

ABSTRACT

Teacher Job Satisfaction in terms of Interpersonal Communication and Climate Elementary School in Candung District

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The phenomenon in the field showed that the job satisfaction of teachers in Elementary Schools in District of Candung was still low. Researchers assumed that interpersonal communication and school climate had effected toward the job satisfaction of teachers in Elementary Schools District of Candung, therefore conducted a study to test the truth. The purposes of this study were to determine (1) the effect of interpersonal communication toward job satisfaction of teachers, (2) the effect of school climate toward job satisfaction of teachers, and (3) the effect of interpersonal communication through school climate toward job satisfaction of teachers in Elementary School District Candung.

The type of this research was quantitative. The population in this study was all teachers of Elementary School in District of Candung with the number of 114 peoples. Sampling was done using *Proportional Stratified Random Sampling technique*. Samples in the study was 73 peoples. Data were collection by questionnaires with Likert Scale. Data were analyzed by using regression and path analysis.

The research result shows that (1) interpersonal communication directly effects job satisfaction of teachers as 0.829; (2) schools climate directly effects job satisfaction of teachers as 0.799; (3) the effect of interpersonal communication toward job satisfaction of teachers through school climate as 0.693. Based on the descriptive analysis revealed that job satisfaction of teachers are at quite well in the category of the ideal score. And the interpersonal communication and school climate are well in the category of the ideal score.

ABSTRAK

Kepuasan Kerja Guru ditinjau dari Komunikasi Interpersonal dan Iklim Sekolah di SD Negeri Kecamatan Candung

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Fenomena dilapangan memperlihatkan kepuasan kerja guru di SD Negeri Kecamatan Candung masih rendah. Peneliti menduga komunikasi interpersonal dan iklim sekolah berpengaruh terhadap kepuasan kerja guru di SD Negeri Kecamatan Candung. Oleh karena itu perlu diadakan penelitian untuk menguji kebenarannya. Tujuan penelitian ini adalah untuk mengetahui (1) Pengaruh komunikasi interpersonal terhadap kepuasan kerja guru, (2) Pengaruh iklim sekolah terhadap kepuasan kerja guru, dan (3) Pengaruh komunikasi interpersonal melalui iklim sekolah terhadap kepuasan kerja guru di SD Negeri Kecamatan Candung.

Jenis penelitian ini adalah penelitian kuantitatif. Populasi dalam penelitian ini adalah seluruh guru di SD Negeri Kecamatan Candung yang berstatus PNS berjumlah 114 guru. Teknik pengambilan sampel menggunakan *stratified proporsional random sampling*. Jumlah sampel penelitian sebanyak 73 guru. Instrumen pengumpulan data menggunakan angket dengan Skala Likert. Data dianalisis dengan teknik regresi dan analisis jalur.

Hasil penelitian menggambarkan bahwa (1) komunikasi interpersonal berpengaruh secara langsung terhadap kepuasan kerja guru sebesar 0.829; (2) iklim sekolah berpengaruh secara langsung terhadap kepuasan kerja guru sebesar 0.799; (3) pengaruh secara tidak langsung komunikasi interpersonal terhadap kepuasan kerja guru melalui iklim sekolah sebesar 0.693. Berdasarkan analisis deskriptif mengungkapkan bahwa kepuasan kerja guru berada pada kategori cukup tinggi dari skor ideal. Dan komunikasi interpersonal dan iklim sekolah berada pada kategori baik dari skor ideal.