The Effect of Work Culture and Personality Toward Teacher's Organizational Commitment on Public Junior High School - Kei Kecil - Southeast Maluku

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Abstract

The objective of this causal research was to obtain information concerning: (1) the effect of work culture toward organizational commitment; (2) the effect of personality toward organizational commitment; and (3) the effect of work culture toward personality. The research was conducted by using a survey method with path analysis of this hypothesis testing. This research, teachers on Public Junior High School – Kei Kecil-Southeast Maluku has been choosen as a unit analysis and 112 samples of teachers were selected in random. The results of the research are as follows: (1) there is a direct positive effect of work culture toward organizational commitment; (2) there is a direct positive effect of personality toward organizational commitment; and (3) there is a direct positive effect of work culture toward personality.

I. Introduction

Humans are the most perfect creatures. So capable, then the existence of the human mind and mind that was bestowed by Allah SWT makes humans not only able to learn science, but also develop it so that they can create technology. This happens due to the implications of the knowledge that humans learn through the educational process, both formal and informal. Human Resources (HR) is the most important component in a company or organization to run the business it does. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired (Shah et al, 2020). The development of human resources is a process of changing the human resources who belong to an organization, from one situation to another, which is better to prepare a future responsibility in achieving organizational goals (Werdhiastutie et al, 2020).

Education can only be carried out if educators can carry out their main tasks consistently and professionally. But are the teachers in carrying out their main tasks in line with the quality of teaching? The quality of graduates depends on the quality of teaching. Therefore, in order for learning to run with quality, organizational commitment to the teacher is needed.

High organizational commitment of educators is needed to improve the quality of teaching which has been declining so far. High teacher organizational commitment is also needed in SMPNs in Kei Kecil, Southeast Maluku Regency so that the quality of education can be maintained and developed.

Apart from that, the low commitment of teachers is reflected in the research carried out by the RISE Program in Indonesia which is stated in the article in the Bulletin entitled "Challenges of Teacher Quality Improvement" which was released on October 9, 2019. The bulletin illustrates the fact that teachers need to be seen as individuals. who are

independent and able to take responsibility for their choice or calling in life as teachers. The essence of the teaching profession is actually in the personal commitment, vision, and mission that shape his calling as a teacher. No matter how good teacher management is, if the selection process fails to capture the most fundamental things in the teaching profession, it will still be difficult to produce individual teachers who are able to motivate students to become independent learners.(https://rise.smeru.or.id/id/blog/tantangan-peningkatan-kualitas-guru).

In addition, the researcher revealed the problems at SMPNs throughout Kei Kecil, located in Southeast Maluku Regency. The empirical data obtained by the researcher is based on a sample of 112 educators from 156 teaching staff at the SMPN. The problem that researchers can explain is the lack of work culture such as belief systems, norms, and ways of thinking of teachers in schools as well as the culture of science which still doesn't look good in SMPNs in Kei Kecil, Southeast Maluku Regency. The motivation of teachers to do research and read is still minimal. Then the organizational commitment of teachers at the SMPN is still minimal. Judging from the lack of support for the innovative behavior of teachers. Teachers' efforts to improve schools are still weak and teachers lack trust in schools and lack a sense of identification with school goals and values. Furthermore, the personality of the teacher at the SMPN needs to be reorganized. This can be seen from the attitude of those who are less open to change and less willing to develop themselves and tend to conflict with colleagues. Often likes to complain and lack positive thinking in dealing with problems.

The low commitment of educators at SMPNs in Kei Kecil, Southeast Maluku Regency is a big problem so efforts are needed to overcome them, including increasing organizational commitment through improving factors that can affect the increase in organizational commitment.

Based on organizational theories, it is found that there are many factors that are thought to influence organizational commitment. However, this research only focuses on the problem of organizational commitment which is limited to two variables, namely work culture and personality (both are independent variables) and organizational commitment as the dependent variable.

From p . researchResearch conducted by Sunandar Trigunajasa (2017) entitled: The Effect of Personality Type, Organizational Commitment, and Motivation on the Performance of Officers at the Ijen Crater Nature Park. The results of the research are personality has a positive and significant effect on organizational commitment;(Trigunajasa., Sularso., 2017).

Research conducted by Teman Koesmono (2004) entitled: The Influence of Personality on Organizational Commitment and Behavior and Employee Performance at Timber Companies in East Java. The results of Koesmono's research are through personality and organizational commitment such as displaying positive behavior which will ultimately have an impact on organizational performance;(Koesmono & Hadisoebroto, 2004).

Research conducted by I Gusti Ayu Ketut Ratna Dewi and Ida Bagus Ketut Surya (2017) entitled: The Influence of Culture on Organizational Commitment. The results of the analysis show that organizational culture has a significant positive effect on organizational commitment;(Dewi, I Gusti., & Surya, 2017).

Work culture according to Robbins and Judge (2013: 213) is defined as a role; roles that make a difference between one organization and another; convey a sense of identity to organizational members. Work culture facilitates commitment to something greater than the individual's own interests. Work culture increases the stability of the social system.

Work culture is the social glue that helps organizations together by providing standards for what employees should say and do. Finally, make it a control mechanism that guides and shapes employee attitudes and behavior. (Robbin and Judge, 2013).

Meanwhile, according to Thomson and Strickland (1998: 208) work culture is the work culture is the beliefs, goals, and business approaches and practices organizational strategies that may or may not be compatible with that culture. If appropriate, the culture becomes a pivotal value in strategy execution and implementation. If they do not match, then the organization will find it difficult to implement the strategy successfully. (Thomson and Strickland, 1998).

The synthesis of several concepts of work culture above is that work culture is a repetitive pattern of behavior that is inherent in each individual and has become a habit in the implementation of work in organizations. The indicators are: (1) desire for work value; (2) work implementation traditions; (3) work behavior patterns; (4) work norms; and (5) belief in the value of work.

Personality according toMcShane, Steven and Glinow (2010:203)has two elements, namely internal and external. External traits are observable behaviors that we rely on to identify a person's personality. Internal states represent thoughts, values, and genetic characteristics that are inferred from observable behavior. (McShane, Steven and Glinow, 2010).

Meanwhile, according to Allport in Robbins and Judge (2016:301),"...Personality is a dynamic organization within the individual's psychophysiological system that determines the uniqueness of his adjustment to his environment. (Robbins and Judge, 2016). The same opinion that personality is a trait is also stated by Colquitt et al (2009:276), namely, "personality is actually a collection of multiple traits". (Colquitt, 2009).Personality does not consist of a single trait but rather a collection of traits that form a unique combination that characterizes that person.

The synthesis of several personality concepts above, namely personality is the characteristics of a person who is unique and relatively stable in adapting and interacting with others and their environment which distinguishes one person from another based on the following factors: 1)Extraversion, 2)Agreeableness, 3)Conscientiousness, 4)Emotional stability, and 5)Openness to experience.

Organizational commitmentexpressed by Jennifer, George and Gareth and Jones (2012:198) as follows, "organizational commitment is the collection of feelings and beliefs people have about their organization as a whole".(George, Jennifer and Jones, 2012). Organizational commitmentis the collection of people's feelings and beliefs about their organization as a whole.

Furthermore, commitment to an organization according to Gibson (2012:98) involves three attitudes: (1) racial identification with organizational goals, (2) feelings of being involved in organizational tasks and (3) feelings of loyalty to the organization.Organizational commitmentis the attitude shown by a person to identify himself both with the goals of the organization, and the involvement of feelings and loyalty in the tasks of the organization. (Gibson, 2012).

The synthesis of several concepts of organizational commitment above, namely organizational commitment is a psychological bond to maintain membership in an organization with dimensions: Affective commitment (affective commitment) indicators 1) task implementation, 2) personal sacrifice, 3) focus on achieving goals. Continuance commitment (continuance commitment), indicators 1) obey the rules, 2) work time efficiency, 3) loyalty to the institution, and normative commitment (normative commitment) indicators 1) remain a member of the organization, 2) fear of losing if

something leaves the organization, 3) fear of losing a good coworker, and 4) good social security.

From the description of the concept study and relevant research above, the following research hypotheses can be formulated: (1) there is a direct positive influence of work culture on organizational commitment; (2) there is a positive direct influence of personality on organizational commitment; and (3) there is a direct positive influence of work culture on personality.

II. Review of Literature

The purpose of this study in general is to determine the effect of work culture and personality on organizational commitment. This research was conducted on teachers of SMP Negeri in Kei Kecil, Southeast Maluku Regency. The time of the research activities was carried out from July 2021 to February 2022. The method used was a survey method with a path analysis approach to examine the direct influence of work culture and personality on organizational commitment. The population in this study were all 156 teachers with a sample of 112 teachers. The trial was conducted on 20 (thirty) educators.

The validation of the research instrument uses the Product Moment correlation formula where the questionnaire items are declared valid if r-count r-table. The validity of this study used an r-critical 0.4 (n = 112, alpha 0.05). The analysis to calculate reliability uses Cronbach's Alpha formula, which is to compare rcount with rtable scores/values. The instrument is declared reliable if rcount > rtable at the confidence level = 0.05.

This study uses descriptive analysis and inferential analysis with the help of SPSS. Descriptive analysis was used to present the data, the central measure and the dispersion measure. Data presentation is a form of data distribution. The presentation of the central measure, including; mean, median and mode. The presentation of the size of the distribution includes variance and standard deviation. Inferential analysis is used to test the hypothesis. Prior to analysis, normality and linearity tests were performed on the data. Calculation of the direct effect between the independent variables on the dependent variable using path analysis. The magnitude of the influence between the variable structures is reflected in the results of the calculation of the path coefficient value.

III. Result and Discussion

From the results of path analysis calculations, the direct influence of work culture on organizational commitment, the path coefficient value is 0.256 and the t-count coefficient is 2.822. The value of the ttable coefficient for = 0.05 is 1.98. This means that the path coefficient is significant. This finding can be interpreted that work culture has a direct positive effect on organizational commitment. In other words, if the work culture is improved and improved, it will result in an increase in organizational commitment.

The research findings are in line with the statementBuchanan in Meyer and Allen (1997:205) states the clear relationship between work culture and organizational commitment: "Strong work ethics have stronger affective commitment...individuals with particular personality characteristics are more likely to become affectively committed to an organization". (Meyer and Allen, 1997). A strong work ethic has an influence on affective commitment. Individuals with certain personality characteristics are more committed to the organization.

If teachers can participate responsibly in carrying out teaching and training tasks, express thoughts, and fulfill and develop potential, then they will tend to identify with

themselves and give good outcomes. There is a positive correlation between work culture and organizational commitment. This can be seen in SMPNs throughout Kei Kecil, Southeast Maluku Regency which shows that educators who have a good work culture will have a strong organizational commitment because they feel that achieving organizational goals will be more easily accessible if the work is carried out with the support of a good work culture.

From the results of path analysis calculations, the direct influence of personality onorganizational commitment, the path coefficient value is 0.342 and the t-count coefficient is 3.571. The value of the ttable coefficient for = 0.05 is 1.98. This means that the path coefficient is significant. This finding can be interpreted that personality has a direct positive effect onorganizational commitment. In other words, if the personality is improved and improved, it will result in an increase in organizational commitment.

The research findings are in line with the statement of Quick and Nelson (2013: 98), namely:personality is stated to have a positive relationship with organizational commitment. "Personality is defined as a relatively stable set of characteristics that influence an individual's behavior." (Campbell, Quick and Nelson, 2013). Personality is something distinctive and relatively durable about the way of thinking, feeling, and acting that characterizes a person in responding to life situations and stable attitudes. Meanwhile, Jerald Greenberg, Robert A. Baron (2008:206): "Personality is the unique and relatively stable pattern of behavior, thoughts, and emotions shown by individuals". (Greenberg, Robert A. Baron, 2008). Personality is a unique and relatively stable pattern of behavior, thoughts, and emotions exhibited by an individual.

From the results of path analysis calculations, the direct influence of work culture on personality, the path coefficient value is 0.380 and the t-count coefficient is 4.313. The value of the ttable coefficient for = 0.05 is 1.98. This means that the path coefficient is significant. This finding can be interpreted that work culture has a direct positive effect on personality. In other words, if the work culture is improved and improved, it will result in an increase in the teacher's personality.

The research findings are in line with the statementBuchanan in Meyer and Allen (1997:305) states the clear relationship between work culture and personality: "Strong work ethics have stronger affective commitment...individuals with particular personality characteristics are more likely to become affectively committed to an organization". (Meyer and Allen, 1997). A strong work ethic has an influence on affective commitment. Individuals with certain personality characteristics are more committed to the organization.

IV. Conclusion

Based on the results of the analysis and discussion of research results, the conclusions of the study are as follows:
1. Improvement and improvement of work culture in carrying out its roles and functions will lead to an increase in organizational commitment to teachers of SMP Negeri as Kei Kecil, Southeast Maluku Regency.Based on the results of the calculation of the path coefficient, the path of the direct influence of work culture on organizational commitment is 1 = 0.256. While the value of tcount = 2.822; while the ttable value at the significance level (0.05) = 1.98. Because the value of tcount > ttable, then H0 is rejected, H1 is accepted. Thus it can be concluded that work culture has a direct positive effect on organizational commitment.
2. Improvement and improvement of personality in carrying out its roles and functions will lead to an increase in organizational commitment to teachers of SMP Negeri as Kei

Kecil, Southeast Maluku Regency.Based on the results of the calculation of the path coefficient, the path of the direct influence of personality on organizational commitment is 2 = 0.342. While the value of tcount = 3.571; while the value of ttable at the significance level (0.05) = 1.98; Because the value of tcount > ttable, then H0 is rejected, H1 is accepted. Thus it can be concluded that personality has a direct positive effect on organizational commitment.

3. Improvement and improvement of work culture in carrying out its roles and functions will lead to an increase in the personality of state junior high school teachers throughout Kei Kecil, Southeast Maluku Regency.Based on the results of the calculation of the path coefficient, the path of the direct influence of work culture on personality is 3 = 0.380. While the value of tcount = 4.313; while the value of ttable at the significance level = 0.05 = 1.98. Because the value of tcount > ttable, then H0 is rejected, H1 is accepted. Thus it can be concluded that work culture has a direct positive effect on personality.

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