

## ABSTRAK

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

Survey Dilakukan Pada Guru-Guru Sekolah Menengah Atas (SMA) Negeri di  
Wilayah Kota Yogyakarta

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

Jenis penelitian ini adalah penelitian komparatif yang dilaksanakan pada bulan Maret sampai April 2017. Populasi penelitian ini adalah guru di Sekolah Menengah Atas Negeri di Kota Yogyakarta. Dari 536 populasi, diambil sampel 224 guru dengan teknik *cluster random sampling*. Data dikumpulkan menggunakan kuesioner dan dianalisis dengan uji beda *mean* (Uji *t*, Uji *F*, Uji *Z* dan Uji *H*).

Hasil penelitian menunjukkan bahwa: (1) Guru-guru SMA Negeri di Kota Yogyakarta memiliki tingkat kepuasan pada kategori puas; (2) tidak ada perbedaan tingkat kepuasan guru SMA Negeri di wilayah Kota Yogyakarta terhadap profesinya pada aspek finansial dan non finansial berdasarkan jenis kelamin (*sig. 2 – tailed = 0,907*); (3) tidak ada perbedaan tingkat kepuasan guru SMA Negeri di wilayah Kota Yogyakarta terhadap profesinya pada aspek finansial dan non finansial berdasarkan lama menjalani profesi (*sig. = 0,784*); (4) ada perbedaan tingkat kepuasan guru SMA Negeri di wilayah Kota Yogyakarta terhadap profesinya pada aspek finansial dan non finansial berdasarkan status kepegawaian (*sig. 2 – tailed = 0,003*); (5) ada perbedaan tingkat kepuasan guru SMA Negeri di wilayah Kota Yogyakarta terhadap profesinya pada aspek finansial dan non finansial berdasarkan jabatan di sekolah (*sig. 2 – tailed = 0,003*); (6) tidak ada perbedaan tingkat kepuasan guru SMA Negeri di wilayah Kota Yogyakarta terhadap profesinya pada aspek finansial dan non finansial berdasarkan status sertifikasi (*sig. 2 – tailed = 0,098*).

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

A Survey On Senior High School Teachers in Yogyakarta

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The research was conducted to find out level of teachers' satisfaction to the profession on financial and non financial aspect and to find out the different level of teachers satisfaction on Senior High School in Yogyakarta to the profession on financial and non financial aspect based on gender, the time taken in teaching profession, employment status, position in school, and certified status.

The type of this research is a comparative research which was conducted from March to April, 2017. The population of this research were teachers of Senior High Schools in Yogyakarta. The population of this research were 536. The samples were 224 teachers taken by applying *cluster random sampling*. Data were collected by using questionnaires and were analyzed statistically with *mean difference test (t-test, F test, Z test and H Test)*.

The result of the research shows: (1) The teachers on Senior High School in Yogyakarta has level of satisfaction in the category of satisfied (2) there is not any significant different level of teachers' satisfaction on Senior High School in Yogyakarta to their profession on financial and non financial aspect based on gender (*Sig. 2 tailed = 0,907*); (3) there is not any significant different level of teachers' satisfaction on Senior High School in Yogyakarta to their profession on financial and non financial aspect based on the time taken in teaching profession (*Sig. = 0,784*); (4) there is any significant different level of teachers' satisfaction on Senior High School in Yogyakarta to their profession on financial and non financial aspect based on employment status (*Sig. 2 tailed = 0,003*); (5) there is any significant different level of teachers' satisfaction on Senior High School in Yogyakarta to their profession on financial and non financial aspect based on position in school (*Sig. 2 tailed = 0,003*); (6) there is not any significant different level of teachers' satisfaction on Senior High School in Yogyakarta to their profession on financial and non financial aspect based on certified status (*Sig. 2 tailed = 0,098*).