

ABSTRAK

Riyan Purwanto. *Evaluasi Kinerja Guru Ditinjau dari Perspektif Budaya Organisasi di SDN Cilongkrang 01 Wanareja Cilacap.* Program Studi Magister Administrasi Pendidikan, Universitas Galuh. Pembimbing: Dr. Lilis Kholisoh Nuryani, M.Pd. dan Dr. Sumiati, M.Ed.

Penelitian ini bertujuan mengevaluasi kinerja guru ditinjau dari perspektif budaya organisasi di SDN Cilongkrang 01 Wanareja Cilacap, yang belum mencapai target optimal. Fokus kajian mencakup empat indikator budaya organisasi, yaitu norma, filosofi, aturan, dan iklim organisasi, serta faktor penghambat dan upaya peningkatannya. Penelitian menggunakan pendekatan kualitatif deskriptif dengan desain studi kasus tunggal. Data dikumpulkan melalui wawancara mendalam, observasi, dan studi dokumentasi, kemudian dianalisis menggunakan model interaktif Miles dan Huberman serta diuji keabsahannya melalui triangulasi. Hasil penelitian menunjukkan bahwa kinerja guru secara keseluruhan belum memenuhi target yang ditetapkan. Dari keempat indikator, capaian tertinggi diraih oleh indikator filosofi, diikuti iklim organisasi, norma, dan aturan sebagai yang terendah. Mutu sekolah pun belum optimal, dengan kelemahan utama pada aspek evaluasi berkelanjutan dan pengembangan staf. Faktor penghambat meliputi keterbatasan anggaran, beban kerja tinggi, resistensi terhadap perubahan, kondisi geografis terpencil, serta rendahnya keterlibatan orang tua. Sekolah telah merespons melalui kepemimpinan demokratis, supervisi akademik, dan berbagai program inovatif. Penelitian menyimpulkan bahwa penguatan budaya organisasi secara komprehensif merupakan kunci peningkatan kinerja guru dan mutu sekolah.

Kata Kunci: evaluasi kinerja guru, budaya organisasi, mutu sekolah, norma, filosofi, aturan, iklim organisasi.

ABSTRACT

Riyan Purwanto. *Evaluation of Teacher Performance from the Perspective of Organizational Culture at SDN Cilongkrang 01 Wanareja Cilacap. Master's Program in Educational Administration, Galuh University. Supervisors: Dr. Lilis Kholisoh Nuryani, M.Pd. and Dr. Sumiati, M.Ed.*

This study aims to evaluate teacher performance from the perspective of organizational culture at SDN Cilongkrang 01 Wanareja Cilacap, where performance has yet to reach its optimal target. The research focuses on four indicators of organizational culture—norms, philosophy, rules, and organizational climate—as well as the inhibiting factors and improvement efforts undertaken by the school. A descriptive qualitative approach was employed using a single case study design. Data were collected through in-depth interviews, observation, and documentation, then analyzed using the Miles and Huberman interactive model with validity confirmed through source, method, and theoretical triangulation. The findings reveal that overall teacher performance has not met the established targets. Among the four indicators, philosophy achieved the highest score, followed by organizational climate, norms, and rules as the lowest. School quality also remains suboptimal, with the weakest dimensions being continuous evaluation and ongoing staff development. Key inhibiting factors include budget constraints, high teacher workload, resistance to change, remote geographic conditions, and low parental engagement. The school has responded through democratic leadership, academic supervision, and various innovative programs. The study concludes that a comprehensive strengthening of organizational culture is the key to improving teacher performance and overall school quality.

Keywords: *teacher performance evaluation, organizational culture, school quality, norms, philosophy, rules, organizational climate.*