

## ABSTRAK

TINGKAT KEPUASAN GURU TERHADAP PROFESINYA PADA ASPEK  
FINANSIAL DAN NON FINANSIAL

Survei Dilakukan pada Guru-Guru Sekolah Menengah Atas (SMA) Negeri di  
Kabupaten Bantul Yogyakarta

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2017

Penelitian ini bertujuan untuk mengetahui tingkat kepuasan guru terhadap profesinya dan perbedaan tingkat kepuasan guru SMA Negeri di wilayah Kabupaten Bantul terhadap profesinya pada aspek finansial dan non finansial.

Penelitian ini merupakan penelitian kuantitatif-komparatif yang dilaksanakan pada bulan Februari sampai dengan April 2017. Dari populasi guru SMA Negeri di Wilayah Kabupaten Bantul sejumlah 821, diambil 278 guru sebagai sampel dengan *Cluster Random Sampling*. Data dikumpulkan dengan menggunakan kuesioner dan dianalisis dengan: *Analysis of Variance (ANOVA)*, uji peringkat *Mann Whitney (Z Test)*, dan uji peringkat *Kruskal-Wallis (H Test)*.

Hasil penelitian menunjukkan bahwa: 1) Tingkat kepuasan guru SMA Negeri di Wilayah Kabupaten Bantul terhadap profesinya termasuk dalam kategori puas; 2) Tidak ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial berdasarkan jenis kelamin (*sig value* = 0,572 > *alpha* = 0,05); 3) Ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial berdasarkan lama menjalani profesi (*sig value* = 0,572 > *alpha* = 0,05); 4) Ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial berdasarkan status kepegawaian (*sig value* = 0,006 < *alpha* = 0,05); 5) Tidak ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial berdasarkan jabatan di sekolah (*sig value* = 0,117 > *alpha* = 0,05); 6) Ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial berdasarkan status sertifikasi (*sig value* = 0,019 > *alpha* = 0,05).

## ABSTRACT

TEACHER'S SATISFACTION LEVEL TOWARD THEIR PROFESSION ON  
FINANCIAL AND NON FINANCIAL ASPECT

A Research was Carried Out on High School Teachers in Bantul Regency

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The purpose of the research is to get information about teacher's satisfaction toward their profession and to know the differences of State High School teacher's satisfaction level toward their profession on financial and non-financial aspect in Bantul Regency.

This research is a quantitative-comparative research which was done from February until April 2017. The samples were 278 teachers out of 821 State High School teachers from Bantul Regency. The samples were taken by applying *Cluster Random Sampling*. The data were collected by using questionnaires and analyzed by: *Analysis of Variance (ANOVA)*, *Mann Whitney (Z Test)* level test, and *Kruskal-Wallis(H Test)* level test.

The results from the research are: 1) State High School teachers' satisfaction level at Bantul Regency toward its profession on financial and nonfinancial aspect is satisfied; 2) There is no difference on State High School teachers' satisfaction level toward their profession on financial and nonfinancial aspect, based on gender ( $sig\ value = 0,572 > \alpha = 0,052$ ); 3) There is difference on State High School teachers' satisfaction level toward their profession on financial and nonfinancial aspect, based on their period of teaching services ( $sig\ value = 0,572 > \alpha = 0,05$ ); 4) There is difference on State High School teachers' satisfaction level toward their profession on financial and nonfinancial aspect, based on employment status ( $sig\ value = 0,006 < \alpha = 0,05$ ); 5) There is no difference on State High School teachers' satisfaction level toward their profession on financial and nonfinancial aspect, based on their position in school ( $sig\ value = 0,117 > \alpha = 0,05$ ); 6) There is differences' on State High School teachers' satisfaction level toward their profession on financial and nonfinancial aspect, based on certified status ( $sig\ value = 0,019 > \alpha = 0,05$ ).