

ABSTRAK**TINGKAT KEPUASAN GURU TERHADAP PROFESINYA PADA
ASPEK FINANSIAL DAN NON FINANSIAL**

Survey Dilakukan Pada Guru – Guru Sekolah Menengah Atas (SMA) Negeri di
Kabupaten Kulon Progo

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Penelitian ini bertujuan untuk mengetahui tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial, dan perbedaan kepuasan guru ditinjau dari jenis kelamin, lama menjalani profesi, status kepegawaian, jabatan di sekolah, dan status sertifikasi.

Jenis penelitian ini adalah penelitian komparatif yang dilaksanakan pada bulan Februari-Maret 2017. Dari populasi sebanyak 344 guru diambil sampel sebanyak 191 guru dengan teknik *cluster random sampling*. Data dikumpulkan dengan teknik kuesioner. Analisis varian menggunakan uji *ANOVA*, *Independent Sample T-test*, *Mann Whitney (Z-test)*, dan *Kruskal-Wallis (H-test)*.

Hasil Penelitian ini menunjukkan bahwa: Tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial guru-guru SMA Negeri di wilayah Kabupaten Kulon Progo termasuk dalam kategori puas. (1) tidak ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial ditinjau dari jenis kelamin ($sig.(2-tailed) = 0,101 > 0,05$); (2) tidak ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial ditinjau dari lama menjalani profesi ($sig. = 0,070 > 0,05$); (3) ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial ditinjau dari status kepegawaian ($sig.(2-tailed) = 0,018 < 0,05$); (4) tidak ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial ditinjau dari jabatan di sekolah ($sig.(2-tailed) = 0,112 > 0,05$); (5) ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial ditinjau dari status sertifikasi ($sig. (2-tailed) = 0,001 < 0,05$).

ABSTRACT

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

*A Survey was conducted to the teachers of Public Senior High Schools
In Kulon Progo Regency*

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This study aims to find out the level of teachers' satisfaction to their profession on financial and non-financial aspects in terms of gender, duration of performing profession, employment status, position in school, and certified status.

This type of research is a comparative research which was carried out from February to March 2017. From 344 teachers only 191 teachers were taken as samples. The samples were taken by cluster random sampling. Data were collected by questionnaire. Variant analysis were ANOVA test, Independent Sample T-test, Mann Whitney (Z-test), and Kruskal-Wallis (H-test).

The result of this research shows: The level of satisfaction of teachers to their profession on the financial and non financial aspects of high school teachers in the region Kulon Progo regency included satisfied category. (1) there is no difference of teachers' satisfaction level to their profession on financial and non-financial aspect in terms of gender (sig. (2-tailed) = 0,101 > 0,05); (2) there is no difference of teachers' satisfaction level to their profession on financial and non-financial aspect in terms of duration of performing profession (sig.) = 0,070 > 0,05); (3) there is difference of teachers' satisfaction level to their profession on financial and non-financial aspect in terms of employment status (sig. (2-tailed)= 0,018 > 0,05); (4) there is no difference of teachers' satisfaction level to their profession on financial and non-financial aspect in terms of position in school (sig. (2-tailed)= 0,112 > 0,05); (5) there is difference of teachers' satisfaction level to their profession on financial and non-financial aspect in terms of certified status (sig. (2-tailed) = 0,001 < 0,05).

