

Pengaruh iklim organisasi terhadap kepuasan kerja : studi kasus sekolah menengah atas (SMAN) A kota Depok Provinsi Jawa Barat

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Abstrak

Penelitian ini bertujuan untuk melihat pengaruh dari iklim organisasi pada kepuasan kerja. Aspek iklim organisasi yang akan dianalisis dalam penelitian ini terdiri dari 6 dimensi (affiliation, staff freedom, participatory decision making, innovation, resource adequacy, dan professional interest). Penelitian ini merupakan penelitian kuantitatif yang dilakukan melalui penyebaran kuesioner kepada guru SMAN A Kota Depok Provinsi Jawa Barat untuk periode 2008-2009.

Hasil penelitian menunjukkan bahwa terdapat 5 dimensi iklim organisasi yang secara signifikan mempengaruhi kepuasan kerja guru SMAN A Kota Depok, yaitu affiliation, staff freedom, participatory decision making, resource adequacy, dan professional interest. Affiliation, participatory decision making, dan professional interest memberikan pengaruh yang positif terhadap kepuasan kerja. Sedangkan staff freedom dan resource adequacy memberikan pengaruh yang negatif terhadap kepuasan kerja. Selain itu, penelitian juga menunjukkan bahwa innovation tidak memberikan pengaruh yang signifikan terhadap kepuasan kerja para guru SMAN A Kota Depok Provinsi Jawa Barat.

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The objective of this study is to analyze the effects of organizational climate on the teacher's job satisfaction. The organizational climate which will be analyzed in this study consists of 6 dimensions (Affiliation, Staff Freedom, Participatory Decision Making, Innovation, Resource Adequacy, and Professional Interest). This study is quantitative research. The data were collected by distributing the survey questionnaires to teachers of SMAN A Depok City, West Java Province for period of 2008-2009.

This study showed that 5 dimensions of organizational climate have significant effect on teacher's job satisfaction (affiliation, staff freedom, Participatory Decision Making, Resource Adequacy, and Professional Interest). Affiliation, Participatory Decision Making, and Professional Interest have positive significant effect on job satisfaction. Staff Freedom and Resource Adequacy have negative significant effect on job satisfaction. In addition, this study also showed that innovation dimension effect were not significant on teacher's job satisfaction.