

**HUBUNGAN ANTARA *DISPOSITIONAL GRATITUDE***  
**DAN KEPUASAN KERJA PADA GURU HONORER**  
**DI INDONESIA**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui hubungan antara *dispositional gratitude* dan kepuasan kerja pada guru honorer di Indonesia. Hipotesis dalam penelitian ini adalah terdapat hubungan positif dan signifikan antara *dispositional gratitude* dan kepuasan kerja pada guru honorer di Indonesia. Penelitian ini mendapatkan 206 partisipan dengan kriteria : guru honorer di Indonesia dan telah mengajar minimal 1 tahun. Alat ukur yang digunakan dalam penelitian ini adalah skala self-report skala *Gratitude Resentment Appreciation Test-Short Form* (S-GRAT) yang dimodifikasi dari Watkins dkk., (2003) dan skala *Job Satisfaction Survey* (JSS) yang dimodifikasi dari Spector (1985). *Gratitude Resentment Appreciation Test-Short Form* (S-GRAT) memiliki reliabilitas alpha cronbach sebesar 0,613 pada dimensi LOSD, koefisien reliabilitas alpha cronbach sebesar 0,800 pada dimensi SA, koefisien reliabilitas alpha cronbach 0,616 pada dimensi AO, dan koefisien reliabilitas alpha berstrata (komposit) pada seluruh dimensi sebesar 0,86. Untuk skala *Job Satisfaction* (JSS) didapati koefisien reliabilitas alpha cronbach sebesar 0,908. Analisis korelasi menggunakan teknik *Spearman Rho* menemukan hasil bahwa terdapat hubungan positif dan signifikan dengan nilai koefisien korelasi 0,376. Hasil tersebut dapat dimaknai bahwa semakin tinggi tingkat *dispositional gratitude*, maka semakin tinggi pula kepuasan kerja guru honorer di Indonesia. Sebaliknya, semakin rendah tingkat *dispositional gratitude*, maka semakin rendah pula tingkat kepuasan kerja guru honorer di Indonesia.

Kata kunci : *dispositional gratitude*, kepuasan kerja, guru honorer di Indonesia

**THE RELATIONSHIP BETWEEN DISPOSITIONAL GRATITUDE  
AND JOB SATISFACTION AMONG HONORARY TEACHER  
IN INDONESIA**

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**ABSTRACT**

The main objective of this study is to investigate the correlation between dispositional gratitude and job satisfaction among honorary teacher in Indonesia. The proposed hypotheses were there is a positive and significant relationship between dispositional gratitude and job satisfaction among honorary teachers at Indonesia. The research participants were 206 people (N = 206) with some criterions; honorary teachers in Indonesia and have been teaching at least 1 year. The instrument used in this study were self-report scale of Gratitude Resentment Appreciation Test-Short Form (S-GRAT) that had been modified from Watkins dkk. (2003) and job satisfaction scale that had been modified from Spector (1985)'s Job Satisfaction Survey (JSS) scale. Modified scale of dispositional gratitude showed satisfactory reliability. Reliability coefficient of LOSD dimension was 0.613, reliability coefficient of SA dimension was 0.800, reliability coefficient of AO dimension was 0.616 and composite reliability coefficient of the three dimensions was 0.86. Modified scale of Job Satisfaction also showed satisfactory reliability with Cronbach's alpha 0.908. The data were analyzed using Spearman Rho. The result of this study showed significance positive correlation between dispositional gratitude and job satisfaction with correlation coefficient 0.376. These result showed that the higher the level of dispositional gratitude, higher the job satisfaction of honorary teachers will be present. Otherwise, the lower level of dispositional gratitude, lower the job satisfaction of honorary teachers will be present.

Key words: dispositional gratitude, job satisfaction, honorary teacher in Indonesia