

**PENGARUH BUDAYA ORGANISASI DAN KOMPETENSI GURU
TERHADAP KINERJA GURU MADRASAH DI KECAMATAN
LOSARANG KABUPATEN INDRAMAYU (STUDI PADA MADRASAH DI
KECAMATAN LOSARANG KABUPATEN INDRAMAYU)**

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi dan kompetensi guru terhadap kinerja guru Madrasah di Kecamatan Losarang Kabupaten Indramayu. Teknik pengambilan sampel yang digunakan pada penelitian ini adalah teknik *simple random sampling*. Populasi penelitian adalah seluruh guru Madrasah di Kecamatan Losarang Kabupaten Indramayu. Jumlah sampel yang digunakan sebanyak 50 responden. Pengumpulan data dilakukan dengan metode kuesioner. Data analisis menggunakan program *SPSS for windows 22.0*. Variabel independen (X) dalam penelitian ini adalah budaya organisasi dan kompetensi guru, variabel dependen (Y) adalah kinerja guru. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif. Untuk metode analisis data menggunakan uji instrumen diantaranya yaitu (uji validitas dan uji reliabilitas), uji asumsi klasik (uji normalitas, uji multikolinearitas, uji heteroskedastisitas), analisis regresi linear berganda, dan pengujian hipotesis (uji t parsial, uji f simultan, dan uji koefisien determinasi *Adjust R²*). Hasil penelitian ini menunjukkan bahwa: (1) budaya organisasi berpengaruh positif dan signifikan terhadap kinerja guru, (2) kompetensi guru berpengaruh positif dan signifikan terhadap kinerja guru, (3) budaya organisasi dan kompetensi guru berpengaruh secara simultan atau bersama-sama terhadap kinerja guru.

Kata Kunci: *Budaya Organisasi, Kompetensi, dan Kinerja*

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THE INFLUENCE OF ORGANIZATIONAL CULTURE AND TEACHER COMPETENCE ON THE PERFORMANCE OF MADRASAH TEACHER IN LOSARANG SUB-DISTRICT, INDRAMAYU REGENCY (STUDY OF MADRASAH IN LOSARANG DISTRICT, INDRAMAYU DISTRICT)

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Abstract

This study aims to determine the effect of organizational culture and teacher competence on the performance of Madrasah teachers in Losarang District, Indramayu Regency. The sampling technique used in this study was simple random sampling technique. The study population was all Madrasah teachers in Losarang District, Indramayu Regency. The number of samples used was 50 respondents. Data collection was carried out using a questionnaire method. Data analysis using the SPSS for Windows 22.0 program. The independent variable (X) in this study is organizational culture and teacher competence, the dependent variable (Y) is teacher performance. The method used in this research is a quantitative method. For data analysis methods using instrument tests include (validity test and reliability test), classic assumption test (normality test, multicollinearity test, heteroscedasticity test), multiple linear regression analysis, and hypothesis testing (partial t test, simultaneous f test, and coefficient of determination Adjust R²). The results of this study indicate that: (1) organizational culture has a positive and significant effect on teacher performance, (2) teacher competence has a positive and significant effect on teacher performance, (3) organizational culture and teacher competence have a simultaneous or joint effect on teacher performance.

Keywords: *Organizational Culture, Competence, and Performance*