Table 1. Indicators of School Culture ("Cul")

Sub-component	Indicators	Code
Formal	Motivation for higher achievement	Fr1
	Formal/Rigid relation	Fr2
	Tied to duties and responsibilities	Fr3
	Less having positive effects	Fr4
Sociable-Dynamic	Highly sociable and humane relations	Ad1, Ad2
	Informal and meaningful	Ad3
	More optimistic, independent	Ad4, Ad5
Prosperity	relations among community members	Mh1
	Warm and humane interaction	Mh2
	Spirit of togetherness and helping each other	Mh3
	Easily satisfied	Mh4

Table 2. *Total Effect* inter-component

Latent component	R	r^2	Direct Effect	Indirect Effect	Total effect
Led →Cul	0.53	0,28	0,28	-	0.28
Led→Bac	0.74	0.55	0.55	(0.53*0.12) = 0.06	0.61
Led→Trn	0.13	0.02	0.02	(0.53*0.47) + (0.74*0.04) = 0.28	0.30
Led→Kms	0.30	0.09	0.09	(0.53*0.04) + (0.53*0.47*0.54) + (0.74*0.53) + (0.74*0.04*0.54) + (0.13*0.54) = 0.63	0.72
Cul→Bac	0.12	0.01	0.01	-	0.01
Cul→Trn	0.47	0.22	0.22	(0.12*0.94) = 0.005	0.23
Cul → Kms	0.04	0.002	0.002	(0.12*0.53) + (0.12*0.04*0.54) = 0.32	0.32
Bac→Trn	0.04	0.002	0.002	-	0.002
Bac → Kms	0.53	0.28	0.28	(0.04*0.54) = 0.02	0.30
Trn → Kms	0.54	0.29	0.29	-	0.29

Table 3. Variant of School Culture

Aspects		Relations among school members	
		R	T
Motivation	T	School culture: Formal	School culture: sociable-dynamic
	R	School culture: to live a hard life	School culture: prosperity

Table 4. Characteristics of school culture in Muhammadiyah private school

No	Chategory	Characteristics of school culture
1	Al-Islam & Kemuhammadiyahan	1. Welcome student arrival 2. 5S Program (smile, greeting, peace, respectful, good manner) 3. Dhuha pray Program 4. Dhuhur & Asar pray together Program 5. Jum'at pray Program 6. Friday cleaning Program 7. Subject Matter Al-Islam and kemuhamamdiyahan 8. Tafsir Al-Qur'an 9. Infaq every Friday 10. Sympathetic care 11. Islamic Celebrate 12. Pesantren Ramadhan 13. Tithe and sacrifie 14. Class takzim every month 15. Social society 16. Tahajud call, training test 17. Tahsin (Reading Al-Qur'an with the correct mahraj) 18. Reading Al-Qur'an before teaching and learning process 19. Murajaah/memorized of short pray
2	Nationalistic concept	1. Sing a national song before and after teaching and learning 2. Sing a mars Muhammadiyah song 3. Flag ceremony every Monday 4. Ceremony in National days
3	Academic & Skills	1. Intensive guidance subject matter 2. Guidance National Science Olympiad 3. Extracurricular (Hisbul Wathan, OSIS, IPM, etc.) 4. KIR 5. Lesson tutorial 6. English club 7. Arabic 8. Student exchange 9. Relationship with foreign 10. Extracurricular Technology Information, Electronica, and Robotics
4	School police & facility	1. PPDB program (Acceptance new students) 2. Provide students with a bus 3. Reward (student savings/safety) 4. Scholarship for teacher, staff, and student 5. Unit education 6. School parenting 7. Equal gender

No	Chategory	Characteristics of school culture
		8. Counseling 9. Pasca national exam program (Analysis final exam result) 10. Relationship with other institute (e.g. insurance, university, mitra, etc) 11. AUM care AUM share
5	Curriculum	1. Persyarikatan Based Management 2. Curriculum based on tauhid 3. Local content (e.g., Java Language, batik) 4. Self-development program 5. Living environment education and disaster mitigasi (SWALIBA) 6. Implementation equal gender program 7. Ethics traffic light 8. Organize of live proficiency education
6	Teaching and Learning Process	1. full day school 2. Life skill
7	Accounting	1. Have BUMS 2. Payment systems with cross subsidy 3. Transparant and accountable 4. Collection solidarity donation