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## Organizational cultural manifestations in character-building at public high school 1 parity

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### Abstract:

The study aims to implement shaping of character through organizational culture and knowing of supporting factors and character creation constraints. The formation of a character at state high school 1 parada involves learners and all teachers and staff employees in the supervision of the education service. The study employs a qualitative approach, with a type of field research. The results of this study indicate that there was a cultural outlet that was in the 1st state high school. These character building activities include school rules, implementing 5s, conserving local wisdom cultures, and tolerance attitudes.

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### Introduction (مقدمة)

The introduction contains the purpose of the study and why the study is conducted. The Character education is an important factor in the development of a youth's personality. The decline of teenage character is a major problem for the country (Ulfa et al., 2023). This can be seen from government surveys that say the incidence of out-of-wedlock pregnant teens is increasing. Furthermore, increasing moral degradation and the loss of native domestic culture. The event is caused by the implementation of immeasurable character material, the abuse of technology in learning, free association and so on (Khaida Baqiyatussholihah, Luluk Ifadah, and Nur Alfi Muanayah, 2022).

As for the passage of the Koran discussing this in the letter of al-mujis verse 11 that reads:

اللَّهُ يَرْفَعُ فَنَشُرُوا أَنْشُرُوا قِيلَ وَإِذَا لَكُمْ اللَّهُ يَفْسَحُ فَافْسَحُوا الْمَجْلِسِ فِي تَفْسَحُوا لَكُمْ قِيلَ إِذَا أَمِنُوا الَّذِينَ يَأْتِيهَا  
حَيْثُ تَعْمَلُونَ بِمَا وَاللَّهُ دَرَجَتِ الْعِلْمِ أَوْثُوا وَالَّذِينَ مِنْكُمْ أَمِنُوا الَّذِينَ

O faithful one (Nurul Umah Fijanati, Hafidz, Sukadi, 2023), if someone asks you to stay open in your relationship, then accept it, for god will surely give you a place. Furthermore, if you are asked to stand, god will exalt some of your faithful and informed ones among you. God also knows what you do. God says to educate his faithful servants as he directs the trainees to be kind to the rest of the assembly (Ibnu Katsir).

Character education (Nashihin, 2019) not only teaches learners about right and wrong, it also teaches good habit learners that enable learners to act according to the moral convictions of learners. Character education also helps to develop affective and psychosomatic skills of learners and cognitive awareness of right and wrong (Hanifah & Priyatna, 2020). In other words, moral education should include not only the elements of moral knowledge, moral sense, and moral behavior. In character education, habits that are consistently maintained and highly valued must be displayed.

Character education (Nashihin, 2017) must be obtained by a person from his childhood. The goal is to one day become men of good character that can be useful to religion, nation and country. The character education we know certainly begins with his family's environment, community environment, and Lin's.



### Method (منهج)

Research methods are a series of methods or activities based on basic assumptions, philosophical view and ideological, questions and issues faced (Nana Syaodih Sukmadinata, 2012). Descriptive qualitative (Syaiful Anam, 2023) research is a naturalistic research approach aimed at producing factual images, according to the reason given. Researchers immediately went to the research site to get original and accurate data on the purpose of research, understanding how character education is applied to school culture and the driving factors and inhibition (Galeano et al., 2023). Consistent with the purpose of the study, researchers found descriptive qualitative methods suitable for use in the study.

### Research Types And Approaches

Viewed in the light of data obtained in the study as a type of field research (de la Calle-Arroyo et al., 2023b), it is the kind of study which subjects the symptoms or events that take place in groups of people (Kesuma, n.d.). The type of research used in this study is field research, which means researchers are doing direct research at public high school 1 parity, so by this heading to data check, researchers should describe or describe the natural conditions of school culture, Supporting factors and character education factors through the implementation of the organization culture at public high school 1 paraphone of the observed written words or informants such as the principal, curriculum waka, religious teachers and students (Nugroho, n.d.).

The study is aimed at the implementation of character formation in an organization culture of the importance of breeding at public school 1 parakan. Observations go down to the field and analyze the implementation of character formation in an organization culture that matches the school's real conditions. This research holds up theoretical data, specifying the definitions and prespeculative of the informant and therefore requires an approach consistent with the direction and purpose of the research. A workable approach and support good research with a qualitative research approach (Jozef Raco, 2010).

### Types And Data Sources

Appropriate identification of research participants is critical to the science and practice of psychology, particularly for generalizing the findings, making comparisons across replications, and using the evidence in research syntheses and secondary data analyses (de la Calle-Arroyo et al., 2023a). If humans participated in the study, report the eligibility and exclusion criteria, including any restrictions based on demographic characteristics.

## Research Design

Any information or material provided by nature is to be sought out, collected, and chosen by researchers as data in qualitative research, the data is usually soft in the words, sentences, expressions, and actions of the object interview. According to some sources, the data in research is grouped into two types of primary and secondary data.

### a. primary data

Primary data says, if it is obtained from the original source/source (Albi Anggito, 2018). Researchers sifted direct data from the first source by collecting for themselves. Primary data may also be called the original or new data which comprises the properties up to date. In the study are the principals, curriculum wakees, student council teachers, islamic religious education teachers and subjects trained at public high school.

### b. Secondary data

It says secondary data if it was obtained from another. Secondary data is presented and already collected by others for commercial and non-commercial purposes (Wahidmurni, 2017). This study is the principal and student at the public high school.

## Data Gathering Techniques

Data collection is a systematic and standard procedure for sifting through needed data. The aim of the study is to propagate information about character education through school culture and what drive and constraining factors are (Kesuma, n.d.). According to the purpose of this study, data related to the purpose of this study will be collected. In accordance with methods of data collection in this study using observation, interview, and documentation techniques, as follows:

### a. Observed

Observation is a technique for careful study of data, as well as systematic record-keeping, observation is a deliberate and systematic study of social phenomena and psychic symptoms by observing and recording (Imam Gunawan, 2013). Researchers will note, collect documentation from the research locations as materials for the smooth running of further research processes.

### b. Interview

Interviews are research techniques performed both by way of a direct (face-to-face) dialogue and through a specific media channel between the interviewer and the interviewed as a source of data. In this study, researchers use semistructured interviews as data - gathering techniques (Aziz, Ibrahim, 2018). In the interview process the researchers formulated a number of general and comprehensive questions (Nashihin, 2018). These questions were appointed to the headmaster, curriculum supervisor, coaching candidate, teacher of religious education (Sukardi, 2021).

### c. Documentation

Documentation is a method of finding data on things or variables in the form of records, inscriptions, agendas, and so forth (Diantha, 2016). Data collection by using documents is done by taking inventory of the documents that have been collected and then analyzing them. The study of documentation helps observation and interviews in qualitative research. The data in this study is collected through a written data paper stored by researchers ( S. Arikunto, 2017). This is true of newspapers, magazines, and other written publications. Documents are visual, like images.

## Data analysis techniques

Interactive analytic models are used for data on this research: data collection, data reduction, data presentation, and interpretation or verification of data (Satori, D & Komariah, A, 2013).

### a. Data collection (data collection)

In this regard, researchers must be accurate and consistent with the observational results, interviews, and documentation to obtain all relevant data on the different types of interviews and documentation available in the field.

b. Reduction of data (data reduction)

Data reduction can be done in various ways, including selecting key elements, concentrating on important things, looking for themes and patterns, and eliminating irrelevant information (Sugiyono, 2017). As a result, this compweight of data will provide a clearer picture and will make it easier for researchers to collect more data and, if necessary, to hunt it down again. In the study researchers conducted the introduction process of clustering data, summarizing and choosing the subject of character formation through the implementation of organiary culture in the first public high school, and then observing the implementation of organiary culture in school and containing clear research results.

c. Presentation of data (display data)

After reduction, the next stage is the provision of data (Rukajat, 2018). This is done through data presentations, a structured database that enables action and decision making. Researchers present text and graphic data in a descriptive way to supplement the study's results.

d. Conclusion (verification)

Conclusions are a review of all the conclusions or field notes that can be drawn from data and tested for validity (Prof. Dr. A. Muri Yusuf, 2016), application, accuracy, and religious. Thus, data processing processes usually begin with recording and end with column reresearch, which is raw data, through identification and categorization. After the data has been summarized, reduction, and adjusted to major research problems, the data is further examined to ensure its validity.

### **Data triangulation**

The definition of triangulation is the triangulation of various data sources by examining evidence from these sources and using it to establish a coherent theme. A qualitative researcher believes that triangulation is vital because it strengthens data more than using a single strategy (Moleong, 2017). By triangulation these techniques researchers checked or standardized the validity of his data to the same source but with different techniques. That way researchers can determine which of the properly defined data is the result of reliable research.



## **Discussion (مناقشة)**

Character building through the refraction method. A method of breeding is a way to create a particular habit or conduct for children. Character education is the development of character in learners for good behavior characterized by improving abilities that will make mana godly being (submissive obedience to the concept of deity), and possessing a duty as a leader in the world n the performance of this character-forming institution need to apply the 4 character education methods that are (Zubaedi , 2011):

1. Dogmatic methods

Which is knowledge of the value to learners for good and truth in the application of the school order. As for the practice of breeding used at public school 1 parakan high is one of the implementation of policies or regulations set forth by the principal in achieving a better goal.

Implementation of a policy is how the policy in education is adopted and implemented in an effort to resolve education issues primarily provides a conducive school for the character education process (Suherman , 2021).

Implementation in public high school 1 parity of character-forming is the adoption of schools, as formal character development is implemented in schools. Learners are in the school district from 07.00 to 15.30, beginning at 7:00 a.m. in the service of school orders. such as the attributes that the teacher has assigned to look after the student who is not according to the school regulations, for the next hour the teacher in the classroom monitors until the study is over. But it is not uncommon for a learner to be sent home early if the

teacher has a very important and urgent event. Sometimes learners also have activities outside the school district so that they can have full-time character development.

Implementation in public high school 1 parity in administering a very good order the learners obey by order. Learners administer in the habit of being orderly so as not to feel burdened with scores, but learners administer in an orderly and safe manner do not feel burdened.

## 2. Deductive methods

Is the feeling of deity and humanity in the application of tolerance to learners (Hefni, 2020). Implementation in state high school is 1 tolerance on religious differences, since at state high school 1 parity is not only Muslim but there are other religions. One of the activities every Friday morning had Islamic spirituality on the ground to follow such activities as akbar, mauid, and so on. Non-Muslim religions in the boardroom hold activities to their respective ends.

Any Islamic learning education for non-Muslims goes out and asks the teachers to leave the class for the existing lessons as non-Muslims. The implementation of public high school as a form of tolerance is excellent in both student and teacher alike.

## 3. Inductive methods

Which is the performance of learners in the 5s implementation in learning as well as in the school ward (Jumanta Hamdayana, 2017). In the process of character-building through organizational culture, public high school 1 partakes an expression of a culture of 5s and observance of school regulations, implemented daily in learning and in the school environment. School practitioners adopt a 5s culture implemented in every beginning of learning and outside of study, a discipline in school regulation because a mandatory or principal for school trainees and teachers has been performed as a shaping of character in the priority of the school's goals.

The implementation of 5s learners begins to enter the school gates when greeting teachers who are in front of the school building. Begin with the learning in the classroom with the teacher that fits the lesson schedule. The formation of character in the 5s constitutes a measure as learners who have manners and manners toward both the teacher and the sesame learner, the goal is to be able to value others' day-to-day involvement especially in schools to be implemented in both home and neighbor neighborhoods and learners.

## 4. Reflective methods

Which is the combination of deductive and inductive methods (Almomani et al., 2021, p. 34), implementation in school life in the school environment to implement discipline in school order. Implementation in public school 1 Parisian high school as learners in the application of the school ward has a good effect on learners. It is not easy to make learners instantly good character, but it requires a process of example, order, discipline, coordination through collaborative cultures to bring in (stimulus) awareness of learners. One of the students at the state high school has a responsibility and will naturally develop a good character in each learner.

Implementation of character building starts from 7:00 a.m. to 3:30 p.m after learners enter the school gates through study. Based on the theory components of education in dogmatic methods, deductive methods, inductive methods, and reflective methods through the adoption of culture of 5s and discipline in school regulations. He said the rupiah was expected to strengthen to Rp9,100 per dollar in the Jakarta interbank spot market on Tuesday.

The culture of the school organization is born of the sublime values embodied in a Shared vision between the whole school component, an effective school organization culture growing and developing continuously with the hope of creating a characteristic for the development of the character of learners. In general, the study.

Character building is already applied to public school 1 parity is a priority of the program for character strengthening. The background sees the extraordinary pandemic effect (learning lost) not only of learning but of religious, social dispositions.

Supporting factors in character creation include support from school support from teachers and wards, commitment or agreement by all learners, adequate facilities, direction or knowledge presented and other activities or programs. The implementation of character through the organizational cultural implementation at country high school is the support and monitoring of teachers, the platform that links stp2k monitoring as there are morning teacher picketing schedules before the gate in checking attributes accord...

Disruptive factors in character creation include different educational backgrounds, a lack of awareness of learners, a reduced use of facilities, and the students' social environment. Disruptive factors in character creation through the organizational cultural implementation at country high school 1 student student lacks discipline in school regulations. One student who breaks the rules will be subject to a point which already follows the rules. So that learners are underpaid in character creation.



## Conclusion (خاتمة)

After research and character creation discussions through the organizational cultural implementation at state high school 1 parity, researchers will confine some of the following conclusions:

1. Implementation of character through organizational cultural implementation at public school 1 parity based on those educational components of dogmatic methods, deductive methods, inductive methods, and reflective methods are conducted in an application of discipline in school order and 5s. As for 5s activities done in learning activities and in school wards.
2. Supporting factors in character creation through the organizational cultural implementation at country high school 1 parity, the support and monitoring of teachers, the facilities associated with stp2k monitoring such as the morning teacher's picket schedule before the gate in checking attributes according to the rules and containment of 5s in learning. As for the disruptive factor in character creation through the cultural implementation of the organization at country high school is the lack of awareness of students who run the school rules so students must get points from school in order not to repeat school rules.



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With the conclusion of this article, it will be, not an ending, but a fresh start to a new adventure in life.

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