

ABSTRAK

TINGKAT KEPUASAN GURU TERHADAP PROFESINYA PADA ASPEK FINANSIAL DAN NON FINANSIAL

Penelitian Dilakukan Pada Guru-Guru Sekolah Menengah Kejuruan (SMK) Negeri di Wilayah Kota Yogyakarta

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Penelitian ini bertujuan untuk mengetahui bagaimana tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial dan apakah ada perbedaan tingkat kepuasan guru SMK Negeri di wilayah Kota Yogyakarta terhadap profesinya pada aspek finansial dan non finansial ditinjau dari jenis kelamin, lama menjalani profesi, status kepegawaian, jabatan di sekolah, dan status sertifikasi.

Penelitian ini menggunakan metode penelitian kuantitatif dengan jenis penelitian komparatif. Penelitian dilaksanakan pada bulan Maret sampai April 2017. Populasi dalam penelitian ini adalah seluruh guru SMK Negeri di wilayah Kota Yogyakarta dengan jumlah 736 guru. Sampel penelitian sebanyak 263 guru diambil dengan teknik *cluster random sampling*. Teknik pengumpulan data menggunakan kuesioner dan data dianalisis dengan: (1) analisis parametrik, yaitu uji t dan uji *Anova*; dan (2) analisis non parametrik, yaitu uji *Mann Whitney* dan uji *Kruskal – Wallis (H Test)*.

Hasil penelitian menunjukkan bahwa: (1) tidak ada perbedaan tingkat kepuasan guru SMK Negeri di wilayah Kota Yogyakarta terhadap profesinya pada aspek finansial dan non finansial ditinjau dari jenis kelamin (*Sig. (2-tailed) = 0,173*); (2) tidak ada perbedaan tingkat kepuasan guru SMK Negeri di wilayah Kota Yogyakarta terhadap profesinya pada aspek finansial dan non finansial ditinjau dari lama menjalani profesi (*Sig. = 0,239*); (3) ada perbedaan tingkat kepuasan guru SMK Negeri di wilayah Kota Yogyakarta terhadap profesinya pada aspek finansial dan non finansial ditinjau dari status kepegawaian (*Sig. (2-tailed) = 0,004*); (4) tidak ada perbedaan tingkat kepuasan guru SMK Negeri di wilayah Kota Yogyakarta terhadap profesinya pada aspek finansial dan non finansial ditinjau dari jabatan di sekolah (*Sig. (2-tailed) = 0,103*); dan (5) ada perbedaan tingkat kepuasan guru SMK Negeri di wilayah Kota Yogyakarta terhadap profesinya pada aspek finansial dan non finansial ditinjau dari status sertifikasi (*Sig. (2-tailed) = 0,025*).

ABSTRACT

LEVEL OF TEACHERS' SATISFACTION TO THEIR PROFESSION ON FINANCIAL AND NON FINANCIAL ASPECT

A Research on Public Vocational High School Teachers in Yogyakarta

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The research was conducted to find out how the level of teachers' satisfaction to their profession on financial and non financial aspect and the different level of teachers' satisfaction in Public Vocational High Schools in Yogyakarta to their profession on financial and non financial aspect based on gender, the length of their services, employment status, position in school, and certification status.

The method of this research is a quantitative research with comparative research type. The research was conducted from March to April, 2017. The population of this research were 736 teachers of Public Vocational High Schools in Yogyakarta. The samples were 263 teachers taken by applying *cluster random sampling*. Data were collected by using questionnaires and were analyzed statistically: (1) parametric analysis applied *t-test* and *Anova*; and (2) non parametric analysis by using *Mann Whitney* and *Kruskal-Wallis (H Test)*.

The results of the research show: (1) there is not any significant different level of teachers' satisfaction on Public Vocational High Schools in Yogyakarta to the profession on financial and non financial aspect based on gender (*Sig. (2-tailed) = 0,173*); (2) there is not any significant different level of teachers' satisfaction on Public Vocational High Schools in Yogyakarta to the profession on financial and non financial aspect based on the length of their services (*Sig. = 0,239*); (3) there is any significant different level of teachers' satisfaction on Public Vocational High Schools in Yogyakarta to the profession on financial and non financial aspect based on employment status (*Sig. (2-tailed) = 0,004*); (4) there is not any significant different level of teachers' satisfaction on Public Vocational High Schools in Yogyakarta to the profession on financial and non financial aspect based on position in school (*Sig. (2-tailed) = 0,103*); and (5) there is any significant different level of teachers' satisfaction on Public Vocational High Schools in Yogyakarta to the profession on financial and non financial aspect based on certification status (*Sig. (2-tailed) = 0,025*).