



## The Effect of Performance Assessment and Organizational Climate on the Quality of Education in Private Aliyah Madrasah in Kekait Village, West Lombok Regency

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### Abstrak

Penelitian ini bertujuan untuk mengetahui apakah ada atau tidaknya pengaruh penilaian kinerja, iklim organisasi, dan lingkungan kerja terhadap mutu pendidikan pada Madrasah Aliyah Swasta di Desa Kekait Kabupaten Lombok Barat. Penelitian ini terdiri dari tiga variabel bebas yaitu Penilaian Kinerja (X1), Iklim Organisasi (X2), sebagai variabel terikatnya (Y) Mutu Pendidikan. Penelitian ini menggunakan pendekatan Kuantitatif. Populasi dalam penelitian ini berjumlah 45 orang yang terdiri dari Guru, Kepala Sekolah dan Staf, adapun sampel yang diambil keseluruhan dari populasi. Teknik pengambilan sampel menggunakan sample jenuh. Pengumpulan data menggunakan instrumen yang sudah diuji validitas dan reliabilitasnya. Data yang telah terkumpul kemudian diuji menggunakan uji prasyarat, yaitu normalitas, linieritas dan multikolonieritas. Uji hipotesis yang digunakan dalam penelitian ini yaitu uji T dan uji F, yang dianalisis menggunakan SPSS 16.0. hasil penelitian ini menunjukkan bahwa secara parsial Penilaian Kinerja memiliki pengaruh terhadap Mutu Pendidikan, Iklim Organisasi memiliki pengaruh terhadap Mutu Pendidikan. Sedangkan secara simultan Penilaian Kinerja, Iklim Organisasi, dan Lingkungan Kerja memiliki pengaruh terhadap Mutu Pendidikan

Kata kunci : Penilaian Kinerja, Iklim Organisasi, Mutu Pendidikan

### Abstract

This study aims to determine whether or not there is an influence of performance assessment, organizational climate, and work environment on the quality of education at a Private Islamic Senior High School in Kekait Village, West Lombok Regency. This study consists of three independent variables, namely Performance Assessment (X1), Organizational Climate (X2), as the dependent variable (Y) Quality of Education. This study uses a Quantitative approach. The population in this study amounted to 45 people consisting of Teachers, Principals and Staff, while the samples taken from the entire population. The sampling technique uses saturated samples. Data collection uses instruments that have been tested for validity and reliability. The data that has been collected is then tested using prerequisite tests, namely normality, linearity and multicollinearity. The hypothesis test used in this study is the T test and F test, which are analyzed using SPSS 16.0. the results of this study indicate that partially Performance Assessment has an influence on the Quality of Education, Organizational Climate has an influence on the Quality of Education. While simultaneously Performance Assessment, Organizational Climate, and Work Environment have an influence on the Quality of Education

Keywords: *Performance Assessment, Organizational Climate, Quality of Education*

## Introduction

The emergence of Islam brought about an educational revolution, this can be seen from the first verse, namely Surah al-'Alaq. The content of Surah Al-Alaq is an order to always learn. Based on this verse, the Prophet Muhammad (saw) ordered or obliges his people to seek knowledge, as stated in the hadith narrated by Ibn Majah, saheeh by Shaykh Al-Bani in Saheeh wa Dha'if Sunan Ibn Majah no. 224.

طَلَّبُ الْعِلْمِ فَرِيضَةٌ عَلَى كُلِّ مُسْلِمٍ وَمُسْلِمَةٍ

*"Studying Compulsory Knowledge for Every Muslim and Muslim Woman"*

In addition, the Prophet Muhammad Saw also provides guidance and guidance to his people to succeed in this world and in the hereafter, as revealed in the words of the Prophet Saw:

مَنْ أَرَادَ الدُّنْيَا فَعَلَيْهِ بِالْعِلْمِ، وَمَنْ أَرَادَ  
الْآخِرَةَ فَعَلَيْهِ بِالْعِلْمِ، وَمَنْ أَرَادَهُمَا فَعَلَيْهِ بِالْعِلْمِ

*"Anyone who wants to be happy in this world must be with knowledge, who wants to be happy in the hereafter must be with knowledge, and who wants to be happy in the world and the hereafter must be with knowledge"*

Therefore, education is an important element for an educational institution. An educational institution will be said to be advanced if the education in an institution is of high quality. To achieve the expected quality, schools need adequate resource support, both human resources and natural resources. The higher the quality, the greater the resources needed. If the required resources are not available or insufficient, it is likely that the specified quality will not be achieved.(Hasanah et al., 2023) Some things that are important and must receive attention in educational institutions include organizational culture, organizational climate, teacher performance, infrastructure, and financing.(Hasanah et al., 2023) From this explanation, teachers have a role to support the teaching and learning process, so teachers have an important role in supporting the teaching and learning process, in this context teachers must have various basic skills in the teaching and

learning process.(Suryanti, 2021) Teachers who have expertise or professionals will have good performance. Teacher performance is the ability of a teacher to carry out learning activities in accordance with predetermined standards. To be able to find out which teachers have reliable competence, it is necessary to continuously assess their performance, so that there will be an improvement in the quality of learners.

Performance assessment is an evaluation process that is carried out to measure the extent of teachers' achievements in carrying out their duties in accordance with educational goals.(Munawir et al., 2022) Furthermore, organizational climate is one of the important variables that is expected to have an influence on the quality of education. Organizational climate refers to the atmosphere or work environment created in an organization. It includes a variety of factors that affect the perceptions, attitudes, and behaviors of the members of the organization. The work atmosphere that exists in the school environment, including in the organizational climate, is very important to pay attention to. (Candra Wijaya, Rahmat Hidayat, 2016) The work environment is an external factor that affects many aspects including the performance of the principal, the performance of teachers, the performance of staff, and student learning outcomes. The openness, clarity, and effectiveness of communication between members of the organization significantly affects the organizational climate. Good communication can increase engagement, trust, and collaboration among staff. In accordance with the words of Allah in Surah Al Baqarah Verse 83:

وَإِذْ أَخَذْنَا مِيثَاقَ بَنِي إِسْرَائِيلَ لَا تَعْبُدُونَ إِلَّا اللَّهَ وَبِالْوَالِدَيْنِ إِحْسَانًا وَذِي الْقُرْبَىٰ وَالْيَتَامَىٰ وَالْمَسْكِينِ وَقُولُوا لِلنَّاسِ حُسْنًا وَأَقِيمُوا الصَّلَاةَ وَآتُوا الزَّكَاةَ ثُمَّ تَوَلَّيْتُمْ إِلَّا قَلِيلًا مِّنْكُمْ وَأَنْتُمْ مُّعْرِضُونَ

*"And remember, when We took a promise from the Children of Israel, namely: do not worship except Allah, and do good to parents, relatives, orphans, and the poor, and remember*

when We took a promise from the son of Israel, that is, do not worship except Allah and speak makruf words to men, establish prayer and pay zakat, and then you do not fulfill the promise. except for a small part of you, and you always turn away".

Based on the verse above, how to communicate well between one human being and another, namely by sharing good words. Using good and appropriate words to the interlocutor, is very important, because it will affect the relationship and the needs that will be faced. In addition, the values, norms, and beliefs embraced by the organization form the organizational culture. A culture that supports teamwork, innovation, and learning creates a climate conducive to growth and development. (Bararah, 2020)

A positive organizational climate creates a fun, productive work environment and allows for the growth and development of individuals and the organization as a whole. That is why the organizational climate is needed by educational institutions in order to achieve educational goals. However, organizational climate issues in schools can vary widely, but they usually involve things like tensions between students and staff, lack of communication, lack of student involvement in decision-making, bullying or harassment, and lack of mutual respect, among others. (Sari et al., 2022) These problems are an evaluation for the principal and all parties in the school institution in creating a good organizational climate which is then expected to have an influence on the quality of education. For this reason, there needs to be an indicator that provides an indication of the achievement of this organization's climate. The indicators of this organizational climate include: openness and involvement, teamwork, quality of relationships, training, and work evaluation. (Herawati, 2018) With that, it will be able to have an impact on the quality of education and of course the work environment will be better and more comfortable.

According to Juliantoro, the quality of education is the ability to use educational resources to be maximally improved by an educational institution. (Ritonga, 2020) To get quality education, professional personnel are needed. (Manora et al., 2024)

In line with the Hadith of the Prophet Muhammad Saw:

فَإِذَا ضَيِّعَتْ الْأَمَانَةُ فَأَتَتْظُرُ السَّاعَةَ قَالَ  
كَيْفَ إِضَاعَتُهَا قَالَ إِذَا وَبَدَ الْأَمْرُ إِلَى غَيْرِ أَهْلِهِ  
فَأَتَتْظُرُ السَّاعَةَ

*"If the mandate has been lost, then wait for the apocalypse to occur". The man (Bedouin Arab) asked, "How did the mandate disappear?" The Prophet (peace and blessings of Allaah be upon him) replied, "If a matter is not entrusted to the expert, then wait for the apocalypse to occur." (HR. Al-Bukhari).*

The quality of Islamic education is a critical aspect in the formation of a generation that has a strong understanding of Islamic values and high academic quality. The high quality of Islamic education will create a generation that is able to face the challenges of the times and contribute to the sustainable development and progress of the ummah. (Arsad & Ali, 2021) However, in practice, there are various problems that hinder the optimal quality of Islamic education, such as lack of resources, teacher quality, curriculum quality, and it all stems from the lack of implementation of Islamic education policies and managerial competence of the school principals themselves. (Arsad & Ali, 2021) The quality of Islamic education is the measure of an institution in carrying out the mandate of national education, so that the quality of Islamic education is an important variable in this study. The quality of Islamic education leads to the school or Islamic educational institution itself, so that in realizing it, the active role of the principal in his policy and the ability of the principal to manage various aspects or sections in the school is needed. (Bagja et al., 2020) So in shaping the quality of good Islamic education, it must be supported by good teacher

performance, so it must continue to be given performance assessments for teachers. Then the organizational climate, job satisfaction, and a good and quality work environment. (Yuniarti et al., 2022)

### Research Methods

This study uses a quantitative research approach described by Creswell as a method of testing a certain theory by testing the relationship between variables using instruments and tests, and analyzing it based on statistical procedures. The type of survey research (explanatory study) is used because this research is a study conducted on a population using sample data to determine the relationship between variables. (*pdf-methodology-research-quantitative-by-prof-dr-lijan-poltak-Sinambela\_Compress.pdf*, n.d.) This type of research is research that aims to obtain past or present data about opinions, behaviors, characteristics, beliefs, and variable relationships to test hypotheses. (First, n.d.) Survey research seeks to describe the trends, attitudes, or opinions of a particular population quantitatively or numerically by examining a sample of that population. (Pavement et al., n.d.)

According to Singarimbun and Effendi, explanatory research is research that explains the causal relationship between variables that affect hypothesis testing. (Nasution, 2015) The analysis technique to be used is a multiple linear regression test. (Dobler et al., 2020) Multiple linear regression tests are used to examine how Both the multiple linear regression model matched the observed data. In this test, we evaluate a number of parameters Statistics, such as the determination coefficient (R-squared), the regression coefficient significance test, and so on. The data in this study was analyzed using the multiple linear regression method. This subpoint discusses multiple regression and the assumption test used.

### Results and Discussion

#### A. Organizational Climate

1. Definition of Organizational Climate
  - a. Definition of Organizational Climate

A good organizational climate in the work process will create comfort, mutual respect and togetherness. A good organizational climate will be the initial capital in an organization to be able to influence the behavior of the members of the organization and can form the characteristic values of an organization. Organizational climate is an overview of the internal atmosphere in the organizational environment that can be felt by the members of the organization during their activities, in order to achieve organizational goals. Work atmosphere must be measured both directly and indirectly in the work environment, as it can affect not only the work atmosphere but also the employees and their work.

According to Luthans in Simamora stated that, the organizational climate be The internal environment or the psychology of the organization can be seen to influence the behavior of the members in it. (Rismawati & Ibrohim, 2023) Next Simamora stated that the organizational climate can affect the practices and policies of human resources accepted by the members of the organization. (Setyorini et al., 2023) Please note that every organization has a different organizational culture. The diversity of work designed by an organization, or the character of the individual members of the organization, will illustrate the difference.

According to Swastha and Made Suwandhana from Satrio, the organizational climate be The quality of every interaction process in an organization to achieve the goals that have been set, and it is the quality of every interaction process in an organization to achieve the goals that have been set to help people shape themselves. If employees perceive that the company implements regulation who do not have conformity with their values, this situation can cause dissatisfaction at work, because employees feel that the company applies rules that do not reflect their values. (Suwandana, 2017)

- b. Organizational Climate Indicators

Organizational climate can serve as an indicator of the fulfillment of the

expectations of employees working in a company. Organizational climate indicators are the dimensions of organizational climate variables that are a benchmark for the characteristics of an employee to behave in a company environment. According to the Intifada in I Gusti Ngurah Pranata and I Wayan Mudiarta Utama stated that there are several indicators of organizational climate, which are as follows: (Santosa & Adiputra, 2023)

- 1) Leadership  
The behavior or interaction of a leader in coordinating and mobilizing subordinates to achieve organizational goals.
- 2) Belief.  
An attitude of mutual trust between employees and leaders, while still developing and maintaining relationships full of trust and trust.
- 3) Joint decision-making or support.  
Employees at all levels of the organization, should always be invited to communicate and consult, on all issues in all relevant organizational policies, by positioning themselves and participating in decision-making and goal setting.
- 4) Honesty.  
An atmosphere that is surrounded by honesty and honesty, which always colors the relationship between employees in the organization, in this case employees are able to say what is on their minds. Employees have the right to know information related to their duties and authority.
- 5) Flexibility or autonomy.  
Employees have autonomy in their own work tasks, as well as having power over themselves, they can accept or guess suggestions with an open mind.

This means that employees have freedom of opinion.

6) Job risks.

Employees need to know, so that they are aware of the risks of work and remain committed and loyal to the company.

## **B. Quality of Education**

### **1. Definition of Education Quality**

The quality of education is the quality of good or bad in the process of changing the attitude and behavior of a person or group, in an effort to mature human beings to get closer to God, through teaching and training guidance efforts (Siahaan et al., 2023). Quality in the field of education includes the quality of inputs, processes, outputs, and outcomes. Educational inputs are declared to be of high quality if they are ready to be processed. The quality education process is if it is able to create an atmosphere of Active, Creative, and Fun Learning (PAKEM). According to Hari Sudradjad, quality education is education that is able to produce graduates who have skills or competencies, both academic and professional, based on personal and social competence and high moral values. All of these are life skills and education that can create humans. People with integrity, or integrated personalities, who can combine faith, knowledge, and charity. (Umam, 2020) In order to realize a good or quality education direction, schools have an obligation to improve the quality of education. The quality of education will realize how educational services are provided in a school. In order to achieve the expected quality quality, schools need adequate resource support. Schools need to prepare teachers who are competent and have good performance.

### **2. Education Quality Indicators**

Indicators of Education Quality, including: School Management and Leadership, Student Welfare, Parent and Community Participation, Innovation and Creativity in Learning, Character and Personality Development, Evaluation and Quality Assurance. (Fauzi, 2017)

### 3. School Management and Leadership

Leadership is one of the important factors that determine whether an organization is good or not. The success of an organization is also highly determined by leadership factors. Leadership has leaders and followers. Leadership is a very important force behind the power of various organizations and that in order to create an effective organization, the scope of work on what they can achieve, then mobilize the organization to change towards the new vision, education is a process of transferring knowledge, culture and moral values.

Based on the above, a common thread can be drawn that what is meant by leadership in education is an ability and process of influencing, guiding, coordinating and mobilizing others that have to do with the development of educational science and the implementation of education so that the activities carried out can be more effective in achieving the goals of education and teaching, the management of education implementation will run effectively with utilizing management, especially in the role of an educational leader.

### 4. Student Well-Being

Student well-being is one of the important indicators of the work environment that supports the improvement of quality in an educational institution. Students in the educational process need to pay attention to the level of their welfare, this is important because it will determine their level of development, whether they will become outstanding children or not later. Factors that cause improvements in student welfare both internally and externally are expected to be implemented. Meanwhile, factors that hinder student welfare both internally and externally are expected to be avoided and eliminated for the sake of creating a better education.

### 5. Parent and Community Participation

Parents have an important role in access to education for children, according to which parental participation is one of the indicators of school leadership success. Parental participation is needed, because parents and schools are partners in

delivering goals and efforts to shape students' personalities. Parents have a very important role in schools, because parents are able to play various active roles in educational reform. Direct community involvement in this case means parents which include parental contribution, parent organization, and parent empowerment in handling the problem of children's education service programs. With the participation of parents or community participation, it is hoped that it will be able to improve the quality of education in the whole institution.

### 6. Innovation and Creativity in Learning

Educational innovation is an important indicator in this study. Where reform in education is one way to solve educational problems. Innovation can be in the form of ideas, goods, methods that are perceived or observed as new things for a person or a group of people (society) that are used to achieve educational goals or to solve educational problems. Educational innovation is an effort to improve the educational aspect in practice. Educational innovation is a new, and qualitative, change that is different from the previous one, which is deliberately sought to improve the ability to achieve certain goals in education. (Hafizhah, 2021) So, educational innovation is an idea of new ideas, products or works that can be used as a renovator to achieve educational goals

### 7. Character and Personality Development

The character in the context of Taman Siswa Ki Hajar Dewantara is reflected in the form of honesty, cooperation, independence, mutual love and good manners. (Adha & Ulpa, 2021) Ki Hajar Dewantara provides a very important view of character from the perspective of family, school, and society: character development for all individuals (including humans). The Among system introduced by Ki Hajar Dewantara shows that independence is one of the indicators of students' character to gain experience and contribute to society. Moral knowledge, moral emotions, and moral behavior. The figures themselves do good things, among others, based on knowing good things, the

desire to do good things, and their thoughts and feelings about whether it is good to do these things or not. These three things provide guidelines for a good moral life experience and ensure maturity in behavior..

#### . Evaluation and Quality Assurance

Evaluation is a systematic process to determine the value, importance, or status of an object or program. In the context of education, assessment is often used to evaluate the effectiveness of the curriculum, teaching methods, and student learning outcomes. Evaluations are conducted to understand what is already going well or what needs improvement to support better educational decision-making and planning. (Chess & Published, 2023) Assessment is directly related to the goals set at the beginning of the curriculum design. The goal is to ensure quality in the facility.

A quality assurance system is a series of systematic and organized procedures established by an organization, in this case an educational institution, to monitor, evaluate, and improve the quality of educational processes and outcomes. (Aris Try Andreas Putra & Erni Qomariyah, 2024). The goal is to ensure that all aspects of education, from the curriculum to teaching, facilities and administration, meet the set standards and are constantly being improved to achieve the desired results. (Ekawati, 2019)  $t_{\text{count}} = 5.320$  which means  $t_{\text{count}} > t_{\text{table}}$  ( $5,320 > 2,016$ ) with a significance value of  $0.01 < 0.05$ , which means that there is a partial influence between Organizational Climate and Education Quality.

Furthermore, the F Test was carried out to find out whether the independent variables simultaneously (together) had a negative influence or not with the dependent variables. Decision making in this test is taken if the value of  $F_{\text{is calculated}} > F_{\text{table}}$  with a significance level of  $< 0.05$ , then there is an influence between variable X and variable Y.  $F_{\text{table}}$  is obtained from the formula  $F_{\text{table}} = F(k:n-k)$ , then  $F_{\text{table}} = F(4:45-2) = F(4:43) = 2.016$

From the results of regression analysis, it can be shown that together (simultaneously) independent variables have a significant influence on dependent variables. This can be seen from the  $F_{\text{cal}}$  value of  $8,629 > F_{\text{table}} 2,016$  with a significance value (sig) of  $0.001 < 0.005$  (determined). Based on the explanation above, it can be said that Performance Assessment, Organizational Climate, and Work Environment together have a positive and significant effect on the quality of education at the Private Aliyah Madrasah in Kekait Village, West Lombok.

#### a. Coefficient of Determination

The determined coefficient (adjusted R-squared) is used to measure how well an independent variable is able to explain the dependent variable. If the value of the determination coefficient is close to 1, then the independent variable has a strong influence on the dependent variable, and if the value of the determination coefficient is 0, then the independent variable has no influence on the dependent variable. Based on the results of regression analysis, the value of the determination coefficient of  $R^2$  was obtained of 0.85 (85%). This shows that 85% of the variability in the quality of education can be explained by independent variables, namely performance assessment, organizational climate, and work environment. In other words, the combination of these three variables has a strong influence in determining the level of education quality.

Meanwhile, the remaining 15% was influenced by other factors outside the study, such as curriculum quality, student competence, parental participation, government policies, and other aspects that were not included in the analysis model. With a high  $R^2$  value, it can be concluded that performance assessment, organizational climate, and work environment are significant factors that need serious attention in efforts to improve the quality of education.

### C. Definition of Research

Education has a strategic role in developing quality human resources. In this context, the quality of education is the main indicator of the success of an education system in producing graduates who are competent, honest, and adaptable. The quality of education is influenced by various internal and external factors that interact with each other to create an optimal educational environment. This study focuses on three factors that are considered to have a major impact on the quality of education: Performance Assessment, and Organizational Climate. After the t-test was carried out to find out whether the partially independent variable (individual) had a significant influence or not with the dependent variable. The results of hypothesis testing of each variable are partially independent of the dependent variables can be analyzed as follows:

#### a. The Effect of Performance Assessment on the Quality of Education.

The results of the partial test from the table *coefficacyences* obtained a value of  $t_{count} = 4,396$  which means  $t_{count} > t_{table}$  ( $4,396 > 2,016$ ) with a significance value of  $0.001 < 0.05$ , which means that there is a partial influence between Performance Assessment and Education Quality.

#### b. The Influence of Organizational Climate on the Quality of Education. Partial test results from table *coeffitents* were obtained

### D. Definition of Performance Assessment

According to Veithzal Rivai, performance appraisal refers to a formal and structured system for measuring, Evaluate, and affect work-related characteristics, behaviors, and outcomes, including attendance. (Nur et al., 2022) Therefore, performance appraisal be assessment of the employee's work performance within the scope of his or her responsibilities. Teacher performance assessment is an evaluation of each main activity of the teacher's work reviewed from development career, rank, and status. (Muzakki & Ariyanto, 2019) In

order for the performance of professional teachers to achieve the expected learning and teaching goals, the following principles of improving teachers' professional skills must be considered: (Agustian et al., 2023)

#### 1. Teacher specialization

In the context of education, teacher professionalism is very important. This allows educators to focus and teach more deeply on a particular subject or field of study. Professional teachers typically have deeper knowledge in their fields, more effective teaching methods, and a better understanding of their students' learning needs.

2. Professional Ability Teachers are not only aimed at fostering the ability of employees, but how success can be seen from students. Educational results are considered quality if they can be processed in accordance with the minimum standards of national education. An educational process can be said to be of quality if it succeeds in creating a positive, creative, innovative and fun learning environment so that educational goals can be successfully achieved. If students are able to achieve learning outcomes, the results are considered quality.

The results of the performance assessment will be used as a basis to provide feedback to institutions or madrasas related to the quality of education held, identify strengths and areas of development, and make professional development plans.

#### 1. Performance Assessment Indicators (Hamid, 2018)

##### a. Student academic performance

This performance reflects the extent of student success in achieving the expected learning outcomes, in accordance with the applicable curriculum or educational standards. The main goal of education is how to help and guide students to achieve the understanding and skills necessary to be successful in their lives. Therefore, student academic performance is one of the most important benchmarks to evaluate the success of a school and teachers, namely in providing effective teaching. Good student academic outcomes can also be used as a basis for comparing school or teacher



performance with others, both locally and nationally, providing information about the extent to which the set standards have been achieved.

b. School management

School management is one of the important performance indicators in performance assessment because it reflects the ability of the principal and school staff to manage various operational and administrative aspects of the school. All of this includes how to manage human, financial, physical, and educational programs that aim to achieve the set educational goals.

c. Curriculum development

The curriculum development process involves the active involvement of the principal in preparing a learning plan, determining program priorities, choosing effective learning methods, and ensuring the integration of technology and innovation in the learning process. Evaluation of the principal's performance in curriculum development includes his or her ability to facilitate collaboration between teaching staff, respond to feedback from teachers and students, and make necessary changes to improve the effectiveness of the curriculum according to the needs and development of students. Thus, curriculum development not only reflects the principal's commitment to the quality of education, but also his ability to lead a learning process that is relevant and meaningful for students.

d. Innovation and improvement

Innovation and improvement involves the principal's involvement in identifying problems or challenges facing the school, gathering feedback from staff, students, and parents, and designing creative and effective solutions. In addition, school principals are also responsible for facilitating the training and development of school staff, promoting a work culture that supports innovation, and evaluating the impact of implemented changes. Evaluation of a principal's performance in innovation and improvement includes his or her ability to create an environment that supports

continuous learning and growth, as well as his or her ability to achieve improved educational goals through innovative strategies. Thus, innovation and improvement are important indicators in assessing the principal's contribution to school development and student progress.

e. Ethics and integrity

Ethics and integrity are important aspects of the principal's performance assessment because they reflect the principal's moral values, honesty, and professionalism in leading the school. As educational leaders, school principals are expected to demonstrate high ethical standards in all aspects of their actions and decisions. This includes openness, honesty, and fairness in interacting with staff, students, parents, and other community members.

**Conclusion**

Based on the discussion that has been explained above about the Influence of Performance Assessment, Organizational Climate, and Work Environment on the Quality of Education in Private Aliyah Madrasah in Kekait Village, West Lombok Regency with the aim of answering the formulation of the problem that has been determined by the researcher, the following conclusions can be drawn, namely:

1. The Performance Assessment has an impact on the Quality of Education with the results of partial testing from the table *coefficients* obtained a *t*count value = 4,396 which means that the *t*count > the table (4,396 > 2,016) with a significance value of  $0.001 < 0.05$ , which means that there is a partial influence between Performance Assessment and Education Quality
2. Organizational Climate has an effect on the Quality of Education with the results of partial testing from the table *coefficients* obtained a *t*count value = 5,320 which means that the *t*count > *t*table (5,320 > 2,016) with a significance value of  $0.01 < 0.05$ , which means that there is a partial influence between

- Organizational Climate and Education Quality.
3. Performance Assessment, Organizational Climate, and Work Environment together have a positive and significant effect on the quality of education in Private Aliyah Madrasah in Kekait Village, West Lombok, judging from the results of regression analysis, showing that together (simultaneously) independent variables have a significant influence on the dependent variables, where the F value is calculated as  $8.629 > F_{table} 2.23$  with a significance value ( $sig$ )  $0.001 < 0.005$  set.
  4. Based on the results of regression analysis, the value of the determination coefficient of  $R^2$  was obtained of 0.85 (85%). This shows that 85% of the variability in the quality of education can be explained by independent variables, namely performance assessment, organizational climate, and work environment. In other words, the combination of these three variables has a strong influence in determining the level of education quality. Meanwhile, the remaining 15% was influenced by other factors outside the study

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