



## **Improving Student Learning Outcomes through School Culture, Work Motivation and Teacher Performance**

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This study aims to investigate the direct and indirect effects of school culture and work motivation on student learning outcomes through teacher performance. This study was designed according to quantitative methods and used a questionnaire as a data collection instrument and purposive sampling technique to determine a sample of 213 Christian religious education teachers as participants in Teacher Professional Education (TPE) from 26 provinces in Indonesia. This study presents a path analysis diagram model to analyze the value of the influence of exogenous variables on endogenous variables through intervening variables. The results showed that there were direct or indirect effects of exogenous variables of school culture and work motivation on endogenous variables of student learning outcomes with teacher performance as an intervening variable. The magnitude of the significance value of each variable is discussed.

Keywords: learning outcomes, school culture, work motivation, teacher performance, learning

## **INTRODUCTION**

Education is essentially a process of building a nation's civilization. Therefore, education must always rely on the concepts of growth, development, renewal, and

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