

**TEACHER'S WORK CULTURE TO REALIZE HIGH
QUALITY OF ISLAMIC SCHOOL**

*(Site Study at MTs. Qodiriyah Harjowinangun
Dempet Demak)*



THESIS

**Submitted as a Partial Fulfillment of the Requirements
for Getting Master Degree of Education
in Educational Management Department**

by

**SURATNO
Q100090170**

**GRADUATE SCHOOL
MUHAMMADIYAH UNIVERSITY OF SURAKARTA**

2011

CONSULTANT NOTE

Dr. Bambang Sumardjoko, M.Pd

First Consultant

Subject: Thesis of Suratno

To : The Director of Graduate School

Muhammadiyah University of Surakarta

Assalamu'alaikum Warohmatullahi Wabarokatuh.

After reading and giving suggestion to the thesis of

Name : Suratno

Student number : Q 100 090 170

Department : Educational Management

Title : *Teacher's Work Culture to Realize High Quality of Islamic School (Site Study at MTs. Qodiriyah Harjowinangun Dempet Demak)*

This thesis has been approved to be examined by the board of examiners of Graduate School, Muhammadiyah University of Surakarta

Wassalamu'alaikum Warohmatullahi Wabarokatuh.

Surakarta, October 13th, 2011

First Consultant

Dr. Bambang Sumardjoko, M.Pd

CONSULTANT NOTE

Dra. Dwi Haryanti, M. Hum.

Second Consultant

Subject: Thesis of Suratno

To : The Director of Graduate School
Muhammadiyah University of Surakarta

Assalamu'alaikum Warohmatullahi Wabarokatuh.

After reading and giving suggestion to the thesis of

Name : Suratno

Student number : Q 100 090 170

Department : Educational Management

Title : *Teacher's Work Culture to Realize High Quality of
Islamic School (Site Study at MTs. Qodiriyah
Harjowinangun Dempet Demak)*

This thesis has been approved to be examined by the board of examiners of
Graduate School, Muhammadiyah University of Surakarta

Wassalamu'alaikum Warohmatullahi Wabarokatuh.

Surakarta, October 13th, 2011

Second Consultant

Dra. Dwi Haryanti, M. Hum.

ACCEPTANCE

**TEACHER'S WORK CULTURE TO REALIZE HIGH
QUALITY OF ISLAMIC SCHOOL**

**(Site Study at MTs. Qodiriyah
Harjowinangun Dempet Demak)**

by

**SURATNO
Q100090170**

Accepted by the Board of Examiners
of Educational Management, Graduate School
Muhammadiyah University of Surakarta
on Thursday, October 13th, 2011

Team of examiners:

1. Dr. Bambang Sumardjoko, M. Pd. ()
Chair Person
2. Dra. Dwi Haryanti, M. Hum. ()
Member
3. Prof. Dr. Harsono, MS. ()
Expert

Surakarta, October 13th, 2011

Director,

Prof. Dr. Khudzaifah Dimiyati, S.H.,

TESTIMONY

Herewith, I testify that in this research paper there is no plagiarism of the previous literary work which has been raised to obtain master degree of a university, nor there are opinions or masterpieces which have been written or published by others, except those the writing which are referred to the manuscripts mentioned in bibliography.

Hence later, if it is proven that there are some untrue statements in this testimony, I will hold fully responsibility.

Surakarta, 13th 2011
Writer,

Suratno

MOTTO

What looks like generosity, often no another than veiled ambition, which ignore small importances to reach something bigger.

(La Roucefoucauld)

DEDICATION

*This thesis I dedicate to:
My beloved wife and children*

ACKNOWLEDGEMENT



Assalamu'alaikum Warohmatullahi Wabarokatuh.

Alhamdulillahirrobil'amin, praise and gratitude to the Most Mercifull and the Most Beneficient, Allah SWT, for blessing the writer in accomplishing this research paper entitled *Teacher's Work Culture to Realize High Quality of Islamic School (Site Study at MTs. Qodiriyah Harjowinangun Dempet Demak)*. Praising is also given to the Messenger, our Prophet Muhammad SAW, peace be upon him, a glorious person who gives his blessing to her in the future life.

The writer would like to express her deepest gratitude and appreciation to the people who have ever helped her in finishing this research paper by support, advise, and even the criticism.

1. Prof. Bambang Setiaji, Rector of Muhammadiyah University of Surakarta who permitted her to conduct her thesis.
2. Prof. Dr. Khudzaifah Dimiyati, M.Hum., Director of Graduate School who has given the permission to the writer finishes her thesis.
3. Prof. Dr. Harsono, M.S., Head of Educational Management Department and as the expert examiner, who has given some suggestion patiently and wisely to the writer to complete the research paper.
4. Dr. Bambang Sumardjoko M. Pd., as the first consultant who has given guidance and advice from beginning up to the completion of this research paper.
5. Dra. Dwi Haryanti, M. Hum., as the second consultant who has also given correction, advice, and guidance in finishing this research paper.
6. All Lecturers of Educational Management from whom the writer can enrich her knowledge.

7. The lifetime motivator, my mother and father for their everlasting effort for undeniable love, affection, support, and pray that is always spoken every time.
8. Everyone who can not be mentioned one by one, thanks so much for the spirit and support in finishing this research.

The writer realizes that this research paper is far from being perfect, in order to make it better, the writer accepts some advice and criticism. Finally, the writer wishes this research paper would be useful for all readers.

Wassalamu'alaikum Warohmatullahi Wabarokatuh.

Surakarta, October 13th, 2011

Writer,

Suratno

SUMMARY

Suratno. Q100090170. Teacher's Work Culture to Realize High Quality of Islamic School (Site Study at MTs. Qodiriyah Harjowinangun Dempet Demak). Thesis. Graduate School. Muhammadiyah University of Surakarta 2011.

The objectives of this research are to describe (1) characteristic of Teacher's Work Relationship at MTs. Qodiriyah Harjowinangun Dempet Demak, (2) Characteristic of Social Relationship of teacher at MTs. Harjowinangun Dempet Demak.

This research is qualitative research and uses ethnography design conducted at MTs. Qodiriyah Harjowinangun Dempet Kabupaten Demak. The data are information related to characteristic of teacher's work culture. Data sources of this research event, informant, and document. Technique of data collection are observation, in-depth interview, and documentation. Data are analyzed using *Interactive Model* begin with (1) reduction, (2) display, and (3) drawing conclusion. Validity is consisting of credibility, transferability, dependability, and conformability.

The research's result shows that (1) work relationship at MTs. Qodiriyah Harjowinangun are not based on authority but related to He concept of mutual work mechanism. The teacher conducts the work relationship with the principal, school committee, teacher, school staff, parents, and community. Working relation is based on trust, respect, and recognition of competence and to build effective communication coupled with an effective critique. The working relationship is established within the scope of formal and non formal education, (2) The social relationship of teacher built on mutual respect, greet, familiarity, caring, solidarity, keep the feelings of others, and awareness of the importance of social relationships in building a conductive work of teachers cultur. The social relationship established in the scope of formal and non formal. Each month, teachers hold a social gathering with other Qodiriyah MA teachers everymont and in the event, teachers talk about the development of academic and non academic students.

Key words: teacher's work culture, work relationship, social relationship

TABLE OF CONTENTS

TITLE	i
CONSULTANT NOTE	ii
ACCEPTANCE	iv
TESTIMONY	v
MOTTO	vi
ACKNOWLEDGEMENT	vii
SUMMARY	ix
TABLE OF CONTENTS	x
CHAPTER I INTRODUCTION	1
A. Background	1
B. Research Focus	4
C. Research Objective	4
D. Research Benefit	4
E. Glossary	5
CHAPTER II RESEARCH THEORY	6
A. Culture of Teachers' Work.....	6
B. Work Relationship of Staff	8
C. Management of Work Relationship	8
D. Previous Research	10
CHAPTER III RESEARCH METHOD	12
A. Research Type and Design.....	12
B. Research Location	13
C. Reseacher Role.....	13
D. Data and Data Source	13
E. Technique of Data Collection	15
F. Method of Data Analysis	16
G. Data Validity	17

CHAPTER IV	DATA DESCRIPTION AND FINDING	19
	A. Data Description.....	19
	1. Characteristic of Teacher’s Work Relationship at MTs. Qodiriyah Harjowinangun Dempet Demak.....	19
	2. Characteristic of Social Relationship of Teacher at MTs. Qodiriyah Harjowinangun Dempet Demak.....	22
	B. Finding	24
CHAPTER V	DATA DISCUSSION AND PROPOSITION	28
	A. Discussion	28
	1. Characteristic of Teacher’s Work Relationship at MTs. Qodiriyah Harjowinangun Dempet Demak.....	28
	2. Characteristic of Social Relationship of Teacher at MTs. Qodiriyah Harjowinangun Dempet Demak	34
	B. Proposition.....	36
CHAPTER VI	CLOSING	37
	A. Conclusion	37
	B. Implication	38
	C. Recommendation.....	38
	BIBLIOGRAPHY	39
	APPENDIX	