

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

Survei Dilakukan pada Guru-Guru Sekolah Menengah Atas (SMA) Negeri 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 Negeri di Kabupaten Sleman berdasarkan 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 569 guru SMA Negeri di Kabupaten Sleman, diambil sampel 241 guru dengan teknik *cluster random sampling*. Data dikumpulkan menggunakan kuesioner dan dianalisis secara deskriptif dan komparatif dengan uji *t*, ANOVA, uji *Mann Whitney*, dan uji *Kruskal – Wallis*.

Hasil penelitian menunjukkan bahwa; 1) tingkat kepuasan guru-guru SMA Negeri di Kabupaten Sleman terhadap profesinya pada aspek finansial dan non finansial termasuk dalam kategori tinggi; 2) tidak ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial berdasarkan jenis kelamin (*Sig. (2-tailed) = 0,946*); 3) tidak ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial berdasarkan lama menjalani profesi (*Sig.value = 0,117*); 4) ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial berdasarkan status kepegawaian (*Asymp. Sig. (2-tailed) = 0,027*); 5) ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial berdasarkan jabatan di sekolah (*Sig. (2-tailed) = 0,023*); dan 6) tidak ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial berdasarkan status sertifikasi (*Asymp. Sig. (2-tailed) = 0,336*).

## ABSTRACT

### **LEVEL OF TEACHER'S SATISFACTION TOWARD THEIR PROFESSION FOR THE FINANCIAL AND NON FINANCIAL ASPECT**

A Research Conducted upon Senior High School Teachers in Sleman Regency  
Yogyakarta

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The aim of this study is to determine the level of teacher's satisfaction toward their profession on the financial and non financial aspects and whether there is a difference in the level of satisfaction of high school teachers in Sleman Regency based on the gender, length of their professional services, employment status, position in school, and certified status.

This research is a quantitative comparative research which was carried out from March to April 2017. The population were 569 teachers of SMA in Sleman district. The samples were 241 teachers taken by cluster random sampling. Techniques of collecting data were questionnaires and analyzed by descriptive and comparative with T test, ANOVA, Mann Whitney test and Kruskal - Wallis. The results show that; 1) The level of public high school teachers' satisfaction toward their profession for the financial and non financial aspect in Sleman is included in high category; 2) there is no difference of teacher's satisfaction level toward their profession for the financial and non financial aspect by sex (Sig. (2-tailed) = 0,946); 3) there is no difference of teacher's satisfaction level toward their profession for the financial and non financial aspect based on the length of their professional services (Sig.value = 0,117); 4) there is a difference of teacher's satisfaction level toward their profession for the financial and non financial aspect based on the employment status (Asymp. Sig. (2-tailed) = 0,027); 5) there is a difference of teacher's satisfaction level toward their profession for the financial and non financial aspect based on the position in school (Sig. (2-tailed) = 0,023); And 6) there is no difference of teacher's satisfaction level toward their profession for the financial and non financial aspect based on their certified status (Asymp. Sig. (2-tailed) = 0,336).