

Synergy of Organisational Culture and Motivation to Boost Teacher Performance at SMP Negeri 9 Palopo

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Abstract. In today's era of globalization, education has become one of the most competitive fields, requiring improvements in quality both quantitatively and qualitatively. Teachers play a central role as the driving force behind educational success; therefore, teacher performance is greatly influenced by organizational culture and motivation. Organizational culture serves as a mechanism for internal integration and external adaptation, shaping values, norms, and behavior within the school environment. However, challenges remain, as initial observations indicate that the organizational culture does not sufficiently support teacher development, attention to detail in completing tasks, and unrealistically high expectations that do not align with reality. Motivation among teachers is already strong, but teacher performance still has some shortcomings, such as a small number of teachers being absent at the same time, leading to urgent teacher substitutions. This study aims to determine the extent of the influence of organizational culture and teacher motivation on teacher performance at SMP Negeri 9 Palopo. This study was conducted at SMP Negeri 9 Palopo. The type of research is quantitative research using primary data. The data collection techniques used were questionnaires and interviews with relevant parties. The sample size was 37 teachers (civil servants and honorary teachers). The method used was saturated sampling. The data analysis techniques used were descriptive analysis, validity and reliability tests, and multiple linear regression analysis to answer the research hypothesis. The analysis results showed that organizational culture and teacher motivation simultaneously had a significant effect on teacher performance. Meanwhile, the organizational culture variable significantly influences teacher performance. However, the teacher motivation variable does not significantly influence teacher performance at SMP Negeri 9 Palopo. It can be concluded that the independent variables of organizational culture (X1) and motivation (X2) contribute to or influence the dependent variable (teacher performance) by 75.3%.

Keywords: Education, Motivation, Organisational Culture, Teacher Performance