

PERBEDAAN KOMPETENSI INTERPERSONAL ANTARA GURU PNS DAN GURU NON PNS

Dewi Subekti

ABSTRAK

Penelitian ini bertujuan untuk mengetahui perbedaan kompetensi interpersonal antara guru PNS dan guru non PNS. Hipotesis yang diajukan adalah kompetensi interpersonal guru PNS lebih tinggi daripada guru non PNS. Subjek penelitian ini adalah 120 orang yang terdiri dari 60 guru PNS dan 60 guru non PNS. Mereka yang menjadi subjek adalah yang memiliki status guru PNS dan non PNS, telah menjalani masa kerja minimal 2 tahun, dan berusia antara 21 – 60 tahun. Pengumpulan data yang digunakan dalam penelitian ini menggunakan skala kompetensi interpersonal. Reliabilitas skala kompetensi interpersonal diuji dengan menggunakan metode koefisien reliabilitas Alpha Cronbach dan diperoleh hasil 0,911 dari 40 item. Data dianalisis dengan menggunakan *independent sample t-test*. Hasil analisis data menghasilkan nilai t sebesar 0,0545. Artinya tidak ada perbedaan yang signifikan dalam hal kompetensi interpersonal antara guru PNS dan guru non PNS. Akan tetapi, dalam uji beda tiap aspek dihasilkan nilai t sebesar $t = 0,2225$ pada aspek kemampuan inisiatif, nilai $t = 0,373$ pada aspek kemampuan bersikap terbuka, nilai $t = 0,0395$ pada aspek kemampuan bersikap asertif, nilai $t = 0,001$ pada aspek kemampuan memberikan dukungan emosi, dan nilai $t = 0,1445$ pada aspek kemampuan mengatasi konflik. Dari nilai tersebut diketahui bahwa perbedaan kompetensi interpersonal pada guru PNS dan guru non PNS terletak pada aspek kemampuan bersikap asertif dan aspek kemampuan mengatasi konflik.

Kata kunci: kompetensi interpersonal, guru, PNS dan non PNS

**DIFFERENCE OF INTERPERSONAL COMPETENCE BETWEEN
TEACHER OF CIVIL SERVANT AND TEACHER OF NON CIVIL
SERVANT**

Dewi Subekti

ABSTRACT

This study aims to determine the differences between the interpersonal competence of civil servant teachers and teachers of non-civil servants. The hypothesis advanced is that interpersonal competence of civil servant teachers is higher than non-civil servant teachers. The subjects of this study were 120 people consisting of 60 civil servant teachers and 60 non-civil servant teachers. Those who become the subject is one that has the status of civil servants and non civil servant teachers, have undergone a period of at least 2 years of work, and aged between 21-60 years. The collection of data used in this study using a scale of interpersonal competence. Interpersonal competence scale reliability was tested using the Cronbach alpha reliability coefficient of 0.911 and the results of 40 items. Data were analyzed using independent sample t-test. The results of data analysis t value of 0.0545. This means that there is no significant difference in terms of interpersonal competence among civil servants and teachers of non civil servant teachers. However, in a different test every aspect of the resulting value of t for t = 0.2225 on an aspect of the initiative, the value t = 0.373 on an aspect of being open, the value t = 0.0395 on the aspect of assertiveness skills, the value t = 0.001, the aspect ability to provide emotional support, and the value t = 0.1445 on the aspects of conflict resolution skills. Note that the value of interpersonal competence differences on civil servants and non civil servant teachers lies in the ability to be assertive aspects and aspects of conflict resolution skills.

Keywords: *interpersonal competence, teachers, civil servants and non civil servants*