

Impact Organization Culture and Perceived Organization Support on Creativity of High School Teachers**Umiarti¹, Yetty Supriyati², Billy Tunas³**Universitas Negeri Jakarta^{1,2,3}**ABSTRACT**

In general, teacher creativity has a main function that helps get the job done quickly and efficiently. The purpose of this study is to conduct a study to determine the direct effects of organization culture and Perceptions of organizational support for the creativity of high school teachers. This study used 165 high school teachers in Indonesia. The results show that organization culture has a significant and positive effect on creativity by 0.629. Perceived organization support also has a significant and positive effect on creativity by 0.389. The implications of this research to be able to improve the creativity of teachers, every schools in Indonesia need a strong organizational culture and support from the organization.

Keywords: Organization Culture, Perceived Organization Support, Creativity

1. INTRODUCTION

Education is one of the important factors for the development and progress of a nation, through education will create a reliable and quality human resources (Kuat, 2015). Education also becomes a future investment because human education is able to adjust the way of thinking, develop all the potential of themselves, and take a role in life. Education becomes a capital daLam delivers countries and communities interact on a global scale facing increasingly complex challenges of the world (Statistik, 2018). In Indonesia, the number of schools has always experienced a rapid growth of 0.47% for the country or increased by 800 schools in 2017-2018 and for private schools increased by 3.44% or as much as 4,758 schools.

Education should be able to actively participate in preparing well-educated human resources who are able to face various challenges of life, local, regional, national and international. Students are not enough to just master the theory, but also want and be able to apply in social life. He is not only able to apply the knowledge he acquired in school/college, but also able to solve various problems faced in daily life. Nowadays, formal education should be supported by other skills such as entrepreneurship and technology mastery. According to the presidential instruction No. 4 of 1995 on the National movement of socialize and cultivate entrepreneurship, the meaning of entrepreneurship is the spirit, attitude, behaviour and ability of one in dealing with the business and/or activities that lead to the efforts to seek, create, implement the workings, technologies and new products by improving efficiency in order to provide better service and or gain greater profits (Soeharto, 1995). In other words, the mastery of the theory given by the teacher is not enough, teachers need to have creativity so as to educate the students to have the ability to solve various problems every day, have an entrepreneurial attitude like Spirit, attitude, behavior, create, and innovate on new technologies or products.

To improve creativity in the teachers in the school, there is a culture in the organization. According to (Warrick, 2017), cultural organizations as the basic assumption patterns were found or developed by certain groups when he learned to address external issues of adaptation and internal integration that have worked well enough to be considered valid, and hence, taught to new members as a proper way to understand, think, and feel with respect to the problem. Research conducted by Rastgoo (2017) demonstrates a positive and significant influence of organizational culture on employee creativity, organizational culture on knowledge management and ultimately knowledge management on employee creativity.

The perception of support from the organization proved to be improving the creativity that is owned by the Seseroang, research conducted by Zang, Bu, & Wee (2016) states employees who perceive support from their organizations are more motivated to give back and engage in activities that will benefit the company, which further enhances their creativity

2. LITERATURE REVIEW

2.1 Organizational Culture

The term "culture" originally emerged from the scientific disciplines of anthropology. Anthropologists use "culture" to illustrate the uniqueness of a community compared to other communities, and why the behavior of a community can survive from one generation community to the next. However, in the early 80 's, the word "culture" was associated with the word "organization" known as "organizational culture." In organizational theory, the term "organizational culture" is used to explain why the characteristics of an organization differ from the characteristics of other organizations. In the same way, in organizational theory of behavior, organizational culture can have an influence on the attitudes and behaviors of organizational members. Organizational culture can be regarded as one of the key bias driving organizational success. Büschgens, Bausch, & Balkin (2013) define organizational culture is shared values, with cultural strength describing the extent to which values are shared by organization members. While according to Ostroff, Kinicki, & Muhammad (2013) organizational culture is a function of industry and environmental characteristics, national culture, founder's values, and an organization's vision, goals, and strategy

Naranjo-valencia, Jiménez-jiménez, & Sanz-valle, (2015) said organizational culture is a key determinant for firm innovation and that it can actually foster it but that it can also act as a barrier against innovation. The definition shows that culture plays a crucial role in corporate innovation, can be a positive value as well as a barrier to innovation. According to Nikpour (2017) Organizational culture is the representation of the collective values, beliefs, and principles of organizational members. It is a product of factors including history, product, market, technology and strategy, type of employees, management style, as well as national culture

2.2 Perceive Organizational Support

According to Ishfaq Ahmed (2015) POS is defined as "beliefs concerning the extent to which the organization values their contribution and cares about their well-being". POS is also defined as the extent to which one believes that the organization is concerned about prosperity and considers it an integral part of the organization (Eisenberger, Huntington, & Sowa, in Naseer, Raja, Syed, & Bouckennooghe, 2018). Support organizations that are perceived by employees should meet especially specific needs of employees such as respect, adoption, emotional support, and approved (Armeli, Eisenberger, Fasolo, & Lynch, in Akgunduz & Sanli (2017).

Another definition also mentions that by caring for the employee's health, the company can be considered as providing support to employees, as stated by Mayes, Finney, Johnson, Shen, & Yi (2017) who say that the support of the perceived organization (POS), is a perception of employees that the Organization appreciates its work and cares for it or prosperity. Research conducted by Zang; Bu, & Wee (2016) demonstrate that perceive organizational support can affect creativity.

2.3 Creativity

According to (Cropley, 2015) creativity is the interaction among aptitude, process and environment by which an individual or group produces a perceptible product that is both novel and useful as defined within a social context. Another thing is that Hadiyati (2010) said that creativity is an initiative of a product or process that is beneficial, true, precise, and valuable to a more heuristic task that is something that is an incomplete guideline, instruction, or guide that will lead us to understand, learn, or discover something new.

3. RESEARCH METHODOLOGY

3.1 Data

The data in this research is based on primer data, A cross-sectional survey was conducted to gather data using questionnaire. 200 questionnaires are distributed to certified teachers in the West Jakarta city, and 165 questionnaires were used in this study.

3.2 Population and Sampling

The population used in this study is a certified State High school teacher in West Jakarta city administration 1. The teacher's population amounting to 200 teachers, resulting in a sample of 165 teachers (using the Slovin formula).

3.3 Analytical Technique

This research is a quantitative research which use multiple regression analytical. Organizational culture dan perceive organizational support is an independent variable meanwhile creativity is dependent variable. Data will be proceeded with SPSS device by testing hypothesis with t-test and f-test.

4. RESULT AND DISCUSSION

4.1 Hypothesis Testing

Table 1. Coefficient

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.471	.286		-1.649	.101
	X1	.393	.054	.389	7.299	.000
	X2	.608	.052	.629	11.791	.000

a. Dependent Variable: Creativity

Table 1 is the result of the output of T-Test, in the table it appears that the perception of organizational support is able to influence the creativity of the teachers in West Jakarta certifier with significance of 0.00 and below the error rate 0.05. The great influence of perception of organizational support towards creativity is 0,389. Similarly, the organizational culture is significantly able to influence the creativity of the state high school teacher who is certified in West Jakarta with significance of 0.00 and is below the error rate of 0.05. The great influence of organizational culture on creativity is 0,629.

Table 2 ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	48.356	2	24.178	94.802	.000 ^b
	Residual	41.317	162	.255		
	Total	89.673	164			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Table 3 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.734 ^a	.539	.534	.50502

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Table 2 shows that the results of the F-test test show that the perception of Organization's organizational and cultural support is jointly influenced by the creativity of the National High School teacher certified in West Jakarta with Significance of 0,000 and greater influence of 0,539.

4.2 Discussion

This study shows that the perception of perception of organizational and organizational support are jointly able to influence the creativity of a certified state high school teacher in West Jakarta. Organizational culture has a greater influence on creativity when compared to the perception of organizational support. The research also supports statements according to Naranjo-valencia, Jiménez-jiménez, & Sanz-valle (2015) that organizational culture is the main determinant for corporate innovation and that it can actually push it but can also act as a barrier to innovation, in other words the influence of organizational culture to creativity is very strong

and has a tendency to strengthen creativity or even weaken creativity. In this study shows that the influence of the organizational culture of creativity is positive so that it can be said that the organizational culture in the State High school in West Jakarta can improve the creativity of the teachers certified.

5. CONCLUSION

The perception of organizational support is able to influence the creativity of the public high school teacher who is certified in West Jakarta, as well as an organizational culture that can significantly affect creativity. Organizational culture has a greater influence compared to the perception of organizational support. Leaders at SMA Negeri in West Jakarta are expected to build a creative organizational culture and provide the support required by the teacher at the state High school in West Jakarta so that in the future creativity in the teacher can increase.

REFERENCES

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