

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

Survei Dilakukan Pada Guru-Guru Sekolah Menengah Kejuruan (SMK) Swasta 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 apakah terdapat perbedaan tingkat kepuasan guru 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 menggunakan pendekatan kuantitatif-komparatif yang dilaksanakan pada bulan Oktober - November 2018. Populasi penelitian ini adalah 523 guru SMK Swasta di Kota Yogyakarta. Sampel sebanyak 237 guru diambil dengan menggunakan teknik *cluster random sampling*. Data dikumpulkan dengan menggunakan kuesioner dan dianalisis dengan menggunakan uji t, uji *Anova*, uji *Mann Whitney* dan uji *Kruskal Wallis (H-Test)*.

Hasil penelitian ini menunjukkan bahwa: 1) tingkat kepuasan guru-guru SMK Swasta di Kota Yogyakarta terhadap profesinya pada aspek finansial dan non finansial termasuk dalam kategori puas; 2) tidak ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial ditinjau dari jenis kelamin (*Sig. (2-tailed)* 0,749); 3) tidak ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial ditinjau dari lama menjalani profesi (*Sig. (2-tailed)* 0,472); 4) ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial ditinjau dari status kepegawaian (*Sig. (2-tailed)* 0,006); 5) tidak ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial ditinjau dari jabatan di sekolah (*Sig. (2-tailed)* 0,156); 6) tidak ada perbedaan tingkat kepuasan guru terhadap profesinya pada aspek finansial dan non finansial ditinjau dari status sertifikasi (*Sig. (2-tailed)* 0,054).

ABSTRACT***THE LEVEL OF TEACHER'S SATISFACTION TOWARD THEIR PROFESSIONS ON THE ASPECT OF FINANCIAL AND NON FINANCIAL***

A survey was conducted on Private Vocational Senior High School Teachers in the Region of Yogyakarta City

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The aim of this research is to find out the level of teacher's satisfaction toward their professions on the aspects of financial and non-financial and whether there is differences in the level of teacher's satisfaction toward their professions on the aspect of financial and non-financial based on gender, the length of their professions services, the employment status, position in school and certification status.

This research is a quantitative - comparative approach which was carried out from October - November 2018. The population of this research were 523 teachers of Private Vocational High School in Yogyakarta. The samples were 237 teachers taken by using cluster random sampling technique. Data were collected by using questionnaires and analyzed by using t test, ANOVA test, Mann Whitney test and Kruskal Wallis (H-Test).

The results of this research show that: 1) the level of teacher's satisfaction of Private Vocational High School in Yogyakarta City toward their professions on the aspect of financial and non-financial is in satisfied category; 2) there is no difference in the level of teacher's satisfaction toward their professions on the aspect of financial and non-financial based on gender (Sig. (2-tailed) 0.749); 3) there is no difference in the level of teacher's satisfaction toward their professions on the aspect of financial and non-financial based on the length of their professions services (Sig. (2-tailed) 0.472); 4) there is a difference in the level of teacher's satisfaction toward their professions on the aspect of financial and non-financial based on the employment status (Sig. (2-tailed) 0.006); 5) there is no difference in the level of teacher's satisfaction toward their professions on the aspect of financial and non-financial based on positions in schools (Sig. (2-tailed) 0.156); 6) there is no difference in the level of teacher's satisfaction toward their professions on the aspect of financial and non-financial based on certification status (Sig. (2-tailed) 0.054).