

The Influence of Determinant Factors on the Performance of Basic Education Employees at the Qurrota A'yun Ponorogo Foundation Working Period 2021-2022



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ABSTRACT: This study aims to analyze the multiple linear regression equation model on employee performance, the influence of Organizational Culture, Chair Leadership, and Motivation on Employee Performance at the Qurrota A'yun Ponorogo Foundation, partially and simultaneously, and describe the contribution of research related to the influence of Organizational Culture, Chair leadership, and Work Motivation on Employee Performance at the Qurrota A'yun Ponorogo Foundation. This study used a mixed method with a sequential explanatory design. Quantitative data analysis used simple regression analysis and multiple regression, while qualitative data analysis used Spradley analysis. The population in this study consisted of 70 employees of SDIT Qurrota A'yun and 17 MI Tahfizh Entrepreneur Qurrota Ayun, and 57 respondents were taken as the research sample. Data collection was carried out using instruments consisting of variables X1 (20 statements of organizational culture), X2 (leadership) (20 statements), X3 (work motivation) (22 statements), and Y (employee performance) (22 statements). The instruments used were Likert scales, while qualitative data analysis used descriptive analytic techniques and data collection through interviews, observation, and documentation. The key informants in this study began with the structural team of the institution, both at SDIT Qurrota A'yun and at MI Tahfizh Entrepreneur Qurrota A'yun. Data analysis using Spradley goes through three stages: domain analysis, taxonomic analysis, component analysis, and cultural theme analysis. The results of this study are seen from a qualitative and quantitative point of view. Quantitative and partial, organizational culture, the chairman's leadership, and organizational culture significantly affect employee performance. While qualitatively, organizational culture influences employee performance, organizational culture, the chairman's leadership, and work motivation simultaneously affect employee performance. Organizational culture makes a dominant positive contribution to employee performance compared to the leadership factor of the chairman and work motivation.

KEYWORDS: Determinant factors, Employee Performance, Basic Education

I. INTRODUCTION

Human Resources (HR) has a substantial and important role and position in order to achieve organizational goals. The goals of an organization will not be achieved properly if the human resources are not qualified, even though they are supported by various sophisticated pieces of equipment owned by the organization. Good-quality products in the form of goods or services will be produced by qualified human resources, in this case, employees. Employees, as elements of workers who are in an organizational unit, are central figures in the organization. In order for management activities to run well, the organization must have employees who have superior knowledge and skills and manage the organization as well as possible so that employee performance can always improve.

One very important step for the institution in achieving its goals is good employee performance. There are two types of factors—internal factors and external factors—that can determine employee performance. (Wibowo & Phil, 2016) Internal factors include talent, ability, will (motivation), and effort. External factors consist of leaders, organizational culture, and colleagues. Performance measurement is needed by all organizations to maintain quality in the midst of intense competition in education services. Likewise, performance measurement is very important to be carried out by the Qurrota A'yun Ponorogo Foundation, which is engaged in the world of education. Agung Susilo said The Qurrota A'yun Ponorogo Foundation, a foundation that serves educational services starting at the PG-TK, SD/MI, SMP, and Qur'an Islamic Boarding Schools and has been established since 2000, must always maintain performance in terms of service.

At this time, the world of education is faced with the demands of the community, which wants educational institutions to produce truly high-quality output (graduates). Society wants graduates who, besides mastering the knowledge and skills needed to achieve a decent and prosperous life, also have the provision of religious knowledge, morals, noble character, and good deeds. Meanwhile, on the other hand, people who already have many choices in choosing schools for their sons and daughters demand that institutions always look primed and improve themselves. So measuring the performance of employees at the Qurrota A'yun

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Foundation is important because all types of performance will be related to the main duties and responsibilities of a job and directly related to the functions in the formal job description. Performance is the most important human output in terms of its contribution to organizational effectiveness. Improvements can be seen in the performance of institutions under the auspices of the Foundation. Meanwhile, Susilo said the good performance of the Foundation is shown by good employee performance at the Qurrota A'yun Ponorogo Foundation. Based on the initial interviews that researchers conducted, with a fairly long working duration from Monday to Friday at 07.15 to 15.30, and the achievements made by the institution, it appears that performance has not yet been completed. optimally shown by employees in carrying out the tasks given, especially points of responsibility and discipline. Organizational culture has a moderately positive correlation with employee performance. (Mohamed & Abukar, 2013) Organizational culture is a distinguishing and unique element of each organization and is something that deserves consideration as a pattern of basic assumptions for good work. (Gibson et al., 1994) So new members in an organization must be taught so that they have the right rules for understanding, thinking about, and realizing existing problems. Greenberg and Baron stated that the cognitive framework consisting of expectations, values, attitudes, and behavioural norms applied simultaneously and integrated by members of the organization constitutes organizational culture. (Baron et al., 1990)

II. METHODOLOGY

This research approach uses the mixed-methods research method. In this study, mixed methods will be used with an explanatory sequential design where quantitative data is collected first and then qualitative data is collected in order to explain the quantitative data. (Sugiono, 2017). This study used a mixed method with a sequential explanatory design. Quantitative data analysis used simple regression analysis and multiple regression, while qualitative data analysis used Spradley analysis. The population in this study consisted of 70 employees of SDIT Qurrota A'yun and 17 MI Tahfizh Entrepreneur Qurrota Ayun, and 57 respondents were taken as the research sample. Data collection was carried out using instruments consisting of variables X1 (20 statements of organizational culture), X2 (leadership) (20 statements), X3 (work motivation) (22 statements), and Y (employee performance) (22 statements). The instruments used were Likert scales, while qualitative data analysis used descriptive analytic techniques and data collection through interviews, observation, and documentation. The key informants in this study began with the structural team of the institution, both at SDIT Qurrota A'yun and at MI Tahfizh Entrepreneur Qurrota A'yun. Data analysis using Spradley goes through three stages: domain analysis, taxonomic analysis, component analysis, and cultural theme analysis.

III. RESULTS AND DISCUSSION

THE INFLUENCE OF DETERMINANT FACTORS ON THE PERFORMANCE OF BASIC EDUCATION EMPLOYEES AT THE QURROTA A'YUN PONOROGO WORK PERIOD 2021-2022

A. Multiple linear regression equation models on employee performance at the Qurrota A'yun Ponorogo Foundation

From the results of data analysis, the regression equation can be obtained as follows: $Y = 19.267 + 0.787 X1 + 0.171 X2 + 0.393 X3$ indicates that the performance of the employees of the Qurrota A'yun Ponorogo Foundation will increase if organizational culture and work motivation increase in value. So that it can be seen that the values of organizational culture and motivation have a positive and significant influence on the performance of the Qurrota A'yun Ponorogo Foundation employees, while the chairman's leadership has a negative and significant influence on employee performance. If the value of organizational culture and motivation increases by 1 unit, the performance value will increase by 1.090. And if the leadership value drops by 1 unit, then the performance value drops by 0.171. From the regression equation, it can be concluded that even though the chairman's leadership is not good, the performance of the employees of the Qurrota A'yun Foundation will still increase. The chairman's leadership is not significant enough to improve employee performance. The results of this study are in line with research conducted by Darul Ulum Jombang students. The research shows that leadership has a negative effect on employee performance. Leadership does not have a significant effect on employee performance at KSP Sumber Jaya Lamongan. (Huda & Azar, 2020a) However, the chairman's leadership has a role in providing clear directions to the leadership of the institution, as well as the role of the chairman, which gives institutional leadership the flexibility to make dynamic and visionary decisions in the field that have a positive impact on the institution. (Wijiati, 2022)

B. The Influence of Organizational Culture, Chair Leadership, and Work Motivation on Employee Performance of the Qurrota A'yun Ponorogo Foundation partially.

1. Organizational Culture

In terms of organizational culture, (Owens & Hekman, 2016) in Ehtesham define it as a pattern of shared values and beliefs adopted from the problem-solving process that produces behavioural norms that are believed and shared by all employees from time to time. (Ehtesam et al., 2011) Whereas Hofstede (1980) says that organizational culture refers to patterns of collective thinking about values and practices that distinguish one organization from another and are shared by all employees. (Jarad et al., 2010) Organizational culture as a whole, according to Wagner (Badre et al., 2005) and Jarad (Abu-Jarad et al., 2010) can be interpreted as a shared meaning that arises from self-understanding and membership in the organization that binds them together and the influence that

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occurs on themselves and their work. Rousseau (1990), in Jerome, states that organizational culture is a system of shared values and norms that are accepted, believed, and understood through learning, socialization, and sharing among members of the organization.(Gu & Jérôme, 2013)

The categorization results show that 17.5%, or 10 employees of the Qurrota A'yun Ponorogo Foundation, have the perception that the organizational culture at the Qurrota A'yun Ponorogo Foundation has a good category. Then 77.2%, or 44 employees of the Qurrota A'yun Ponorogo Foundation, have the perception that the organizational culture at the Qurrota A'yun Ponorogo Foundation has a fairly good organizational culture category, and as many as 5.3%, or 3 people, have the perception that the organizational culture at the Qurrota A'yun Ponorogo Foundation has a bad organizational culture. So it can be concluded that the perception of the employees of the Qurrota A'yun Ponorogo Foundation on organizational culture variables has a fairly good category.

Statistical tests show that organizational culture variables have an effect of 80.4% on the performance of employees of the Qurrota A'yun Ponorogo Foundation. While the remaining 19.6% is influenced by other factors that are not included in the model (besides organizational culture factors), The better the employees of the Qurrota A'yun Ponorogo Foundation understand organizational culture, the further their performance will improve.

The influence of organizational culture is very large on employee performance, in line with the research conducted by Jufrizen and Khairani, who found that the statistical test results of Organizational Culture (X1) have a significant effect on employee performance (Y). This is clearly seen by the results of $t_{count} (19.313) > t_{table} (1.982)$, with a P-Value value of $0.000 < 0.05$. then H_0 is rejected and H_a is accepted, indicating that there is a positive and significant influence of organizational culture on employee performance at PT PLN (Persero) Main Unit for North Sumatra Region.(Jufrizen & Intan, 2021) Maya Kharisma et al. stated that the better the organizational culture, the better the employee performance.(Kharisma et al., 2019) In addition, research from Hendra also concluded that good organizational culture can function as an adhesive system and behavioural reference to achieve organizational goals. Conversely, a bad organizational culture will hinder the running of the organization. (Hendra, 2020) The belief that problems between co-workers can be resolved by kinship and the habit of working diligently even without supervision get the highest points from the questionnaire filled out by respondents. In line with Maria Oktavianus' research, a conducive organizational atmosphere will encourage employees to actualize and mobilize all their abilities to achieve organizational goals.(Djawa, n.d.) As also stated by Kumala, who really feels the effect of organizational culture in an institution where work can increase creativity as well as the quality of work, Work feels more enjoyable and can be enjoyed to the point of being willing to work overtime if there are tasks that have not been completed on time. (Kumala, 2022) The same thing was conveyed by Jannah, who felt a lot of changes in herself because she found a workplace that provided a place for growth. (Jannah, 2022)

2. Chairman Leadership

The categorization results show that 12.3%, or 7 employees of the Qurrota A'yun Ponorogo Foundation, have the perception that the leadership of the head of the organization is good. Then 75.4%, or 43 employees of the Qurrota A'yun Ponorogo Foundation, have the perception that the leadership of the head of the organization is quite good, and as many as 12.3%, or 7 people, have the perception that the leadership of the head of the organization is not good. So it can be concluded that the perception of the employees of the Qurrota A'yun Foundation on the chairman's leadership variable has a fairly good category with a percentage of 75.4%.

Based on statistical tests, the chairman's leadership variable has an effect of 27.3% on employee performance. While the remaining 72.7% is influenced by other factors that are not included in the model (besides the chairman's leadership factor). The better the leadership felt by the employees of the Qurrota A'yun Ponorogo Foundation, the better the performance of their employees will be. Leadership has a significant effect on performance. (Choirun Nisa', 2020) Setting clear and specific goals given by the leader is one of the biggest points of the questionnaire given to the employees of the Qurrota A'yun Ponorogo Foundation. Miftahul Huda concluded that leaders must pay attention to factors that can improve employee performance, such as leadership, organizational culture, competence, and work motivation, as a basis for making decisions to improve employee performance. Employees must feel a balance between their rights and obligations and be able to work actively according to their superiors' orders.(Huda & Azar, 2020) A leader in guiding and giving directions to employees must have intelligence and the ability to make relationships between employees so as to be able to create positive behaviour such as good ethics and moral responsibility so that it will trigger good performance.(Rivaldo & Ratnasari, 2020) In an organization, a leader is also someone who is able to change the atmosphere of the organization to be more optimal and professional.(Paais & Pattiruhu, 2020)

Wulandari said that leadership factors can be a supporting factor for employees to be able to complete work well. Because providing a clear description of the goals of the leadership will provide clear directions regarding what will be achieved, employee performance will be more focused and measurable. Wulandari also added that the closest leader will be a more effective driving factor in improving employee performance in the workplace environment. As felt by Wulandari in the institution where he works.(Ambarwati & Wulansari, 2022) Ahmad Affandi also stated that leaders who reward employees who have succeeded in achieving work targets can spur employee performance.(Afandi & Bahri, 2020) In line with the statement made by Mediana that recognition of achievements in the form of awards given by the head of the institution and collaborating with the policy of the

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chairman of the Foundation, when he is able to memorize the task given, namely memorizing the Qur'an juz 30, makes Mediana more eager to add to his memorization. (Mediana, 2021)

According to Zulhij, leaders who have the ability to collaborate with many parties, both internal and external, and set a good example for employees will transmit a positive image. (Zulhij n.d.) Research conducted by Arhipen Yapentra stated that a leader never works alone but is always in a dynamic social environment, so he must have an image of leadership behaviour that fits the situation and conditions. (Yapentra, 2021) Strengthened by Abu Sari's research, it explains that in order to create good performance, a leader needs to set a positive role model, be able to guide and supervise his subordinates and be able to make decisions quickly, decisively, and indiscriminately in order to improve employee performance. (Sari et al., 2020)

3. Motivation

According to Rivai and Sagla, motivation is the result of beliefs and attitudes that inspire people to achieve certain goals. Individuals have certain attitudes and values, which motivate them to act to achieve their goals. Basically, to achieve the best performance with certain goals, companies must encourage employees to devote their energy and thoughts to work. (Rival and Sagala, 2009) The problem of employee motivation is not an easy one because every employee has different desires, needs, and expectations. Therefore, if management can understand the problem of motivation and overcome it, then the company will get optimal employee performance. According to Robbins and Judge, motivation is defined as the desire to do something and the readiness to do a lot of work to achieve a goal. (Robbins, 2003)

The categorization results show that 19.3%, or 11 employees of the Qurrota A'yun Ponorogo Foundation, have the perception that work motivation at the Qurrota A'yun Ponorogo Foundation has a good category. Then 68.4%, or 39 employees of the Qurrota A'yun Ponorogo Foundation, have the perception that work motivation at the Qurrota A'yun Ponorogo Foundation is in a fairly good category, and as many as 12.3%, or 7 people, have the perception that work motivation at the Qurrota Ayun Ponorogo Foundation is in a less good category. So from the data above, it can be concluded that employees of the Qurrota A'yun Foundation have the perception that work motivation at the Qurrota A'yun Foundation is in the pretty good category with a percentage of 68.4%.

From the statistical test results, it was found that the work motivation variable had an effect of 43.9% on the performance of the employees of the Qurrota A'yun Ponorogo Foundation. While the remaining 56.1% is influenced by other factors that are not included in the model (other than work motivation factors). The greater the motivation obtained or owned by the employees of the Qurrota A'yun Foundation, the greater the increase in employee performance.

Research conducted by Ahmad Affandi shows that motivation partially has a positive and significant influence on employee performance. (Afandi & Bahri, 2020) Motivation is very important to be able to support employee performance; for this, it is necessary to maintain what is already good and continue to evaluate. (Harahap & Tirtayasa, 2020) The comfort of the workspace and the absence of seniority in a team are the highest points in the questionnaire given to the employees of the Qurrota A'yun Ponorogo Foundation. As stated by Iva Riani, co-workers who want to help when experiencing difficulties are one of the motivations to continue working at this institution, even though income is not equal to the amount of money it costs to meet daily needs. It's not easy to find a comfortable work environment. Friends who support each other and can collaborate well make it comfortable to work. (Iva Riani, 2022)

Anggreany Hustia stated that high work motivation for employees will encourage them to do their jobs effectively without any fear or anxiety. (Anggreany Hustia, 2020) Results from the interview: Jannah explained that health benefits, as well as the provision of educational facilities for employees' sons, were high motivations to remain at the institution and try to provide the best performance so that they could remain part of this institution. In the future, he will not worry about the education of his children when he has a family because there are free education facilities for his sons if they become employees of the Qurrota A'yun Foundation. (Jannah, 2022)

Iswatun said that motivation and direction from leaders can help employees better appreciate the differences in character and point of view between them. The direction and motivation provided will further hone employees so they are able to work well in a multicultural atmosphere. Employees who are different by region, different in outlook, and different in character will be able to collaborate well if they get the right direction from the leadership. (Iswatun Khasanah, 2023) Research conducted by Sugiyar states that the support and motivation from ustadz or ustadzah help the students develop the ability to recognize, accept, appreciate, and celebrate cultural diversity to create unique and interesting collaboration display products. (Sumiatin et al., 2023)

Opportunities for self-development, career opportunities, progress, and development for employees motivate them to show good performance. (DINARWATI, 2021) In line with Wulandari's delivery, the opportunity to attend training outside the institution and the provision of opportunities to share training results are two of the added values that motivate him to remain in the institution where he works. Because not all workplaces provide such opportunities, sometimes even in other institutions, employees encounter obstacles to developing themselves. (Wulandari, 2012)

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C. Analyzing the influence of Organizational Culture, Chair leadership, and Work Motivation on Employee Performance at the Qurrota A'yun Ponorogo Foundation simultaneously.

Based on statistical tests, the variables of organizational culture, chairman's leadership, and organizational motivation have an effect of 63.8% on the performance of the employees of the Qurrota A'yun Ponorogo Foundation. While the remaining 36.2% is influenced by other factors that are not included in the model (besides organizational culture, the chairman's leadership, and work motivation). Seeing the results of this test, in order to improve the performance of the employees of the Qurrota A'yun Foundation, it is necessary to involve these three factors.

From the results of the data analysis, the regression equation is obtained as follows: $Y = 19.267 + 0.787 X_1 + 0.171 X_2 + 0.393 X_3$. So it can be concluded that organizational culture factors have had the most influence on the performance of the employees of the Qurrota A'yun Ponorogo Foundation. However, the leadership factor did not have a positive influence on the performance of the employees of the Qurrota A'yun Ponorogo Foundation. This is in line with research from Sudirman Sappara, which states that leadership needs to be further enhanced because it turns out that this finding has not been able to have a significant effect on improving performance. (Sudirman Sappara, 2022)

Based on an interview with Iva Riani, employees can develop themselves well if the leader provides direction and also a place to actualize themselves. The wider the opportunities given by the leadership to be creative, the better the performance will be. (Riani, 2022) This is in line with Ambarwati and Wulansari's research that, in order to develop self-potential, teachers need to get motivated to be creative and develop ideas to support their performance. On the other hand, policies from leaders are very important to facilitate teachers' development of ideas. (Ambarwati & Wulansari, 2022)

D. Analyzing the contribution of Organizational Culture, Chair leadership, and Work Motivation to Employee Performance at the Qurrota A'yun Ponorogo Foundation.

The results showed that organizational culture, chairman leadership, and work motivation contributed to the performance of the employees of the Qurrota A'yun Ponorogo Foundation. The most dominant contribution to employee performance at the Qurrota A'yun Ponorogo Foundation compared to leadership and motivational factors is organizational culture. The contribution of organizational culture is to encourage employees to give the best of their potential.

Wijiati stated that the organizational culture at this institution was very good. The existence of standard operating procedures (SOP) for all types of work to be carried out is one of the prominent organizational cultures in the institution. So that with the SOP guide, employees can work in uniform and unity. In addition, the uniformity of behaviour in accordance with the vision and mission of the institution is one of its advantages. The two things above met with the internal motivation (sincerity) of the employees of the Qurrota A'yun Foundation to become the driving force for optimal performance. (Wijiati, 2022) An organizational culture that is firmly entrenched in employees and becomes a daily habit of collaborating with internal motivation will become an extraordinary force that can encourage more optimal employee performance. This is also in accordance with Usman Hakim, who stated that motivation becomes a medium that increases performance improvement if it is supported by a strong organizational culture. (Hakim, 2020) This is reinforced by Ariyadi's research, which explains that it is very important for companies or organizations to motivate employees or organizational members to improve their performance. The same is true with organizational culture; the better and closer the kinship within a company or organization, the better the performance of employees or members, which will have a good impact on the productivity of the company or organization. (Ariyadi et al., 2020) The work values that are set become the boundaries of how employees should behave at work according to organizational goals. (Sutoro et al., 2020)

E. Empirical Findings

The results of this study state that organizational culture and motivation are factors that have a positive effect on the performance of the employees of the Qurrota A'yun Ponorogo Foundation. In accordance with the Gratitude Statement, the higher an employee holds organizational culture, the higher the employee's performance will be. (Syukur et al., 2019) The chairman's leadership influences the performance of the employees of the Qurrota A'yun Ponorogo Foundation, but what gives more influence is the leadership carried out by the leaders of each institution, especially at the research location, namely SDIT Qurrota Ayun and MI Tahfizh Entrepreneuru Qurrota A'yun Ponorogo. (Kumala, 2022)

The Chairperson of the Qurrota A'yun Ponorogo Foundation interacts more with institutional leaders. Global direction and giving policy-making freedom to institutional leaders in the field are two of the characteristics of his leadership. (Wijiati, 2022) It is better if one thing that must be done often is to initiate dialogue or greet them and give them the opportunity to contribute ideas. (Robbins & Timothy, 2009) Because the results of the interviews show that employees who have served longer will have different perceptions when assessing leadership, There are those who see it positively, but there are also those who see it negatively.

This is in accordance with Miftahul Huda's research, which states that given the relatively long working period of employees, it is better if the leadership takes the initiative to carry out activities both inside and outside of work that can provide work motivation to employees so they do not experience burnout, which results in absenteeism. employees, which is of course detrimental and decreases employee performance. (Huda & Azar, 2020b)

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IV. CONCLUSION

1. The multiple linear regression equation models on employee performance at the Qurrota A'yun Ponorogo Foundation Work motivation increases in value. So that it can be seen that the values of organizational culture and motivation have a positive and significant influence on the performance of the Qurrota A'yun Ponorogo Foundation employees, while the chairman's leadership has a negative and significant influence on employee performance.
2. The significance of the influence of organizational culture, the chairman's leadership, and work motivation on the performance of the employees of the Qurrota A'yun Ponorogo Foundation partially
 - a. Organizational culture has a significant effect on the performance of Qurrota A'yun Ponorogo Foundation employees by 80.4%. While 19.6% is influenced by several other factors that are not included in the discussion of this study, Qualitatively, the organizational culture that influences the performance of the employees of the Qurrota A'yun Ponorogo Foundation is a family culture, a strong and compact team, the habit of working hard even without supervision, and being a role model by behaving according to the vision and mission of the Qurrota A'yun Ponorogo Foundation wherever they are.
 - b. The chairman's leadership has a significant effect on the performance of the Qurrota A'yun Ponorogo Foundation employees by 27.3%. While 72.7% is influenced by several other factors that are not included in the discussion of this study, Qualitatively, the chairman's leadership influences performance through the delivery of clear objectives and the provision of clear directions regarding the tasks to be completed.
 - c. Motivation has a significant effect on the performance of the employees of the Qurrota A'yun Ponorogo Foundation by 41.3%. While 58.7% is influenced by several other factors that are not included in the discussion of this study, Qualitatively, the motivations that influence the performance of the Qurrota A'yun Foundation employees are pleasant co-workers, a safe and comfortable work environment, and the acceptance of other employees towards themselves when working together.
3. The significance of the influence of organizational culture, the chairman's leadership, and work motivation on the performance of the employees of the Qurrota A'yun Ponorogo Foundation simultaneously. Organizational culture, the chairman's leadership, and work motivation affect the performance of the employees of the Qurrota A'yun Ponorogo Foundation by 63.8%. While 36.2% is influenced by several other factors that are not included in the discussion of this study. Qualitatively, these three things have the same influence on the performance of the employees of the Qurrota A'yun Ponorogo Foundation, but regarding the leadership factor, the leadership factor of the institution where the employee works has a more positive influence on employee performance.
4. Contribution of organizational culture, the chairman's leadership, and work motivation to the performance of the employees of the Qurrota A'yun Ponorogo

Foundation Organizational culture makes a dominant positive contribution to the performance of the employees of the Qurrota A'yun Ponorogo Foundation compared to the leadership and motivational factors of the chairman. Collaboration between organizational culture and employee internal motivation is a force in producing good performance for employees of the Qurrota A'yun Ponorogo.

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