

## Hubungan antara sikap terhadap perubahan di organisasi dengan kepuasan kerja (Penelitian pada guru-guru di sekolah bertaraf internasional)

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### Abstrak

Penelitian ini bertujuan mengetahui bagaimana sikap dan kepuasan kerja guru-guru SNBI serta melihat hubungan sikap terhadap perubahan dengan kepuasan kerja guru-guru SNBI. Di samping itu, peneliti juga meneliti latar belakang sikap guru-guru terhadap perubahan. Hasil penelitian Wanberg dan Banas (1997) menunjukkan bahwa sikap terhadap perubahan, khususnya sikap positif terhadap perubahan di organisasi memiliki hubungan positif dengan kepuasan kerja.

Hasil penelitian ini menunjukkan bahwa guru-guru bersikap menerima terhadap program SNBI dan hampir seluruh guru memiliki kepuasan kerja pada tingkat agak tinggi. Disamping itu, hasil penelitian ini menunjukkan pula terdapat hubungan positif antara sikap menerima terhadap perubahan dengan kepuasan kerja guru-guru SNBI, dan terdapat hubungan negatif antara sikap menolak terhadap perubahan dengan kepuasan kerja guru. Hasil analisa tambahan menunjukkan bahwa yang paling melatarbelakangi sikap guru terhadap perubahan adalah karena guru-guru tersebut memiliki kemauan untuk melakukan perubahan.

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<i>This research aimed to know the attitude and job satisfaction of the teachers involved in the SNBI (the National School Program of International Qualification) program. It also intended to observe the relationship between attitude towards organizational change with their job satisfaction. Furthermore, the researcher has observed background of teachers' attitude towards change. The findings of Wanberg and Banas (1997) showed that attitude towards change, particularly positive attitude towards organizational change, was positively related with job satisfaction.

This research found that teachers' attitudes were to accepting the SNBI program and almost all of the teachers had high slightly level of job satisfaction. It also found that there was positive relationship between the attitude of accepting change and the job satisfaction. On the other hand, rejecting change and job satisfaction were negatively related. In addition, the cause of attitude towards change was because they want to make changes.</i>