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Organizational Culture in Improving Teacher Performance in Support of SDG 4 (Quality Education)

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ABSTRACT

Objective: To describe the organizational culture of public senior high schools in West Pasaman Regency and examine its potential contribution to improving teacher performance. Organizational culture is assessed through three indicators: collaboration, trust, and honesty. The study also positions a supportive school culture as an institutional mechanism for advancing Sustainable Development Goal 4, particularly the provision of quality education through effective and professional teaching practices. **Method:** A descriptive quantitative design was employed. The population comprised 359 teachers from public senior high schools in West Pasaman Regency. A sample of 98 teachers was selected through proportional stratified random sampling. Data were collected using a Likert-scale questionnaire distributed through Google Forms. The collected data were analyzed using mean scores and percentage calculations to determine the achievement level of each organizational culture indicator. **Results:** The findings indicate that organizational culture was generally classified in the good category, with an overall achievement rate of 80.35%. Trust obtained the highest achievement rate at 85.48%, followed by honesty at 83.31% and collaboration at 83.25%. These results demonstrate that positive cultural values have been established across the participating schools, although further improvement remains necessary to optimize their contribution to teacher performance. **Novelty:** To provide empirical evidence regarding organizational culture in public senior high schools in West Pasaman Regency by integrating collaboration, trust, and honesty within a single descriptive framework. It further highlights organizational culture as a school-level foundation for strengthening teacher performance and supporting SDG 4 through sustainable improvements in educational quality.

INTRODUCTION

Culture is an important factor that can provide great strength and encouragement for an organization. Organizational culture is a habit held by its members that differentiates one organization from another (Warde, 2014). Duchek (2019) states that every organization has a culture that depends on its strength, which can have a relatively large impact on the attitudes and behavior of members of the organization. Organizations and organizational culture are interrelated and influence each other. Organizations produce and influence organizational culture through their structures, policies, and practices. Conversely, organizational culture reflects the identity and characteristics of an organization (Pike & Page, 2013). Organizational culture is defined as the deep-rooted values and beliefs held by personnel within an organization. If an organization has a unique and distinctive organizational culture, it can become a characteristic that distinguishes the organization from others. Through organizational culture, the identity of an organization is reflected in the way the organization operates, interacts, and makes decisions. Organizational culture and organizational identity are interrelated and influence each other. Organizational culture reflects the identity of the organization through the values and practices adopted, while organizational identity can shape the organizational culture through the values and direction desired by the