

Pengaruh tingkat kepuasan kerja dan tingkat penerapan budaya organisasi terhadap tingkat komitmen profesi guru SMA : kasus pada SMA Negeri X dan SMA Swasta Y di Jakarta = The influence of working satisfaction and the implementation of organizational culture on teachers profession commitment : case study X Public Senior High School and Y Private Senior High School in Jakarta

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Abstrak

Skripsi ini bertujuan untuk melihat pengaruh tingkat kepuasan kerja dan tingkat penerapan budaya organisasi terhadap tingkat komitmen profesi guru. Penelitian ini menggunakan metode campuran concurrent nested strategy, dengan metode kuantitatif sebagai metode primer. Teknik pengumpulan data melalui survey yang dilakukan di SMA Negeri X Jakarta dan SMA Swasta Y Jakarta. Jumlah sampel pada penelitian ini sebanyak 78 orang guru yang terdiri dari 47 guru SMA Negeri X dan 31 guru dari SMA Swasta Y. Teknik penarikan sampel menggunakan total sampling karena jumlah populasi sedikit. Selain itu, juga dilakukan wawancara mendalam pada 5 orang informan. Hasil penelitian ini menunjukkan bahwa hubungan antara variabel tingkat kepuasan kerja dengan tingkat komitmen profesi pada guru SMA Negeri X Jakarta berada pada kategori cukup kuat dan positif. Sementara itu, pola hubungan kedua variabel tersebut pada guru di SMA Swasta Y Jakarta berada pada kategori lemah dan negatif. Selain itu, hubungan antara variabel tingkat penerapan budaya organisasi dengan tingkat komitmen profesi guru di SMA Negeri X Jakarta dan SMA Swasta Y Jakarta sama-sama berada pada kategori yang cukup kuat.

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This undergraduate thesis talks over the influence of working satisfaction and the implementation of organizational culture on teachers' profession commitment. This study used mixed method and concurrent nested strategy which used quantitative as primary method. Survey was used as the technique in collecting data from X Public Senior High School and Y Private Senior High School. The sample of this study were 78 teachers that consist of 47 teachers from X Public Senior High School and 31 teachers from Y Private Senior High School. Total sampling was used as the technique to get the sample because of the small amount of population. In addition, in depth interviews were also conducted with 5 informants. The result of this study shows the relationship between working satisfaction and teachers' profession commitment in X Public Senior High School is strong enough and positive. Meanwhile, the relationship between those two variables among teachers in Y Private Senior High School is weak and negative. Whereas, the relationship between implementation of organizational culture and teachers' profession commitment in X Public Senior High School and Y Private Senior High School are strong enough.