<b>Total</b>				<b>60</b>	
<b>Average</b>				<b>4.28</b>	

The table above explains that the overall average statement of respondents on the teacher Performance variable (Y) was 4.28. That is a statement from respondents on variables This is in the “Good” category. The statement highest respondents of 4.83 related to the statement “I understand the characteristics of students”. Temporarily that is a statement Lowest respondent of 3.60 is related to “I can create an atmosphere conducive to class so that students are comfortable following activity learning”

From the results of analysis of instruments distributed in variable commitment Organization ( $X_1$ ) as many as 15 item questions, all over item question is valid at level significance 0.05,  $n = 30$ ,  $r_{table} = 0.361$ . Calculation reliability instrument study variable Commitment Organization ( $X_1$ ) is carried out with test statistics *Cronbach Alpha* based on results calculation coefficient reliability instrument can be seen in the table following.

**Table 5 Reliability Statistics Test Results ( $X_1$ )**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,944	,950	15

Based on the table above, known results test reliability with the use formula the *Cronbach Alpha*  $\alpha = 0.05$  was obtained coefficient reliability instruments  $r_{\text{calculated}} = 0.944$ . With thereby concluded that the instrument Organizational Commitment ( $X_1$ ) that is prepared is very reliable. From the results of analysis of instruments distributed in variable job performance teacher (Y) as much 15 item questions, all over item question is valid at level significance 0.05,  $n = 30$ ,  $r_{\text{table}} = 0.361$ . Calculation reliability instrument job performance (Y) with test statistics *Cronbach Alpha* based on results calculation coefficient reliability instrument, can be seen in the table following;

**Table 6 Reliability Statistics Test Results (Y)**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
0.901	0.903	15

Based on the table above, known results test reliability with the use formula The *Cronbach Alpha*  $\alpha = 0.05$  was obtained coefficient reliability instrument  $r_{\text{calculated}} = 0.901$ . With thereby concluded that the Teacher Performance (Y) instrument that was prepared is very reliable for use in research.

To analyze the influence of commitment organization on teacher job performance with a multiple linear regression test as follows:

**Table 7 Multiple Analysis Results**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14,802	3,520		4,206	,000
	Commitment Organization (X1)	,233	,077	,258	3,022	,003

a. Dependent Variable: Teacher Performance (Y)

Source: SPSS Data Processing

From the SPSS calculation results above, a multiple linear regression equation can be prepared as follows:

$$Y = 14.802 + 0.233 X_1 + 0.300 X_2 + 0.056 X_3$$

**Testing Hypothesis in a way Partial (t-Test)**

Coefficients t Test Results <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14,802	3,520		4,206	,000
	Commitment Organization (X1)	,233	,077	,258	3,022	,003

a. Dependent Variable: Teacher Performance (Y)

Influence Commitment Organization ( $X_1$ ) on Teacher Performance (Y)

From the results the test calculation above is known as  $t_{\text{count}} > t_{\text{table}}$  ( $3.022 > 1.98$ ), influential significant  $< 0.05$ , then  $H_0$  is rejected and  $H_a$  is accepted It means Commitment Organization in a way Partial influence on Teacher Performance.



## INFLUENCE COMMITMENT ORGANIZATION ( $X_1$ ) ON TEACHER JOB PERFORMANCE (Y)

From the results analysis is known calculation commitment organization in a way Partial influential and significant to performance teachers. From the results t-test calculations can be done as known  $t_{count} > t_{table}$  ( $3.022 > 1.98$ ), influential significant  $0.003 < 0.05$ . This thing indicates that commitment organization contributes positively to the enhanced performance of teachers. Commitment organization is a situation where an employee favors a particular organization and the goals and desires to maintain membership in the organization. This finding related to Al-Qur'an surah Al-Fath verse 10, Allah says as follows:

Surely those who pledge allegiance to you 'O Prophet' are pledging allegiance to Allah. Allah's Hand is over theirs. Whoever breaks their pledge, will only be to their loss. And whoever fulfills their pledge to Allah, He will grant them a great reward. (QS. Al-Fath: 10).

The verse above explains that a person is loyal to somebody so loyal to Allah and the things that fulfill it he promised will get a great reward. Vice versa, he denies promise which means he not only denies it to the person he is giving the promise to but also to God, who will get a result. Therefore, there is still undergo connection with fellow one of them with keeping promises. Commitment in the Qur'an is mentioned with the words *wa'dun*, *ahdun*, and *mithaq* more than 217 times. *Wa'dun* was mentioned as many as 124 times in the Koran, *Ahdun* was mentioned 61 times and the word *mithaq* was mentioned 32 times in the Koran. These three words own meaning separately however in a way general these three words own almost meaning in high school, that is promises and agreements in their respective contexts. Research results also in line with research conducted by Carudin (2011) found that organizational commitment has a significant positive effect on performance. Likewise, research conducted by Rahayu (2007) shows that organizational commitment has a significant positive effect on performance.

## CONCLUSION

Based on the results analysis and discussion that has been done, then can be taken conclusion as following that organizational commitment influential and significant impact on teacher job performance in Madrasah Aliyah State in Tangerang City. Based on the conclusions that have been made described above, yes \_ given some suggestions that can be made consideration and input as follows pays more attention and is adjusted to the teacher's educational background and length of service to the salary and for future researchers, it is hoped that the results of this research can be used as discourse and benchmarks for developing dimensions and indicators to improve teacher performance.

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