

ABSTRAK

NOVANOLO MENDROFA. 2010. *Perbedaan Kepuasan Kerja Antara Guru Pengawai Negeri Sipil, Guru Pegawai Tidak Tetap, dan Guru Honorer Sekolah Dasar Negeri di Kecamatan Tamansari Jakarta Barat* (Dibimbing oleh Levianti, M.Si dan Ir. Aziz Lutfi, M.Sc).

Sekolah Dasar merupakan suatu organisasi yang memerlukan pengelolaan terpadu dengan guru sebagai pelaksana kegiatan belajar mengajar di kelas. Status guru dibagi menjadi 3 (tiga), yaitu guru Pegawai Negeri Sipil, guru Pegawai Tidak Tetap, dan guru Honorer. Status guru yang berbeda merupakan salah satu faktor perbedaan dalam hal mendapatkan hak. Salah satu faktor yang menjadi tolak ukur keberhasilan sekolah adalah kinerja guru. Hal yang dapat menentukan kinerja guru adalah kepuasan kerja. Kepuasan kerja dapat bersumber dari dalam pekerjaan (motivator), yaitu prestasi, kemajuan, tanggung jawab, pengembangan diri, pengakuan/ penghargaan, dan pekerjaan itu sendiri dan juga dapat bersumber dari luar diri (*hygiene*) seperti gaji, status, supervisi, kebijakan, hubungan interpersonal, kondisi kerja, dan rasa aman (Herzberg, 2008). Tujuan penelitian ini, untuk melihat Perbedaan Kepuasan Kerja Antara Guru Pengawai Negeri Sipil, Guru Pegawai Tidak Tetap, dan Guru Honorer Sekolah Dasar Negeri di Kecamatan Tamansari Jakarta Barat.

Penelitian ini adalah penelitian kuantitatif dengan menggunakan metode komparatif. Sampel penelitian adalah guru-guru Sekolah Dasar Negeri di Kecamatan Tamansari Jakarta Barat. Teknik pengambilan sampelnya adalah *stratified random sampling*. Instrumen penelitian menggunakan kuesioner kepuasan kerja guru yang disusun menggunakan skala Likert-4 point. Untuk mengetahui validitas dan reliabilitas alat ukur, maka telah dilakukan uji coba terhadap 30 guru. Uji validitas, untuk instrument kepuasan kerja guru diperoleh item valid sebanyak 48 item. Uji reliabilitas dengan menggunakan *Alpha Cronbach* yang pelaksanaannya menggunakan program SPSS 15,0 diperoleh hasil dengan nilai koefisien sebesar 0,941. Jumlah subyek penelitian ini berjumlah 168 guru, terdiri atas 60 guru PNS, 26 guru PTT, dan 28 guru Honorer.

Berdasarkan hasil analisis data penunjang dengan variabel kepuasan kerja, diperoleh hasil bahwa guru yang cenderung memiliki kepuasan kerja tinggi adalah berjenis kelamin perempuan, berusia 40-59, telah bekerja 10-39 tahun, berpendidikan terakhir D2, berpenghasilan per bulan di atas Rp. 1.000.000,-, dan telah menikah. Sedangkan guru yang cenderung memiliki kepuasan kerja rendah adalah berjenis kelamin laki-laki, berusia 20-39 tahun, telah bekerja 0-9 tahun, berpendidikan terakhir S1 dan S2, berpenghasilan di bawah Rp. 1.000.000,- dan belum menikah. Hasil analisis *one way anova*, didapatkan nilai F hitung sebesar 36,929 dan $p = 0,000 < 0,05$. Penelitian ini menunjukkan bahwa ada perbedaan signifikan kepuasan kerja antara guru Pegawai Negeri Sipil, guru Pegawai Tidak Tetap, dan guru Honorer Sekolah Dasar Negeri di Kecamatan Tamansari Jakarta Barat.

ABSTRACT

NOVANOLO MENDROFA. 2010. The difference of Job Satisfaction between civil servant teacher, permanent teacher and honorary teacher at primary school in the sub district Taman Sari West Jakarta (under guidance Levianti, M.Si and Ir. Aziz Lutfi, M.Sc).

The primary school is an organization that needed the most united management with the teacher as the studying activity executive taught in the class. The status of the teacher was divided into 3 (three) that is civil servant teacher, permanent teacher and honorary teacher. The status of the different teacher was one of the difference factors in the matter got the right. One of the factors to measure successful in school is the achievement of the teacher. The matter that could determine the achievement of the teacher was job satisfaction. Job satisfaction could originate in the inside of job (motivator), that is the achievement, advancement, responsibility, possible of growth, recognition, and work itself but also could originate from outside of job (hygiene) like salary, status, supervision, company and administration, interpersonal relationship, working condition, and job security (Herzberg, 2008). The aim of this research sees the difference of job satisfaction between civil servant teacher, permanent teacher and honorary teacher at primary school in the sub district Taman Sari West Jakarta.

This research was the quantitative research by using the comparative method. The sample of the research was teachers at primary school in the sub district Taman Sari West Jakarta. Technically the taking of his sample was stratified random sampling. The instrument of the research used the teacher's job satisfaction questioner that was compiled used the scale Likert-4 point. To know the validity and reliability the implement measured, then was carried out by the test against 30 teachers. The validity test, instrument the teacher's job satisfaction was received 48 items valid. The reliability test by using Alpha Cronbach that is implementation used the SPSS program 15.0 were received coefficient of 0.941. The number of subjects of this research numbering 168 teachers consisted of 60 civil servant teachers, 26 permanent teachers, and 28 honorary teachers.

Was based on results of the analysis of the data variably job satisfaction, was received by results that the teacher who tended to have high job satisfaction was various female gender, aged 40-59, worked 10-39 years, educated finally D2, have an income per the month on Rp. 1.000.000-, and married. Whereas the teacher who tended to have low job satisfaction was various male gender, was 20-39 years old, worked 0-9 years, educated finally S1 and S2, have an income under Rp. 1,000,000.- and did not yet marry. Results of the analysis one way anova, was obtained by the F value counted of 36.929 and $p = 0.000 < 0.05$. This research showed that there is the significant difference of job satisfaction between the teacher the Civil Servant, the Permanent teacher and the honorary teacher at Primary School in the Sub district Taman Sari Jakarta Barat.