

ABSTRAK

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

Survei Dilakukan Pada Guru Guru Sekolah Menengah Kejuruan (SMK) Swasta
Di Kabupaten Sleman

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2017

Penelitian ini bertujuan untuk mengetahui tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial, serta perbedaan kepuasan guru 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 merupakan penelitian kuantitatif-komparatif yang dilaksanakan pada bulan Maret sampai dengan April 2017. Dari populasi seluruh guru SMK swasta di Kabupaten Sleman berjumlah 1174 guru diambil sampel sebanyak 303 guru dengan menggunakan teknik *Cluster Random Sampling*. Data dikumpulkan dengan menggunakan kuesioner dan dianalisis dengan uji *Analisis of Variance (ANOVA)*, uji t, uji peringkat *Mann Whitney (Z Test)*, dan uji peringkat *Kruskall-Wallis (H Test)*.

Hasil penelitian menunjukkan bahwa: 1) tingkat kepuasan guru SMK Swasta di Kabupaten Sleman pada profesinya termasuk dalam kategori cukup puas (*mean* 205,95); 2) tidak ada perbedaan kepuasan guru ditinjau dari jenis kelamin (*sig. (2-tailed)* 0,715>0,05); 3) tidak ada perbedaan kepuasan guru ditinjau dari lama menjalani profesi (*sig.* 0,194>0,05); 4) ada perbedaan kepuasan guru ditinjau dari status kepegawaian (*sig. (2-tailed)* 0,001<0,05); 5) tidak ada perbedaan kepuasan guru ditinjau dari jabatan disekolah (*sig. (2-tailed)* 0,449>0,05); 6) tidak ada perbedaan kepuasan guru ditinjau dari status sertifikasi (*sig. (2-tailed)* 0,053>0,05).

ABSTRACT**THE LEVEL OF TEACHER'S SATISFACTION TOWARD THEIR
PROFESSION ON THE FINANCIAL AND NON FINANCIAL ASPECT**
Survey Conducted on Private Vocational Senior High School Teachers in Sleman
Regency

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This research aims to find out the level of teacher's satisfaction toward their job on the aspects of financial and non financial, along with the difference of teacher's satisfaction toward their professions on the financial and non financial aspect observed from gender, the length of their services, the employee status, the position on school, and the certified status.

This reasearch is a quantitative-comparative research method which was conducted from March until April 2017. The population were 1174 private vocational Senior High School teachers in Sleman regency. The samples were 303 teachers taken by using *Cluster Random Sampling* technique. Data were collected by using questionnaires and analyzed by: Analaysis of Variance (ANOVA) test, t-test, the rank test by using *Man Whitney (Z Test) and Kruskall-Wallis*

The result shows that: 1) the level of teacher's satisfaction toward their profession included in the quite satisfied category (*mean* 205,95); 2) There is not any different on teacher's job satisfaction observed by gender (Sig.(2-tailed) 0,715>0,05); 3) There is not any different on teacher's job satisfaction observed by the length of their services (Sig.(2-tailed) 0,194>0,05); 4) There is any different on teacher's job satisfaction observed by the employee status (Sig.(2-tailed) 0,001<0,05); 5) There is not any different on teacher's job satisfaction observed by the position on school (Sig.(2-tailed) 0,449>0,05); 6) There is not any different on teacher's job satisfaction observed by the certified status (Sig.(2-tailed) 0,053>0,05).