

## **ABSTRAK**

### **TINGKAT PEMENUHAN KEBUTUHAN DASAR DAN AKTUALISASI-DIRI PARA GURU – PEGAWAI TK, SD, SMP MARIA FATIMA JEMBER DALAM KONTEKS NILAI-NILAI KONGREGASI SANTA PERAWAN MARIA JEMBER**

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Penelitian ini bertujuan untuk mengetahui tingkat pemenuhan kebutuhan dasar dan aktualisasi-diri para guru TK, SD, SMP Maria Fatima Jember dalam konteks nilai-nilai Kongregasi Santa Perawan Maria. Masalah-masalah yang hendak dijawab dalam penelitian ini adalah: 1) Bagaimana tingkat pemenuhan kebutuhan fisiologis para guru-pegawai TK, SD, SMP Maria Fatima Jember? 2) Bagaimana tingkat pemenuhan kebutuhan rasa aman para guru-pegawai TK, SD, SMP Maria Fatima Jember? 3) Bagaimana tingkat pemenuhan kebutuhan memiliki-dimiliki dan kasih sayang para guru-pegawai TK, SD, SMP Maria Fatima Jember? 4) Bagaimana tingkat pemenuhan kebutuhan penghargaan para guru-pegawai TK, SD, SMP Maria Fatima Jember? 5) Bagaimana tingkat pemenuhan kebutuhan aktualisasi-diri para guru-pegawai TK, SD, SMP Maria Fatima?

Penelitian ini dilakukan terhadap para guru-pegawai TK, SD, SMP Maria Fatima Jember yang berjumlah 86 orang yang terdiri dari guru-pegawai: 1) TK sejumlah 17 orang, 2) SD sejumlah 44 orang, dan 3) SMP sejumlah 25 orang. Instrumen penelitian yang digunakan adalah kuesioner pemenuhan kebutuhan dasar dan aktualisasi-diri. Instrumen dibuat oleh penulis berdasarkan lima aspek kebutuhan A. Maslow dan nilai-nilai Kongregasi SPM. Teknik analisis data menggunakan penghitungan *Mean* (*M*) yang digunakan sebagai patokan untuk menentukan tingkat pemenuhan kebutuhan dengan kategori skor  $\geq M$  adalah terpenuhi (*T*), dan skor  $< M$  adalah kurang terpenuhi (*KT*).

Hasil penelitian menunjukkan: pemenuhan kebutuhan dasar dan aktualisasi-diri menurut pandangan Maslow di kalangan guru-pegawai; TK sejumlah 8 orang, SD sejumlah 26 orang, SMP sejumlah 18 orang. Sedangkan pemenuhan kebutuhan dasar dan aktualisasi-diri menurut nilai-nilai Kongregasi SPM di kalangan guru-pegawai; TK sejumlah 9 orang, SD sejumlah 18 orang, dan SMP sejumlah 7 orang.

Berdasarkan hasil penelitian ini, diusulkan kepada Pengurus Perkumpulan Dharmaputri dan Kepala Sekolah TK, SD, SMP Maria Fatima Jember untuk mengembangkan program peningkatan pemahaman terhadap kebutuhan hidup dan nilai-nilai SPM. Caranya dengan meninjau ulang kebijakan Perkumpulan Dharmaputri yang berkaitan dengan pemenuhan kebutuhan fisiologis.

**ABSTRACT**

**BASIC NEEDS FULFILLMENT AND SELF-ACTUALIZATION  
OF TEACHERS AND STAFFS IN MARIA FATIMA  
KINDERGARTEN, ELEMENTARY SCHOOL, AND JUNIOR  
HIGH SCHOOL JEMBER IN THE CONTEXTS OF  
SAINT MARY CONGREGATION'S VALUES**

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This study was aimed to find out the basic needs fulfillment and self-actualization of teachers and staffs in Maria Fatima Kindergarten, Elementary School, and Junior High School Jember in the context of Saint Mary Congregation's values. The problems discussed in this study were (1) What is the level of physiological needs fulfillment of the teachers and staffs in Maria Fatima Kindergarten, Elementary School, and Junior High School Jember?; (2) What is the level of safety needs fulfillment of the teachers and staffs in Maria Fatima Kindergarten, Elementary School, and Junior High School Jember?; (3) What is the level of belonging and love needs fulfillment of the teachers and staffs in Maria Fatima Kindergarten, Elementary School, and Junior High School Jember?; (4) What is the level of rewards needs of the teachers and staffs in Maria Fatima Kindergarten, Elementary School, and Junior High School Jember?; and (5) What is the level of self-actualization needs fulfillment of the teachers and staffs in Maria Fatima Kindergarten, Elementary School, and Junior High School Jember?

This study was done involving 86 teachers and staffs in Maria Fatima Kindergarten, Elementary School, and Junior High School Jember: 1) 17 people from the kindergarten, 2) 44 people from the elementary school, and 3) 25 people from the junior high school. The instrument employed here was basic needs fulfillment and self-actualization questionnaire. The instrument was developed by the writer in accordance with the needs aspects proposed by A. Maslow and SPM Congregation's values. The data analysis technique was by calculating the Mean which then was used as a guideline in deciding teachers and staffs' needs fulfillment; if the score category  $\geq M$ , the needs were fulfilled (T) and if the score  $< M$ , it's not fulfilled (KT).

The result showed that the basic needs fulfillment and self-actualization of the teachers and staffs according to Maslow were 8 people from the kindergarten, 26 people from the elementary school, and 18 people from the junior high school. Meanwhile, the basic needs fulfillment and actualization of the teachers and staffs according to SPM Congregation were 9 people from the kindergarten, 18 people from elementary school, and 7 people from the junior high school.

Based on the result, it was recommended to administrators of Perkumpulan Dharmaputri and headmasters of Maria Fatima Kindergarten, Elementary School, and Junior High School Jember to develop a program to improve the understanding on basic needs fulfillment and SPM's values. This could be done by reconsidering the policy of Perkumpulan Dharmaputri in relation with physiological needs fulfillment