

# THE INFLUENCE OF INDEPENDENT CURRICULUM MANAGEMENT ON ORGANIZATIONAL CULTURE AND POSITIVE SCHOOL CULTURE RESEARCH ON INTEGRATED ISLAMIC ELEMENTARY SCHOOLS IN PURWAKARTA DISTRICT

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## Abstract

The educational process basically aims to improve the overall quality of human life. It can also be interpreted as a means of passing on culture through the transmission of certain information, utilizing mental processes and rationality to gain experience and develop abilities and a sense of dignity through the acquisition of knowledge and skills. The Freedom of Learning initiative was introduced by Nadiem Makarim Anwar, Minister of Education and Culture. This policy was implemented in response to the recognition that education in Indonesia has not paid enough attention to quality aspects. The research conducted for this initiative uses a quantitative approach rooted in the positivistic paradigm. A quantitative approach is a research methodology rooted in positivism, which is used to investigate a specific population or sample. Data collection in this approach involves the use of research instruments, whereas data analysis is mostly quantitative and statistical in nature, with the main objective of testing pre-established hypotheses. In the context of the Integrated Madrasah Ibtidaiyah in Purwakarta Regency, it is known that the Principal's Leadership, Organizational Culture, and Work Motivation together have a significant influence on teacher performance, accounting for 87.00% of the total impact. The remaining 13.00% was associated with other variables that were not studied in this study but were known to affect teacher performance.

**Keywords:** Curriculum Management, Organizational Culture, Positive Culture

## 1. INTRODUCTION

The educational process is basically about improving the quality of human existence. It can also be seen as a means of instilling culture through the transmission of certain information, utilizing mental abilities and rationality to acquire experience and developing certain abilities and a sense of noble dignity through the dissemination of knowledge and skills (Musfiqoh and Nurdyansyah 2017). In the context of Indonesian society, today's children have the potential to become future leaders and drivers of progress, embodying rationality, dignity, ethics, and aesthetics in their education. This educational journey is not only about acquiring practical skills and knowledge for everyday tasks, but also about learning the art of living and living a purposeful life. Therefore, providing quality education is essential in equipping all students for their future endeavors (Sumarno, Entoh Tohani 2013). An understanding of what is being taught is essential for every student. Therefore, the main emphasis in education should be placed on cultivating the character of individuals through the progressive improvement of their logical, emotional, and physical abilities (Amalia 2020).

Education in Indonesia has undergone several iterations of curriculum reform to improve student performance. The government's commitment to excellence requires continuous efforts to

improve and introduce innovative curricula. An example of this development is the transformation of the KTSP/2006 curriculum into the 2013 curriculum, which later developed into the Merdeka Belajar Curriculum. Currently, the Minister of National Education is ready to make further changes to the Indonesian education system. The upcoming changes involve the implementation of the Merdeka Belajar curriculum.

Responding to the rampant problems of the education system in Indonesia, Minister of Education and Culture Nadiem Makarim Anwar issued a new policy called Merdeka Belajar. This policy directly addresses the quality issues that have been identified. The Program for International Student Assessment (PISA) 2019 report revealed a decline in academic achievement in mathematics and literacy among Indonesian students. Surprisingly, Indonesia ranked 74th out of 79 countries that participated in the assessment, placing it at the bottom. Minister Nadiem led the transformation of the education system in line with the vision of the President and Vice President to improve the nation's human capital. Implementing these policies will require significant reforms, as change is critical to their successful implementation.

Dewi (2015) According to research conducted by (Rini Elvina, Trigina Nova Yolanda, Demina and Batusangkar 2018) Goddess (2015). The level of education achieved by a school is directly influenced by the existence of a strong school culture. The existence of a strong school culture is proven to improve the overall quality of schools and their effectiveness (Hotimah & Hariyati, 2009). As an organizational entity, schools have a different set of values that significantly contribute to the development of a healthy education system. The organizational culture in this school, as underlined by (Zaha 2022) It is this fundamental trait that is collectively upheld by its members that is the essence of this group. This essence includes a cognitive framework consisting of attitudes, values, behavioral norms, and commonly held expectations. This perspective is further reinforced by Erhamwilda (2005).

One of the elementary schools that adheres to the principles of Islamic religious education in Purwakarta Regency has taken steps to improve the skills, competencies, and overall quality of its teaching staff. They achieved this through a workshop entitled "Implementation of Independent Learning Curriculum in Anthology to Improve Character Education". The school is one of four private schools in Purwakarta Regency selected as the prototype of the Merdeka Belajar curriculum, a program initiated by the Ministry of Education. The Character Education Anthology pioneered by Dr. H. Purwanto, Head of the Purwakarta Regency Education and Culture Office covers seven main themes: Seven Poe Âtikan, Child Friendly Schools, Religious and Book Deepening (AKPK), Anti-Corruption Education, and Tatanen in Bale Atikan. The teachers in Madrasah Ibtidaiyah must be good at translating and implementing these themes, because they must excel as prototypes in the application of the Independent Learning Curriculum. This initiative emphasizes the importance of teachers' abilities and cooperation with school principals in preparing for the implementation of independent curriculum. (Source: Pasundan Ekspres, 2022). However, there are still many educators who do not have adequate expertise, inadequate teaching skills, insufficient time management, and inadequate preparation (Irwan and Mahmud 2017).

## **2. IMPLEMENTATION METHOD**

The research conducted in this study adheres to quantitative methodology that is in line with the positivistic paradigm. The quantitative approach is rooted in the principle of positivism and

is used to investigate a particular population or sample. In this approach, data collection is carried out using research instruments, and the focus of data analysis is mainly on quantitative and statistical characteristics. The main purpose of this approach is to test predetermined hypotheses (Sugiyono 2018). In addition, the study used an ex post facto design, which involves examining data collected after an event through a survey. Ex post facto research aims to identify potential causes of changes in behavior, symptoms, or phenomena resulting from an event, behavior, or other factor that affects the independent variable as a whole (Sukardi 2003).

Researchers utilize quantitative data, which involves collecting numerical information. This data is collected using certain research tools and instruments. Statistical analysis is then carried out to evaluate the hypotheses that have been formulated and determine their validity (Sugiyono 2018). Research data sources come from primary and secondary sources. Primary data were obtained through the distribution of questionnaires to teachers, educators, and principals of Integrated Islamic Elementary Schools in Purwakarta District. While secondary data is sourced from existing references (Ananda and Fadhli 2018). This research uses secondary data in the form of literature studies relevant to the topic. These sources include books, journals, news articles, previous research, and various documents. To collect primary information, questionnaires are used as the preferred data collection method. This questionnaire consists of a series of written statements that respondents are asked to answer. In particular, closed questionnaires are used, in which respondents are given the option of choosing one answer from the choices provided. This type of questionnaire allows quick responses and simplifies the data analysis process after all questionnaires have been received (Sugiyono 2018). Data analysis was carried out after the collection of responses from all participants. This stage includes organizing data by variables and respondent types, as well as tabulating data based on variables provided by all respondents. Data for this study were collected by tabulating responses according to various variables. Each variable examined undergoes an individual analysis and presentation. In addition, calculations are carried out to answer research questions and examine the hypotheses proposed. Two different approaches to data analysis were used by the researchers in this investigation: descriptive analysis and interference analysis. To streamline the analysis procedure, the author uses the SPSS software program. The next section outlines the successive stages carried out for the purpose of data analysis in this particular study.

**a. Research Instrument Trials**

In the process of research, the instrument serves as a tool for measuring and measuring certain observed phenomena. This is done by utilizing information obtained from the object or subject under study (Sugiyono 2018). Instrument trials are carried out using the following methods:

**b. Descriptive Statistical Analysis**

Descriptive statistical analysis is an important tool in understanding and interpreting data. It involves examining and presenting numerical information in a concise and informative manner. Through this type of analysis, key characteristics and patterns in the data can be identified and explained. By utilizing descriptive statistics, researchers can summarize and organize data sets, making them easier to manage and understand. The examination includes various calculations, such as mean, median, mode, range, and

standard deviation. These calculations offer valuable information about the average, spread, and distribution of data. In addition, descriptive statistical analysis requires visual depictions such as histograms, scatter plots, and box plots. that enables visual understanding of the data. These visuals help identify trends, outliers, and patterns that may not be immediately apparent in the raw data. In addition to summarizing data, descriptive statistical analysis also plays an important role in making comparisons and drawing conclusions. By examining relationships between variables, researchers can identify correlations, associations, and potential causal relationships.

Overall, descriptive statistical analysis serves as a foundation for further exploration and interpretation of data. It provides a comprehensive overview and understanding of the data, enabling researchers to make informed decisions and draw meaningful conclusions. Descriptive statistics involves analyzing the collected data by providing an overview of the data itself, without trying to draw conclusions broadly (Sugiyono, 2013: 147).

**c. Test validity**

In the realm of quantitative research, validity tests serve as a tool to determine the feasibility of question items in a statement to accurately define variables. If the correlation value exceeds the predetermined  $r$ -table value, the instrument is considered valid. To calculate the validity test, the score from the questionnaire is correlated with the overall score. In this particular study, the SPSS application will be used to facilitate calculations that include all participants. To ascertain the degree of validity of an item, one can refer to the score or numerical value of the total correlation, which represents the score of the item in relation to the number of items with associations.

The provisions for knowing the level of validity of the instrument are:

- If  $r_{\text{calculate}} > r_{\text{table}}$  then the instrument is said to be valid
- If  $r_{\text{calculate}} < r_{\text{table}}$  then the instrument is said to be invalid
- $r_{\text{table}}$  with a significant level of 5% ( $65$ ) = 3.25

**d. Reliability test**

To assess the ability of the instrument to consistently detect the occurrence of phenomena from both individuals and groups at different time periods, reliability tests were carried out. Researchers in this study used the Cronbach Alpha reliability coefficient as a reliability testing tool. The level of reliability of each item / item of question is determined by performing Cronbach Alpha calculations under certain conditions.

- If  $\alpha > r_{\text{table}}$  = instrument consistent
- If  $\alpha < r_{\text{table}}$  = instrument is inconsistent
- $r_{\text{table}}$  = 5% ( $65$ ) = 3.25

**e. Statistical analysis**

To establish the relationship or impact between independent and dependent variables, a comprehensive statistical examination is carried out. The process of calculating variable X and variable Y requires the application of subsequent procedures:

1) Partial Analysis Per Indicator

Partial analysis per indicator is calculated by the following formula:

Variable formula X:  $M = \frac{\sum fx}{n}$

Variable formula Y:  $M = \frac{\sum fy}{n}$

Information:

M = Average

$\sum fx/y$  = Variabe questionnaire resultsl

n = Number of respondents

2) Variable Interpretation

After the partial analysis per indicator has been calculated, the next procedure involves the interpretation of variables X and Y on a 5-point scale, in absolute terms.

1.00 - 1.79 = Very low

1.80 - 2.59 = Low

2.60 - 3.39 = Sufficient

3.40 - 4.19 = High

4.20 - 5.00 = Very High

3) Normality Test

To ensure normality used Kolmogorov Smirnov's method with the help of SPSS software applications. The evaluation is carried out by comparing the results with the Dtable values contained in the Kolmogorov Smirnov table. The determination of normality is made on the basis of certain criteria including:

Reject  $H_0$  if  $a_{max} > D_{table}$

Accept  $H_0$  if  $a_{max} \leq D_{table}$

4) Correlation Test

After assessing the normality and linearity of the data, correlation analysis is used. The correlation coefficient, denoted by "r", calculates the strength of the relationship between variables x and y. The correlation coefficient between 0 and 1 indicates a strong correlation. To test this correlation, a Pearson correlation test was carried out using SPSS. This test determines the type of relationship between variables x and y, which can be either positive or negative, and provides test criteria.

A correlation can be formed if the significance value is less than 0.05. If the value exceeds 0.05, it can be concluded that there is no correlation. The significance value is exactly at 0.05, then it is necessary to compare the Pearson correlation with rtable. In terms of correlation, the Pearson correlation coefficient, also known as "rtable", represents a measure of the relationship between variables. When the Pearson correlation coefficient (r) approaches zero, it indicates that no relationship is seen between the analyzed variables.

5) Test the hypothesis

To analyze the impact of self-management of the curriculum on school culture, it is necessary to conduct hypothesis testing. In particular, a partial test (T test) is used for this purpose. The partial test (T Test) is used to determine the significance of the influence of an individual or partial independent variable on the dependent variable. This allows

evaluation of whether current assumptions are acceptable or refuted. The t-test is performed at a significance level of 0.05 and involves comparing the calculated t-value with the t-table to ascertain whether there is an observable influence of the independent variable (X) on the dependent variable (Y). The analysis was performed using SPSS software version 26.

**f. Simple Linear Regression Analysis**

The application of simple linear regression analysis requires an assessment of the impact exerted by the independent variable (also known as variable X) on the dependent variable (also known as variable Y). To perform the t test used SPSS program.

$$Y = a + b(X)$$

The value information indicated by the variable "a" remains consistent, and can be thought of as a constant. The letter "b" is commonly used to represent regression coefficients in statistical analysis. The variable Y, also known as the independent variable or independent variable, plays an important role in the equation or system being analyzed. It represents a factor or factors that are not influenced by other variables in the equation, and their values can be freely determined or selected without depending on other factors.

The variable denoted as X, which is dependent and bounded, is the focus of attention in this context. There are certain criteria that must be met in order to be eligible to use simple linear regression. It is very important that the number of samples used remains consistent throughout the process. There is only one variable, denoted by X. To ensure accuracy and reliability, it is imperative that the residual value corresponds to the normal distribution.

The relationship between the independent variable (X) and the bound variable (Y) is characterized by the presence of a direct correlation. Heteroscedasticity does not show any symptoms. Autocorrelation is not proven in any way. When making a decision, it is important to compare the significance value with the threshold of 0.05.

The transformation from variable X to variable Y can vary greatly. The process involves a variety of factors and considerations that can greatly affect the outcome. It is important to carefully analyze and understand the relationship between these variables and how they interact with each other. Thus, one can effectively navigate the complexity and uncertainty that arise when switching from one variable to another. If the probability value of 0.05 is exceeded by the significance value, it indicates that there is no correlation. Conversely, if the significance value is below a probability of 0.05, this indicates that variable (X) has an effect on variable (Y). By comparing the calculated t values with the table, we can ascertain the significance of the findings.

If the calculated t value exceeds the value listed in the table, it means that variable (X) has an influence that needs to be considered on variable (Y). Conversely, if the calculated t value is lower than the specified table t value, then no impact is seen. Researchers rely on statistical programs and analysis software, specifically SPSS version 26, when searching for regression models. These tools are readily available and important for utilizing population data samples for analysis (RoSMAiana, 2020: 58–60).



### 3. RESULTS AND DISCUSSION

#### 3.1 Correlation Analysis

The purpose of this study was to determine the strength of the relationship between independent variables through the calculation of correlation analysis using the Pearson Product Moment correlation method. To perform this analysis, the SPSS 17 program is used. The resulting correlation values are presented in the table below for reference.

**Table 1.** Correlation Analysis

Variable	X1	X2	X3	Y
Principal Leadership (X <sub>1</sub> )	-	0,522	0,779	0,282
Organizational Culture (X <sub>2</sub> )	0,522	-	0,707	0,172
Work Motivation (X <sub>3</sub> )	0,779	0,707	-	0,568
Teacher Performance (Y)	0,282	0,172	0,568	-

After reviewing the data provided in the table shown above, it becomes clear that there is a correlation coefficient of 0.522 between leadership and organizational culture. In addition, a correlation coefficient of 0.779 can be observed between leadership and work motivation, and a correlation coefficient of 0.282 is found between leadership and performance. Furthermore, the correlation coefficient between organizational culture and work motivation is 0.707, while the correlation coefficient between organizational culture and performance is 0.172. Finally, the relationship between work motivation and performance is illustrated with a correlation coefficient of 0.568.

#### 3.2 Track Testing

Calculation of path analysis by operating the SPSS 17 program, and obtained the following results:

Line coefficients X<sub>1</sub> , X<sub>2</sub> and X<sub>3</sub>  
 Path Coefficient Analysis Results

**Table 2.** Path Calculation Results

Variable	Path Coefficient
Principal Leadership (X <sub>1</sub> )	0,282
Organizational Culture (X <sub>2</sub> )	0,172
Work Motivation (X <sub>3</sub> )	0,568

*Source : Statistical calculation results*

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The results of path analysis can be described as follows:



**Figure 1.** Path Diagram

The result is depicted in the path equation as below

$$Y = 0.282 X1 + 0.172 X2 + 0.568 X3 + \epsilon$$

Where:

Y = Teacher Performance

X1 = Principal's Leadership X<sub>2</sub>

X3 = Work Motivation

After calculating the direct influence and indirect influence of leadership, motivation and work environment variables on employee performance, the following results were obtained:

**Table 4.** Recapitulation of Path Analysis Calculations

Variable	Teacher Performance					Total Influence
	Direct Influence	Indirect Influence				
		1	2	3		
Principal's Leadership	7,90%		,50%	2	1	22,90%
Organizational Culture	3,00%	,50%	-		6	12,40%
Work Motivation	32,30%	2,50%	,90%	6	-	51,70%
<b>Total Influence</b>	<b>43,20%</b>	<b>5,00%</b>	<b>,40%</b>	<b>9</b>	<b>1</b>	<b>87,00%</b>



#### 4. CONCLUSION

The impact of the principal's guidance on teacher efficacy in the Integrated Islamic High School located in Purwakarta Regency is known to have a considerable influence of 22.90%. The performance of teachers in Integrated Islamic Elementary Schools in Purwakarta sub-district is strongly influenced by organizational culture with a considerable influence of 12.40%. The level of work motivation plays an important role in determining teacher performance in Integrated Islamic Elementary Schools in Purwakarta District. This impact is measured at a substantial 51.70%. The influence of teacher performance in the Integrated Madrasah Ibtidaiyah of Purwakarta Regency is significantly influenced by the Principal's Leadership, Organizational Culture, and Work Motivation. These three factors alone accounted for 87.00% of the total impact. However, it must be admitted that there are other variables that were not studied in this study that contribute the remaining 13.00% of the impact on teacher performance.

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