

ARTICLE

Job Satisfaction of Primary School Teachers

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ABSTRACT

This study aims to described about teachers job satisfaction. Job satisfaction of teachers is an expression of feelings and attitudes pleased employees to the influence of external and internal about everything at work during carrying out the task, including (1) feelings of joy towards work, (2) proud of work, (3) passion in working, (4) staying in work. This research was conducted in Makassar District of West Jakarta. The population is 284 teachers of public primary schools. Determination of sample using Slovin formula obtained 166 respondents. Data analysis technique is descriptive qualitative. The results of this study illustrates that the job satisfaction of teacher with an indicator of feeling happy to work obtained 26%, Indicators of the quality of proud of towards their job obtained 20%, Indicators spirit in working obtained 26%, Indicators stay in work obtained 28%. The implication of this research result is that teacher's job satisfaction can be used as the basis for the institution to provide teacher guidance in order to work more optimally in carrying out school learning activities.

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1. Introduction

Schools as institutions that serve the educational needs of the community, as one of the organizations in the field of service, schools must also pay attention to services, especially for teachers to meet the needs of teachers in carrying out work at school, which is material and non-material, which creates satisfaction in work. Job satisfaction must be considered, this will have an impact on improving teacher services for students. The teacher as the spearhead who is directly related to the student must have satisfaction in working. The teacher's job satisfaction at work is indicated by the teacher completing the task on time. In addition, there is a high level of excitement, craftsmanship, perseverance, and creativity at work. Teacher job satisfaction is a priority to be considered by the school and parents, if the teacher feels satisfaction at work, it will cause an atmosphere full of togetherness, have the same responsibility, so that a good communication climate and also high morale will result in the achievement of organizational or school goals to the maximum.

However, if teacher job satisfaction is not created, the atmosphere at work is not conducive and the climate formed is uncomfortable and the work will be neglected. The fact that as many as 9 civil servant teachers in DKI Jakarta who were found in shopping centers in East Jakarta were busy wandering during working hours shows that the low level of discipline and sense of responsibility of teachers reflects dissatisfaction at work.¹⁶ An important element in education is the provision of services, in this case the services that the teacher provides to his students, such as learning services. To achieve learning objectives related to performance ¹⁶ <http://news.detik.com/read/2013/10/23/104053/2393086/10/kel-uyuran-saat-jam-work-9-pns-kenarazia?nd772204btr> teacher. In carrying out their duties, teachers need various needs that must be met in supporting their work. In addition, the success of teachers in achieving learning goals is related to the problems faced by teachers, one of which is the job satisfaction factor.

Teacher job satisfaction needs to get serious attention from related parties because this factor is closely related to the achievement of goals and the smooth running of learning activities. Teachers who are satisfied at work will work well, because job satisfaction allows the emergence of excitement, perseverance, craft, initiative and work creativity so that the learning outcomes formed will be maximized. Herzberg stated that the low salary a person receives will cause dissatisfaction. The opinion is described in the job satisfaction chart as a stable condition that increased job satisfaction is obtained if there is an increase in salary. Supposedly, if the teacher gets a high salary, it will cause satisfaction in carrying out his duties so that it will lead to high-quality work. However, with the income of civil servant teachers in Jakarta of Rp. 8,263,700 per month, it has not made an increase in satisfaction at work.

This was regretted by the Deputy Head of the Jakarta Provincial Education Office, H. Rationo with the demonstration of teacher dissatisfaction with the TKD results received while the quality of himself was felt to still have to be improved.¹⁷ In addition to increasing teacher salaries, the government has taken measures to increase teacher job satisfaction, among others by equipping various school facilities and infrastructure, providing opportunities to continue education, training and upgrading, facilitating proposals for promotion, and gradually the central and local governments have provided welfare improvements in the form of benefits, and so on. ¹⁷ <http://www.pelita.or.id/baca?id=90964> National Seminar on Education Administration and Education Management Remcy Hotel, Makasar, April 21 2018 120 Disappointment was also expressed by the Governor of DKI Jakarta who said that teachers working three hours a day with a large salary were felt to have not improved the quality of education in DKI.¹⁸

This leads to several indications that show the low job satisfaction of teachers. Symptoms are seen in the low enthusiasm in carrying out tasks, low level of craft which is characterized by many teachers not carrying out teaching preparation, arriving late, starting class hours not on time, ending class hours early, especially in the last class hour as well as other actions that are not in accordance with the policy. These symptoms will have a negative impact if left unchecked, because they will be able to reduce work productivity which in turn will reduce the quality of education. The peak action of teacher dissatisfaction was to declare FSGI (Federation of Indonesian Teachers' Unions) in 2011 as a replacement for PGRI (Persatuan Guru Republik Indonesia) which was felt to have not overshadowed aspirations because most PGRI administrators did not work as teachers so they were considered to not understand the needs of teachers.¹⁹ In addition to salary, the factors that affect job satisfaction are emotional level and social support.

Directly or indirectly, psychological factors can influence the physical behavior displayed by the teacher at work. Job satisfaction is a positive attitude that is pleasant and loves his job. Job satisfaction according to Schermerhorn (2010:72), "job satisfaction is the degree to which an individual feels positive or negative about a job." Job satisfaction is the degree to which a person feels positive or negative about his work. The opinion explains that helping others achieve job satisfaction is considered a key result of a manager in the effectiveness of achieving goals. Agreeing with Schermerhorn, George and Jones (2012:71) define job satisfaction, "job satisfaction is the collection of feelings and beliefs that people have about their current jobs." Job satisfaction is a collection of feelings and beliefs that the

manager understands about the work he is doing. Job satisfaction levels can range from extreme satisfaction to extreme dissatisfaction. In addition to understanding the work they are doing as a whole, managers can also have attitudes about various aspects of the work such as; their colleagues, supervisors, subordinates, and salaries. Furthermore, Torrington, Hall, and Taylor (2005:321) argue, "however job satisfaction is moderated by the values and expectations of the employee." Job satisfaction is influenced by the values and expectations of employees. This means that in an organization, conditions are needed to cause employee job satisfaction based on the characteristics of themselves and their perceived experiences. In addition Pryce-Jones (2010:10) argues that, "job satisfaction is something which happiness appears to encompass." Job satisfaction is a happiness that seems to pervade a person. The above opinion explains that job satisfaction is a feeling of pleasure as a result of various factors both internal and external that exist in the work environment.

The same thing is also expressed by Armstrong (2011:343), "the concept of job satisfaction is closely linked to that of engagement. Job satisfaction refers to the attitudes and feelings people have about their work." The concept of job satisfaction is closely related to engagement. Job satisfaction refers to a person's attitude and feelings about his work. The opinion above explains that when an employee is included in something related to his work, there will be a sense of pride in the employee so that job satisfaction is achieved. Furthermore, Armstrong (2011:339) posits the job satisfaction factor, "the factors involved are interesting and challenging work..." The factor involved in a person's job satisfaction is the presence of interest and a feeling of being challenged while working. This factor arises from the enthusiasm to work with job satisfaction obtained by employees. As for Anderson (2001:28), "dispositional approaches, which assume that job satisfaction is rooted in the personological make-up of the individual." In the dispositional approach job satisfaction is defined as the root of a person's logical way of thinking.

This opinion puts forward job satisfaction should be part of the key organizational values that have been rarely applied. In more detail Anderson (2001:28) states, "to bring out job satisfaction, then, the organization must focus on motivator factors, such as making the work more interesting, challenging, and personally rewarding." To increase job satisfaction, an organization should focus on motivational factors such as making work more attractive, challenging and rewarding employees that create enthusiasm for work. Mullins (2005:700) defines job satisfaction as not much different from some previous opinions, "job satisfaction is a complex and multifaceted concept, which can mean different things to different people. Job satisfaction is more of an attitude, an internal state." The opinion explains that job satisfaction is a complicated and diverse concept, which can mean different things for different people. National Seminar on Education Administration and Education Management Remcy Hotel, Makasar, April 21 2018 122 Based on the description of several opinions regarding job satisfaction above, it can be synthesized that job satisfaction is an expression of employees' feelings and attitudes towards external and internal influences regarding everything in the workplace during the performance of duties, with indicators: (1) happy with work, (2) pride in work, (3) passion for work, (4) staying in work. 1.

2. Experimental

This study aims to examine teacher job satisfaction, the job satisfaction in question is an expression of employees' feelings and attitudes towards external and internal influences regarding everything in the workplace during the performance of duties, with indicators: (1) happy for work, (2) proud of work, (3) enthusiasm for work, (4) staying in work. The research uses a qualitative approach with a survey method. Data analysis is carried out descriptively qualitatively calculated based on percentages, by digging into each indicator of varied customer satisfaction. The population of this study was teachers of SD Negeri Kecamatan Makasar, East Jakarta. The study's affordable population was 284 teachers. The study sample was 166 people. 2.

3. Results and discussion

Teacher job satisfaction is an expression of employees' feelings and attitudes towards external and internal influences regarding everything in the workplace during the performance of duties, including (1) feelings of pleasure towards work, (2) pride in work, (3) enthusiasm in work, (4) stay in the work. The results of the study illustrated that teacher job satisfaction with indicators of feelings of pleasure towards work was obtained 26%, indicators of pride in work were obtained 20%, indicators of enthusiasm in work were obtained 26%, indicators of staying in work were obtained 28%. The implication of the results of this study is that teacher job satisfaction can be used as a basis for institutions to provide teacher guidance so that they can work more optimally in carrying out learning activities in schools.

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