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**THE INFLUENCE OF ELITE ORGANIZATION CULTURE IN ENGLISH LINGUISTICS, LITERATURE, AND EDUCATION TO IMPROVE PROFESSIONALISM OF ENGLISH EDUCATION PERSONNEL AT STATE ISLAMIC UNIVERSITY (UINSU), MEDAN, INDONESIA**

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**ABSTRACT**

The purpose of this study is to determine whether the ELITE organization culture , English Linguistics, Literature, and Education effect directly or indirectly in accordance with significantly to enhancing the professionalism of English teachers in the State Islamic University, to find out. This research model using quantitative research methods with the research design ex post facto by the number of sample as many as 184 people. The direct effect of 0.175. In addition to the direct effect of exogenous and exogenous variables, this study also concludes there is an indirect effect of .0461 Thus it can be believed that if good ELITE organization culture, it will be able to improve the professionalism that have an impact on the increased professionalism English teacher.

**Keywords:** ELITE, professionalism, teachers, linguistics, education

**INTRODUCTION**

Empowerment of superior human resources started by a good education process. Formal education is conducted in units of education, especially in higher education will be the center point of the process of education and become a benchmark in the management of education as a whole, because of State Islamic University as an educational organization to be able to optimize the overall performance of existing resources as well as the components of the organization to be able to achieve the goals of the educational process is conducted in State Islamic University. From the set of resources that the key to a successful educational process on campus, teachers are the most influential resource in achieving educational goals.

Teachers as a determining factor in the organization at college, become an important part that must be managed in a serious and sustained, because the management is not appropriate to the lecturer is a key factor in the success of the State Islamic University as an educational institution, will have an impact on the quality of educational output , Management of partial will produce a very varied course, for it is very necessary to have a unifying container is a system of professional development that leads to the hope of helping teachers are able to plan, implement and evaluate learning activities, including in developing the curriculum and increasing the professionalism of educators can be used to communicate, exchange thoughts and share experiences, carrying out various demonstrations, attractions and simulations in learning at international arena.

ELITE is an acronym of **English linguistics, Literature, and Educations** is an organization birth begins with formation English lecturer of the concertium for within the scope of State Islamic University both public and private in Indonesia, is a forum for educators, especially English and English observers that aim to make teachers of English professionals in improving the quality of English education together to help teacher improve their professionalism. ELITE Organizations age is still young relatively is 4 (four) years but has consisted of 384 persons (source ELITE secretary) has been involved in the assessment of English Linguistics, Study of Literature and its implication to the world of Education, provides assistance to communities in developing English education at either the formal or informal which leads to professional teacher, various international arena. ELITE has been successfully proud to present the

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### INTRODUCTION

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Annual Conference in various Islamic University as the 1st ELITE CONFERENCE at Maulana Malik Ibrahim State Islamic University, Malang, 2nd ELITE CONFERENCE at State Institute for Islamic of Palangkaraya, 3rd ELITE CONFERENCE at Sultan SyarifKasim State Islamic University of Riau and 4th ELITE CONFERENCE at Syarif Hidayatullah State Islamic University, Jakarta, as well as instructor training activities, improvement of infrastructure and others. In fact today the organization (ELITE) is only considered as a routine activity only. Educators do not consider that participation in ELITE will provide a myriad of benefits to provide knowledge in an effort raising its professionalism in teaching.

In view of the national education system in Indonesia lecturers are professional positions. Lecturers are professional teacher with the primary task of educating, teaching, guiding, directing, train, assessing and evaluating students. Efforts to repair whatever is done to improve the quality of education actioncontribute significantly without supported by professional educators and qualified. This view gives meaning productivity of lecturer must be demonstrated by the maximum performance to be measured by the achievement of competency standards (students). So that the performance of lecturers become an important part of getting attention, both for the community of academics, shake holder and user as the manager, funder of both government and users of educational services.

Professional development is through the ELITE organization to be a global concern, because educators have a duty and a role not only provide science and technology information, but also shaping the attitude and spirit that can survive in the global era. The task of teacher help students to be able to adapt to the challenges of life as well as the insistence that developed in himself.

## LITERATURE REVIEW

### *ELITE Organizational Culture English Linguistics, Literature, and Education*

ELITE Organizational Culture is the dominant values are supported by the college or philosophy that guides policy of State Islamic University to all the elements and components of college including education stakeholders, such as how to carry out the work at the college as well as the assumptions or basic belief held by personnel of the State Islamic University. Organizational culture with reference to the prevailing culture within the company, namely the cooperation between several people who form a group or cooperative unit of its own. According Sutrisnoorganizational culture is defined as a system device values (values), beliefs (beliefs), assumptions (Assumptions), or norms that have long been in force, agreed upon and followed by the members of an organization as a code of conduct and solving the problems of the organization. In the culture of the organization is going the value socialization and internalize the values within the members, animates the individuals in the organization. Thus, the organization culture is a soul of the organization and the soul of members of organizations like ELITE organization begins to be caused by a variety of views, approaches, interests of each interested from various academics and practitioners.

Moedjiarto citing Larsen defines State Islamic University's culture as an norms, expectations and beliefs of the personnel involved in the organization of colleges that can provide the impetus for action that leads to student achievement is higher in line with the cultural development of the State Islamic University, noticedthere are seven dimensions of organizational culture can be adapted to the culture of State Islamic University namely: (1) conformity (conformity), if an organization has a lot of rules that must be obeyed by the staff / employees when such rules are not relevant to execution of work. Such organizations are said to have conformity low and otherwise called high confirm, (2) the responsibility (responsibility), if an organization all decisions made by a single person who was at the helm, the work climate is therefore climate with low responsibility , because basically the subordinate was never given the opportunity to have the responsibility, (3) reward (reward), if an organization all people feel that even if they are doing well, but do not get an award or remuneration for but if making small mistakes punished. Working climate The climate is working in exchange for a low, (4) the spirit of the group (team spirit), if an



organization people suspect each other, it is difficult to trust each other, and there is not feeling of a group, so the working environment is therefore working climate with low team spirit, (5) clarity (clarity), when in an organization with the working procedures are not clear, people feel to not know exactly in which it's responsibility and authority, the work environment is therefore working climate with a low clarity, (6) standard (standard), the provisions of which are set about the quality of the work by its members, and (7) leadership (leadership), if an organization is not felt their guidance and attention superior to the performance of the people in it, the existence of the organization walk in his routine itself so that such climate caused working climate with low leadership.

ELITE is an acronym of English linguistics, Literature, and Education organization begins with formation of the concercium English lecturer within the scope of State Islamic University both public and private. The organization was created on Wednesday, 27<sup>th</sup> November 2013 thirteen domiciled Gajayanastreet 50 Malang 65144 and where necessary be able to open branches or representative-representation in another place and was set for a predetermined time duration. This organization is based on Pancasila and the Constitution of 1945, while the mean is: as a means to participates in shaping, developing science, particularly in the areas of English, linguistics, literature and its implications for education. The purpose of this Institute is to enhance the expertise and the development of science through the efforts of an organized, planned and sustainable.

### ***Professionalism of English Teachers at the State Islamic University Environment***

Professional teachers are teachers who know about them namely they are person who are called to accompany learners to / in learning. Teachers are required to figure out continuously how should learners learn. So if there is a failure of learners, teachers are called to discover the cause and find a way out together learners not silence him or even turn it on. The attitude that must always fostered a willingness to get to know themselves and the will to purify employment education. Want to learn by taking the time to be the teacher. A teacher who is not willing to learn, you may feel at home and proud to be educators. Violence and pride in employment education is a step to be professional teacher. The teachers who want to be succeed required to make good planning, skilled conduct effective communication (the message can be understood learners correctly). Working out with seriousness and high expectations that the students have a high achievement. So it required the development of a professional level of teachers in answering the challenges of a shift in values and technological advances in the field of education. Reigeluth and Garfikel (1995: 116) argues: *"We need to reevaluate they way professional development experiences are structured, not only during teachers early years in the classroom but Also throughtout Reviews their teaching careers, we must design a professional development activities to help teachers maintain, or in rediscover the same case, the enthusiasm, hopefulness and commitment they have for teaching "* Surya said that the professionalism teachers have an important meaning, namely: (1) professionalism guaranteed protection to the welfare of the general public, (2) the professionalism teachers are a way to improve the education profession that is considered by most people is low; (3) Professionalism give the possibility of improving and self-development that enables teachers to provide the best service possible and maximizing competence. The quality of professionalism shown by the five attitudes, namely: (1) the desire to always display the standard approach ideal behavior; (2) to improve and maintain the image of the profession; (3) desire to always pursue professional development opportunities to enhance and improve the quality of knowledge and skills; (4) the pursuit of quality and ideals of the profession; and (5) pride in his profession organization(ELITE) is positioned to enhance the competence and performance of the teachers. Various efforts to improve the performance of educators have been conducted and results are expected by the revitalization of the activities in ELITE is should be:

- Expanding horizons and knowledge of educators in various ways, such as the preparation and development of syllabus, Planning Learning Program (RPP), compiling teaching materials based on

Information and Communication Technology (TIK), discusses the essential material elusive, strategies / methods / approaches / instructional media, learning resources, a minimum completeness criteria, remedial learning, test questions for various needs, analyzing the results of learning, develop programs and enrichment, and discuss various issues and find alternative solutions;

- Provide opportunities for teachers to share their experiences and provide mutual support and feedback;
- Increase the knowledge, skills, and attitudes and adopt a more innovative approach to learning for teachers;
- To empower and assist educators in carrying out the tasks of educators in universities in order to improve learning in accordance with the standards;
- Changing the work culture and develop the professionalism of teachers in order to ensure the quality of education;
- <sup>3</sup> Improving the quality of education and learning reflected in improved learning outcomes of students in order to achieve quality education services;
- Develop mentoring from senior educators for junior teachers; and
- Raise awareness to the problems of teachers in the classroom that had been unconscious and not well-documented, and others.

### RESEARCH METHODS

The method used in this research is quantitative research design ex post facto that the variables studied are not controlled and manipulated by the researchers, but the facts disclosed by the measurement of symptoms that have owned or tested what would happen. It is based on the definition Kerlinger who provides that that non-experimental studies is the systematic empirical study in which scientists can not directly control the independent variable because its manifestations have appeared or because of the nature of the variable nature it does cover the possibility of manipulation

### DISCUSSION

The culture of State Islamic University is shaped by the values and norms that constructed and is believed to be shared by people in the organization. Culture built will inspire and inspire everyone who became citizens of the college and will be shared conviction to address any problems encountered people or the organization as a whole, including educators.

**Table. 1** Variable Grid Organizational Culture Instrument ELITE PTAI

No	Indicator	Descriptor	Statement		Score
			+	-	
1	Religion	• Religious Belief	1,2		7
		• Humility	3		
		• Responsible	4, 5		
		• Honesty	6, 7		
2	Equity (equity)	• Freedom from discrimination	8	9	4
		• Balance	10,11		
3	Save (save)	• Policies that Protected	12, 13		9
		• Free from drugs	14		
		• Free from harassment	15, 16		

		• Free from Violence	17, 18		
		• Peace	19		
		• Conduct	20		
4	Positive	• Respect ideas and concept	21, 22		5
		• Trust	23, 24		
		• Integrity	25		
5	Empathy	• Concern		26	1
6	Clean (clean)	• Orientation on the preservation of the environment	27		3
		• Environment regular college	28,29		
		• state Islamic University's environment comfortable	30		
7	Tolerance	• Respecting difference	31, 32		4
		• Cooperate	33		
		• Team work	34		
	<b>Total</b>		<b>32</b>	<b>2</b>	<b>34</b>

• Description of Research Data

The data collected from each variables tabulated in accordance with the purposes of analysis. Furthermore, the tabulated data have been analyzed with descriptive statistics of which calculates the value of central tendency and size distribution. This is done to determine the general description of the meaning contained cluster distribution of the data obtained. Respectively in the following sections will describe the respective data variables. Description of data includes the size central tendencies, such as the average (mean), the average score data from two middle (median), which has frequency highest score (modus); tendency size of the deployment, such as standard deviation (standard deviation), the variance (variance), the span (range), the lowest score (minimum), the highest scores (maximum); frequency distribution and histogram. Calculation and descriptive summary of the analysis can be seen in Table. 2 below.

**Table. 2** Summary of Results of Analysis Descriptive Statistics

Statistics	Variable	
	CULTURAL ORGANIZATION (X1)	PROFESIONALISME T.P (X2)
N	184	184
Average	136.99	150.99
Middle Value	140.00	154.00
Value Dominant	134.00 <sup>a</sup>	156.00
Std. Deviation	16.46712	16.47
Variance	271.17	271.19
Range	87.00	78.00
Minimum	81.00	107.00
Maximum	168.00	185.00
Total	38904.00	42881.00

Furthermore, based on the calculation of the mean scores and standard deviations ideal ideal, the data will then be clarified in three categories, namely: high, medium, and low with the following conditions:

- If X :  $\geq + 1$ .Standar Mean Deviation = high category  
 If X : Between Mean  $\pm$  1.Standar deviation= being category  
 If X : Mean - 1.Standar deviation = low category

**ELITE Organizational Culture**

ELITE organizational culture variable data (X3) consists of seven indicators: 1) religious 2) fair, 3) safe, 4) positive, 5) empathy, 6) clean, and 7) tolerance. ELITE organizational culture variable data (X3) totaled 284. The general picture given statement respondent answers on some descriptors are described through the statistical analysis descriptive. After counting the score than get the lowest score 81 168, the arithmetic mean (Mean) 136.99 , median (Me) 140.00, mode (mode) 134, the variance (variance) 271.17, standard deviation (standard deviation) 16,47. By using rules Sturge, the frequency distribution consists of 9 (nine) class interval and length interval of 10 (ten).

**Table. 3** Organizational Culture ELITE

<b>ORGANIZATION CULTURE (X3)</b>				
No	Distance of class	Frequency	Achievement	Cumulative Presentation
1	80,5 - 90,5	3	1,06	1,06
2	90,5 - 100,5	10	3,52	4,58
3	100,5 - 110,5	11	3,87	8,45
4	110,5 - 120,5	15	5,28	13,73
5	120,5 - 130,5	41	14,44	28,17
6	130,5 - 140,5	66	23,24	51,41
7	140,5 - 150,5	81	28,52	79,93
8	150,5 - 160,5	48	16,90	96,83
9	160,5 - 170,5	9	3,17	100,00
	Total	284	100.0	

Table 3 shows that the samples are in the highest scores are on grade interval from 160.5 to 170.5 by 9 votes (3.17%), the samples are at the lowest scores are on grade interval from 80.5 to 90.5 for 3 people (1.06%), and the most frequent are at 150.5 140,5- score as many as 81 people (28.52%). The frequency distribution of scores of organizational culture variables in Figure. 1 ELITE showed histogram graph below:



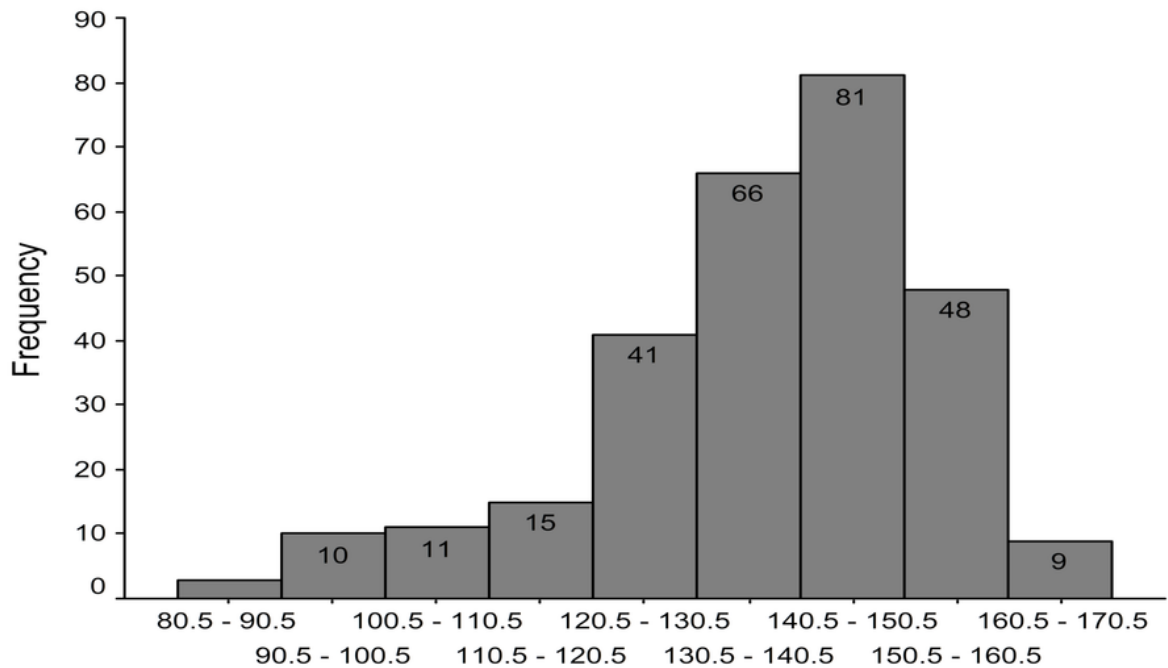


Figure. 1 Grafik Histogram ELITE Organizational Culture

### ORGANIZATIONAL CULTURE

The histogram shows the frequency of data tends to be normally distributed. While to know the quality of organizational culture ELITE done by comparing the mean and standard deviation of the mean and the empirical score ideal score. Lowest score empirical data known to 81 and the highest score 168 and the mean score of 136.99 empirical data. While the ideal minimum score is 34 and the ideal maximum score is 170, so that the average score of the ideal is  $\frac{1}{2} (34 + 170) = 102$ . Thus, based on the results of these calculations are known empirical average score of 136.99 showed higher than in average score ideal 102. These findings can be interpreted that the ELITE college organizational culture of Islam in Indonesia is expressed to use the indicator variables used in this study is good enough.

34 point statements on the instrument variable ELITE organizational culture which was answered by 384 sample seen variations on several respondent selection .Choosing statement by statement on organizational culture instrument ELITE spread the statement is always, often, sometimes, rarely and never. From the data analysis has been done, then using the formula presented earlier classification categories above, the results obtained tendency respondent selection statement on organizational culture variables ELITE shown on the summary of the analysis of data categorization with three groups of categories in table 4 below.

**Table. 4** Levels of Variable Group category inclination Culture organizations ELITE

<b>ELITE ORGANIZATION CULTURE (X3)</b>				
<b>ORGANIZATION CULTURE (X3)</b>		Frequency	Achievement	Cumulative Achievement
A Group Classification	Low KLP (M - 1SD)	43	15.14	15.14
	(M - 1SD) < Middle KLP > (M + 1SD)	194	68.31	83.45
	High KLP (M + 1SD)	47	16.55	100.00

The data in table 4 above shows that as many as 15.14% of respondents said that organizational culture ELITE be in the category of high or very well, as much as 68.31% of respondents said that organizational culture ELITE group of moderate or good category and 15.14% respondents stated that organizational culture ELITE group of low or poor category. Empirical distribution of scores for this statement ELITE organizational culture spread between the lowest score from 81 to 168 the highest score.

ELITE organizational culture directly affect significantly the professionalism of teachers of English at State Islamic University amounted to 0.175, with 4.759  $t_{count}$  coefficient greater than the value  $t_{tabel}$  (0,05) = 1.966 and  $t_{tabel}$  (0,01) = 2,588. This means the better the culture of the best professionalism ELITE organization of the English teacher. This can happen if the religious values, justice, secure, positive thinking attitude, empathy, clean and tolerance are values developed from ELITE culture increasingly maintained and enhanced. In addition to the direct effect of exogenous and exogenous variables mentioned above, this study also concludes the indirect effect of the variables studied were:

There is an indirect effect of organizational culture ELITE in the professionalism of educators at 0.0461 with coefficient  $t_{count}$  obtain 21 at 3.6788 where the value  $t_{tabel}$  (0.05: 281) = 1.968 and the value  $t_{tabel}$  (0.01: 281) = 2,593. This means that the indirect influence of organizational culture on professionalism ELITE English teacher expressed very significant. Thus it can be believed that if the ELITE good organizational culture will influence the increasing professionalism of the performance of educators. There is the indirect influence of organizational culture on professionalism ELITE English teacher at State Islamic University. This means that the indirect influence of organizational culture on professionalism ELITE otherwise very significant. Thus it can be believed that if the organizational culture ELITE good, it will be able to increase professionalism will affect the rising professionalism English teachers.

## CONCLUSION

Have discussed before that in this study the variables under study consists of three exogenous variables, namely the professionalism of teachers at State Islamic University and endogenous variables that organizational culture ELITE. Based on the theoretical model of the proposed research, development job satisfaction variables play a role as well as the intermediate variables (intervening variables). Focusing on rejecting on theoretical grounds, the researchers propose a hypothesis which said to prove a direct influence, and one hypothesis to prove indirect effect among variables. Theoretically, the findings in this study has strengthened the theory and findings in previous studies that examines the factors that influence the professionalism of English teachers at State Islamic University. Based on the discussion and a foregone conclusion, researchers suspect there are other variables influence the professionalism of educators that can not be predicted by this research.

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