

## ABSTRAK

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

Survei Dilakukan pada Guru-guru Sekolah Menengah Atas (SMA) Swasta  
di Kabupaten Sleman, 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 SMA swasta di wilayah Kabupaten Sleman 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 April 2017. Dari populasi guru SMA swasta di wilayah Kabupaten Sleman sebanyak 475 orang, diambil sampel 223 guru dengan teknik *cluster random sampling*. Data dikumpulkan menggunakan kuesioner dan analisis data dilakukan dengan uji *T*, uji ANOVA, *Mann Whitney* dan uji *Kruskal-Wallis (H Test)*.

Hasil penelitian menunjukkan bahwa: (1) tingkat kepuasan guru-guru SMA swasta di wilayah Kabupaten Sleman terhadap profesinya pada aspek finansial dan non finansial termasuk dalam kategori cukup puas (*Mean* = 202,66 ( $181 \leq 204$ )); (2) tidak ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial ditinjau dari jenis kelamin (*Sig. (2-tailed)* = 0,142); (3) ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial ditinjau dari lama menjalani profesi (*Sig. (2-tailed)* = 0,000); (4) ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial ditinjau dari status kepegawaian (*Sig. (2-tailed)* = 0,000); (5) tidak ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial ditinjau dari jabatan di sekolah (*Sig. (2-tailed)* = 0,066); dan (6) ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial ditinjau status sertifikasi (*Sig. (2-tailed)* = 0,000).

**ABSTRACT**

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

*A survey was conducted on teachers of private High Schools in Sleman,  
Yogyakarta*

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*This research was conducted to find out the level of teachers' satisfaction to their profession on the financial and non financial aspect, and different level of teachers' satisfaction in private High Schools in Sleman to their profession on the financial and non financial aspect based on gender, the length of their services, employment status, position in school, and certified status.*

*This study is a comparative quantitative research. It was carried out from March to April 2017. The population were 475 private High Schools teachers Sleman Regency. The samples were 223 teachers taken by cluster random sampling techniques. Data were collected by using questionnaires and analysed by test ANOVA, T-test, Mann Whitney and Kruskal-Wallis test (Test).*

*The results of the research show: (1) the level of teachers' satisfaction in private High Schools in Sleman to their profession on financial and non financial aspect in the category quite satisfied (2) there is no significant different level of teachers' satisfaction to their profession on the financial and non financial aspect based on gender (Sig (2-tailed) = 0.142); (3) there is significant different level of teachers' satisfaction to their profession on the financial and non financial aspect based on the length of their services (Sig (2-tailed) = 0.000); (4) there is significant different level of teachers' satisfaction to their profession on the financial and non financial aspect based on employment status (Sig (2-tailed) = 0.000); (5) there is no significant different level of teachers' satisfaction to their profession on the financial and non financial aspect based on position in school (Sig (2-tailed) = 0.066); and (6) there is significant different level of teachers' satisfaction to their profession on the financial and non financial aspect based on certified status (Sig (2-tailed) = 0.000).*