

The Influence of Leadership, Organizational Culture on Educator Creativity in East Jakarta State Middle Schools

Education can only be implemented if teaching staff are able to carry out their main duties persistently and professionally. The task of teaching staff is not only to transfer knowledge, but also to educate, evaluate, train and direct learner. If a quality of teaching staff can be improved not only in terms of intelligence alone, but it is also in terms of their academics, then one of the country's national goals is to make the life of the nation smarter. In providing education, it must be in the process of empowering and acculturating students by teaching staff providing examples, developing creativity, and building learners' desires in the learning process and controlling the quality of educational services. The aim of this research is to analyze the factors that influence creativity through leadership approach theory and organizational culture. This research was uses a quantitative approach with used analysis data a Covariance-based Structural Equation Modeling approach and it was the mechanism for collecting data is carried out through questionnaires and tests did have been prepared first. A Based on the analysis of research results, it has clear that: 1) increased leadership which was characterized by positive attitudes possessed by leaders in leading organizational culture will lead to increased creativity, 2) the ability of organizational culture to become socialized which was characterized by power distance, avoidance of uncertainty, institutional collectivism, humanitarian orientation, and performance orientation will lead to increased creativity, 3) improved leadership potential which was marked by positive attitudes possessed by leaders such as behaving fairly, having integrity, self-confidence, having toughness in leading an organizational culture which was characterized by social understanding, communicative, critical thinking, having the ability to use information technology and understanding safety in using technology will lead to increased creativity.

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