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## Organizational Climate in State MTs in Bandar Lampung

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### Abstract:

This study aims to evaluate the organizational climate in Madrasah Tsanawiyah Negeri Bandar Lampung City that affects performance. Using a descriptive qualitative approach, data were collected through observation, interviews, and documentation, and analyzed using data reduction, data presentation, and conclusion drawing. The results showed that the madrasah climate fulfills the aspects of physical security, social-emotional, learning activities, and relationships between school members. However, aspects of the institutional environment, especially related to cleanliness, facilities, and spatial layout, still require improvement. Efforts to improve these aspects are important to create an optimal work climate and support performance.

**Keywords:** Climate; Madrasa and Organization.

## Introduction

Education functions to develop abilities, and form the character and civilization of a dignified nation in order to educate the nation's life, aims to develop the potential of students to become human beings who believe in, and are devoted to God Almighty, have noble character, are healthy, knowledgeable, capable, creative, independent, and become democratic and responsible citizens.

Organizational climate is a good working atmosphere and will have a good influence on all parties, both on workers, leaders and on the results of their work (Fikry Maulidani). Furthermore, Soetisna states that organizational climate is a combination of perceptions of members of an organization of aspects of the scope of their work that affect employee motivation and behavior in particular, organizational culture, types of leadership foundations, levels of structure, and personnel policies and practices (Riyadhel Ghifar et al, 2019).

Climate is a system-wide influence of a human group or organization, including feelings and attitudes as a system, sub-system, superordinate system or personal system, tasks, procedures or concepts (Riyadhel Ghifar et al., 2019). Organization according to Siagian is any form of alliance between two or more people who work together to achieve common goals, and are formally bound in a hierarchical bond where there is always a relationship between a person or group of people called leaders and a person or group of people called subordinates (Candra Wijaya and Muhammad Rifa'i, 2016).

Organizational climate as a condition of the classroom environment, which has an impact on student productivity, emerged studies on organizational climate in terms of work environment practices that have an impact on employee productivity (Andra Hardjana, 2013). Organizational climate is a series of characteristics of the work environment, employees directly or indirectly perceive it as the main force influencing their behavior, organizational climate is a relative input quality of the organizational environment which is an experience experienced by members of the organization affecting their behavior (Syaiful Sagala, 2009).

Organizational climate is an important factor in improving individual performance, especially in the context of the work environment. In an educational institution, a conducive organizational climate plays a vital role in creating a pleasant and enthusiastic atmosphere. Employees or educators who work in good conditions will feel more motivated and have a high spirit to give their best. Therefore, the creation of a comfortable and supportive environment can result in more optimal performance. Conversely, unpleasant work environment conditions can lead to decreased performance, stress, and feelings of being underappreciated.

The main problem in this study relates to human resources in a less conducive work environment. Complaints about stress, lack of attention, inadequate facilities, and lack of a family atmosphere can lead to decreased performance. This condition is one of the factors that needs immediate attention and improvement so that productivity and quality of performance can increase. In particular, in the world of education, the quality of human resources in it greatly affects the results of education provided to students.

MTs Negeri Bandar Lampung City is a public educational institution based on religion and under the supervision of the Ministry of Religious Affairs. As an institution that has a high level of public trust, the quality of human resources at MTs Negeri Kota Bandar Lampung should reflect that trust. The programs in the madrasah should be tailored to the needs and

expectations of the community, and oriented towards improving the quality of education in accordance with the demands of the times. Therefore, it is important to evaluate the organizational climate in the madrasah.

This study aims to explore the existing climate in the State Madrasah Tsanawiyah in Bandar Lampung City, focusing on four indicators that influence a positive and conducive organizational climate. These four indicators include aspects of physical and socio-emotional security, aspects of teaching and learning activities, attitudes among school members, and the institutional environment. Understanding these four aspects is very important to determine the extent to which the madrasah is able to create a supportive climate for all parties involved in educational activities.

The approach used in this research is a qualitative descriptive approach. This research aims to describe existing conditions in depth and comprehensively. The data collection techniques used include observation, interviews, and documentation. Through the collection of diverse and detailed data, it is expected that a clear picture of the condition of the organizational climate in the State MTs of Bandar Lampung City can be obtained.

The data analysis process was carried out with the stages of data reduction, data presentation, and conclusion drawing. This technique allows researchers to filter relevant information, organize data systematically, and draw conclusions that can be used as a basis for improvement. To ensure the validity of the data, this study also used source triangulation, namely by verifying the data obtained from various different sources.

The results showed that the climate of the State Madrasah Tsanawiyah in Bandar Lampung City has met the criteria in several aspects. First, the aspects of physical and socio-emotional safety have been well achieved. This shows that the madrasah has created a safe and comfortable environment for educators and students. Secondly, the teaching and learning activities have also met expectations, indicating a high commitment to achieving a quality education process.

However, this study also found that there are some aspects that still need to be improved. One of the most prominent is the institutional environment, where the madrasah still faces challenges in terms of cleanliness, facilities, spatial arrangement, and the size of the madrasah yard. This aspect plays an important role in creating a comfortable atmosphere that supports learning activities. Therefore, improvements in the institutional environment are needed to create a more conducive climate and support better performance.

In this context, the role of madrasah management is crucial in creating the necessary changes. Improving the quality of facilities and the institutional environment should be a priority in order to create a more pleasant and productive atmosphere. In addition, strengthening relationships between school community members, as well as increasing activities that involve all components of the madrasah, also need serious attention. By improving these conditions, it is expected that the madrasah climate can better support the performance and quality of education provided.

Overall, this study provides an overview of the condition of the organizational climate in the State Madrasah Tsanawiyah in Bandar Lampung City. By considering the findings, it is hoped that the results of this study can be used as evaluation material and input for madrasah management to make improvements and further development, so as to create a climate that is more conducive to improving the performance and quality of education.

## Methods

The research method used in this research is to use qualitative or naturalistic research methods that occur in natural conditions. According to Bogdan Taylor, quoted by Lexy J. Moleong, defines qualitative methodology as a research procedure that produces descriptive data in the form of written words from people and observable behavior (Lexy J. Moleong, 2016). Descriptive research is research that guides researchers to explore and portray social situations thoroughly, broadly and in depth. data analysis is carried out inductively based on data obtained in the field. By using three stages in this study, namely the description stage or orientation stage, reduction stage, selection stage (Sugiyono, 2018). In this study researchers used primary data sources and secondary data sources.

This research was conducted using three main techniques, observation, interviews and documentation. Data analysis in the study was carried out in three stages, namely data reduction, data presentation and drawing conclusions. By using two triangulation methods, where the two triangulation methods are source triangulation.

## Results and Discussion

Overall, the results of the research on the organizational climate in the State Madrasah Tsanawiyah in Bandar Lampung City show conditions that tend to be positive and conducive, although there are some aspects that still need more attention. This study covers four important aspects, namely security, teaching and learning activities, attitudes among madrasa residents and the institutional environment, all of which are interrelated to create an atmosphere that supports a good educational process.

Security is the first aspect that is an important basis in building a conducive climate. The state madrasahs in Bandar Lampung City show good efforts in maintaining the physical and socio-emotional security of the madrasah community. Physical security is reflected in adequate infrastructure, while socio-emotional security is created through harmonious relationships between students, teachers and staff. This creates a safe and comfortable atmosphere to carry out various activities in the madrasah, both academic and non-academic activities.

In addition, effective and quality teaching and learning activities are important factors in creating a positive climate in the madrasah. These madrasahs succeed in creating a learning process that not only focuses on academic aspects, but also includes students' social, emotional and ethical development. In this case, teachers at the state madrasahs in Bandar Lampung city are highly committed to improving the quality of their learning through professional development. The leadership of the madrasah head also has a positive impact, as it is able to direct and support efforts to improve the quality of learning.

The attitude of the madrasah community also plays an important role in creating a conducive climate. Respect for differences, good collaboration among madrasah members and harmonious relationships create an atmosphere that supports good cooperation between students, teachers and staff. These positive relationships contribute to the creation of a comfortable and enjoyable learning atmosphere that supports the educational process taking

place in the madrasah.

However, the institutional environment is still one aspect that needs further attention. Although the state madrasahs in Bandar Lampung city have tried to create a supportive environment, some elements, such as cleanliness, facilities, spatial arrangement and the size of the madrasah yard, still need to be improved. A neat, clean and comfortable physical environment will support the comfort of the entire madrasah community, as well as influence students' learning spirit and teachers' performance. Improvements in this aspect of the institutional environment will have a very positive impact on the overall organizational climate.

Although there are some shortcomings in terms of facilities and cleanliness, the extracurricular activities in this madrasah are quite good and contribute greatly to strengthening the relationship between the madrasah community. Extracurricular activities are not only a means of developing students' talents and interests, but also a place to build character and strengthen the sense of community among them. Therefore, it is important for madrasahs to continue to support and develop extracurricular activities as an integral part of efforts to create a conducive organizational climate.

Overall, the findings in this study indicate that the State Madrasahs in Bandar Lampung City have created a good organizational climate in many aspects. Security, teaching and learning activities, and attitudes among madrasah members have shown positive results. However, to create a more conducive and optimal climate, aspects of the institutional environment should receive more attention. Improvements in the cleanliness, facilities and spatial arrangement of the madrasah will strengthen the existing organizational climate and improve the comfort and quality of education provided.

Madrasahs that have a good organizational climate will be easier to achieve educational goals, because madrasah residents feel valued, safe and comfortable in carrying out their activities. Therefore, madrasah managers need to pay attention to factors that can improve the quality of the institutional environment, as well as continue to maintain and improve other aspects that are already good. Quality improvement in this case will contribute to the creation of a madrasah that not only excels in academic aspects, but also has a climate that supports the development of character and quality of life of all its members.

By conducting continuous improvement, the State Madrasah Tsanawiyah in Bandar Lampung City is expected to create a better environment, strengthen relationships between madrasah residents, and provide optimal learning experiences for students. This will support the achievement of better educational goals, not only in academic aspects, but also in the formation of good character for students as the next generation of the nation.

### **Conclusion and suggestion**

Based on the results of the research on organizational climate in the State Madrasah Tsanawiyah in Bandar Lampung City, it can be concluded that overall, these madrasahs have a positive and conducive climate. The main aspects examined, namely security, teaching and

learning activities, attitudes among madrasah residents, and the institutional environment, show good results and support the creation of a comfortable and effective atmosphere for the educational process. The physical and socio-emotional security of the madrasah community is well maintained, which creates a sense of security and comfort for all members of the madrasah in carrying out their activities.

Quality teaching and learning activities, with a focus on academic, social, emotional and ethical learning, successfully create a climate that supports students' all-round development. Teachers in this madrasah are also committed to continuously improving the quality of their learning through continuous professional development, while the madrasah principal provides effective support for the achievement of educational goals.

The attitude among madrasah residents, marked by collaboration and respect for differences, contributes greatly to the creation of harmonious relationships, strengthening the positive organizational climate. However, the institutional environment, despite good efforts in the implementation of extracurricular activities, still needs to be improved, especially in terms of cleanliness, facilities, spatial arrangement, and the size of the madrasah yard. Improvements in this regard will further strengthen the climate of the madrasah, making it more conducive for all madrasah residents.

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