

ABSTRACT

Samudra, M. Bhayank. NIM. 190211030051. *The Effect of Change Management, Work Environment, and Organizational Culture on Teacher Performance at State MTs Banjarmasin in the Covid-19 Era.* under the guidance of (I): Dr. Wahyuddin, M.Si. and (II): Dr. Hj. Sessi Rewetty Rivilla, M.M.Pd. Islamic Education Management Study Program at UIN Antasari Banjarmasin Postgraduate Program. 2022.

Keywords: *Change Management, Work Environment, Organizational Culture, and Teacher Performance*

The background of this research is that the current covid-19 pandemic situation has had an impact on education in Indonesia. The world of education is experiencing a change in the situation in the educational process, in an effort to optimize the educational process the role of the teacher is very important. Teacher performance is a concern because good teacher performance is needed in an effort to deal with the covid-19 pandemic situation so that the education process can continue to run optimally.

The purpose of this research is to find out the extent of change management, work environment, organizational culture, and teacher performance in the field as well as to determine the influence of change management on teacher performance, work environment on teacher performance, organizational culture on teacher performance, and change management, work environment, and organizational culture simultaneously on teacher performance.

This research is included in the type of field research with a survey technique quantitative approach. This research was conducted at State MTs in Banjarmasin City which consisted of 4 State MTs. The population in this study were 168 MTs Negeri Banjarmasin teachers, and the sample was 168 teachers as respondents. The sampling technique used was total sampling. The data analysis techniques were univariate analysis (descriptive statistics), bivariate analysis (correlation test and t-test), and multivariate analysis (classical assumption test and inferential regression analysis).

The findings obtained from this study on State MTs teachers in Banjarmasin City in the Covid-19 Era are: Change management is in good category (61.56% and mean = 60,80). The work environment is categorized as conducive (61.38% and mean = 38,35). Organizational culture is categorized as conducive (63.44% and mean = 29,65). Teacher performance in the high category (64.37% and mean = 62,88). There is a significant influence change management on teacher performance on the C.R. (t-count) = 2.915 > t-table = 1.975 and P value 0.004 < 0.050. There is no significant influence the work environment on the teacher's performance on the C.R. (t-count) = 1.718 < t-table = 1.975 and P value 0.086 > 0.050. There is a significant influence organizational culture on teacher performance of C.R. (t-count) = 11.641 > t-table = 1.975 and P value 0.000 < 0.050. There is a significant influence change management, work environment, and organizational culture simultaneously on teacher performance, the value of F count = 138.857 > F table = 2.66 and the value of Sig. = 0.000 < 0.050 and the effect is 0.718 (positive).

ABSTRAK

Samudra, M. Bhayank. NIM. 190211030051. *Pengaruh Manajemen Perubahan, Lingkungan Kerja, dan Budaya Organisasi terhadap Kinerja Guru pada MTs Negeri Kota Banjarmasin di Era Covid-19.* di bawah bimbingan (I): Dr. Wahyuddin, M.Si. dan (II): Dr. Hj. Sessi Rewetty Rivilla, M.M.Pd. Program Studi Manajemen Pendidikan Islam pada Pascasarjana UIN Antasari Banjarmasin. Tahun 2022.

Kata kunci: Manajemen Perubahan, Lingkungan Kerja, Budaya Organisasi, dan Kinerja Guru

Latar belakang dilakukannya penelitian ini yaitu situasi pandemi covid-19 yang terjadi saat ini telah memberikan dampak terhadap pendidikan di Indonesia. Dunia pendidikan mengalami perubahan situasi dalam proses pendidikan, dalam upaya mengoptimalkan proses pendidikan peran guru sangatlah penting. Kinerja guru menjadi perhatian karena kinerja guru yang baik sangat diperlukan dalam upaya menghadapi situasi pandemi covid-19 agar proses pendidikan tetap dapat berjalan optimal.

Tujuan dilakukannya penelitian ini yaitu untuk mengetahui sejauhmana manajemen perubahan, lingkungan kerja, budaya organisasi, dan kinerja guru di lapangan selain itu juga untuk mengetahui pengaruh manajemen perubahan terhadap kinerja guru, lingkungan kerja terhadap kinerja guru, budaya organisasi terhadap kinerja guru, serta manajemen perubahan, lingkungan kerja, dan budaya organisasi secara simultan terhadap kinerja guru.

Penelitian ini termasuk dalam jenis penelitian lapangan (*field research*) dengan pendekatan kuantitatif teknik survey. Penelitian ini dilakukan pada MTs Negeri se- Kota Banjarmasin yang terdiri dari 4 buah MTs Negeri. Populasi pada penelitian ini yaitu guru-guru MTs Negeri Banjarmasin berjumlah 168 orang, dan sampelnya yaitu sebanyak 168 orang guru sebagai responden dengan teknik sampling yang digunakan yaitu *total sampling*. Teknik analisis data yaitu analisis univariat (statistik deskriptif), analisis bivariat (uji korelasi dan *t-test*), dan analisis multivariat (uji asumsi klasik dan analisis inferensial regresi).

Hasil temuan yang diperoleh dari penelitian ini pada guru MTs Negeri Kota Banjarmasin di Era Covid-19 yaitu: Manajemen perubahan berkategori baik (61,56% dan mean = 60,80). Lingkungan kerja berkategori kondusif (61,38% dan mean = 38,35). Budaya organisasi berkategori kondusif (63,44% dan mean = 29,65). Kinerja guru berkategori tinggi (64,37% dan mean = 62,88). Terdapat pengaruh yang signifikan manajemen perubahan terhadap kinerja guru nilai C.R. (t-hitung) = 2,915 > t-tabel = 1,975 dan P *value* 0,004 < 0,050. Tidak terdapat pengaruh yang signifikan lingkungan kerja terhadap kinerja guru nilai C.R. (t-hitung) = 1,718 < t-tabel = 1,975 dan P *value* 0,086 > 0,050. Terdapat pengaruh yang signifikan budaya organisasi terhadap kinerja guru nilai C.R. (t-hitung) = 11,641 > t-tabel = 1,975 dan P *value* 0,000 < 0,050. Terdapat pengaruh yang signifikan manajemen perubahan, lingkungan kerja, dan budaya organisasi secara simultan terhadap kinerja guru nilai F hitung = 138,857 > F tabel = 2,66 dan nilai dari Sig. = 0,000 < 0,050 dan besar pengaruhnya 0,718 (positif).