

Pengaruh shared goals and values serta psychological needs satisfaction terhadap job satisfaction dan motivation to leave pada guru di Sekolah Islam Terpadu = The Effect of shared goals and values and psychological needs satisfaction on job satisfaction and motivation to leave in teachers at Integrated Islamic Schools

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Abstrak

Sekolah Islam Terpadu (SIT) merupakan salah satu jenis lembaga pendidikan Islam yang berada di Indonesia. Penelitian ini bertujuan untuk menganalisis Pengaruh Shared Goals and Values serta Psychological Needs Satisfaction terhadap Job Satisfaction dan Motivation to Leave pada guru di Sekolah Islam Terpadu yang menekankan pentingnya pemenuhan kebutuhan psikologis guru dalam meningkatkan kepuasan kerja dan mengurangi keinginan untuk meninggalkan pekerjaan. Penelitian ini menggunakan Teknik analisis Partial Least Squares Structural Equation Modeling (PLS-SEM) yang diolah menggunakan Smartpls4. Responden dalam penelitian ini sebanyak 236 orang yang merupakan guru SIT yang tersebar di berbagai daerah di Indonesia. Hasil penelitian menunjukkan bahwa shared goals and values memiliki pengaruh yang signifikan secara positif terhadap psychological needs satisfaction yang mengindikasikan bahwa keselarasan nilai dan tujuan memiliki dampak positif terhadap psychological needs satisfaction. Selain itu psychological needs satisfaction memiliki dampak yang positif terhadap job satisfaction. Sebaliknya job satisfaction memiliki pengaruh negative terhadap motivation to leave yang menunjukkan bahwa organisasi memiliki peran penting dalam pemenuhan kebutuhan psikologis guru. Keterbatasan penelitian ini adalah jumlah sampel yang relative terbatas sehingga hasilnya kurang bisa digeneralisir.

.....The Integrated Islamic School (SIT) is one type of Islamic educational institution in Indonesia. This study aims to analyze the influence of Shared Goals and Values as well as Psychological Needs Satisfaction on Job Satisfaction and Motivation to Leave among teachers in Integrated Islamic Schools, emphasizing the importance of fulfilling teachers' psychological needs to increase job satisfaction and reduce the desire to leave their jobs. The study uses the Partial Least Squares Structural Equation Modeling (PLS-SEM) analysis technique, processed with SmartPLS 4. The respondents consist of 236 teachers from Integrated Islamic Schools across various regions in Indonesia. The results show that shared goals and values significantly positively influence psychological needs satisfaction, indicating that alignment of values and goals positively impacts psychological needs satisfaction. Furthermore, psychological needs satisfaction positively affects job satisfaction. Conversely, job satisfaction negatively impacts motivation to leave, suggesting that organizations play a vital role in fulfilling teachers' psychological needs. The limitation of this study is the relatively small sample size, which makes the results less generalizable.