

ABSTRACT

The Contribution of Affiliation Motivation and Work Discipline toward Teachers' Morale.

Oleh: Warnita, (AP PPs UNP-2012).

Based on the preliminary field observation, it was found that teachers' morale at state elementary schools' in Panti Subdistrict, Pasaman Regency was relatively low. The researcher presumes that the low of teachers' morale was caused by several factors, two of them were affiliation motivation and work discipline. This study was intended to discover the contribution of both factors toward teachers' morale in state elementary schools' at Panti Subdistric, Pasaman Regency.

There were three hypotheses tested. Firstly, the affiliation motivation contributed to the teachers' morale. Secondly, the work discipline contributed to the teachers' morale. Thirdly, the affiliation motivation and work discipline collectively contributed to the teachers morale.

The research used quantitative approach. The population were all of 260 teachers of state elementary school at Panti Subdistrice, Pasaman Regency, while 82 of them were selected as samples, applying stratified proportional random sampling techniques. Data were collected by a questionnaire of Likert-scale model that its validity and reliability had been tested. Then, the data were analyzed by using correlation and regression techniques.

Data analysis shows that the three hypotheses are accepted significantly at 95% confidence level. Research findings are as follow: a) the affiliation motivation contributes 19,0% to the teachers' morale; b) the work discipline contributes 6,5% to the teachers' morale; and 3) the affiliation motivation and work discipline collectively contribute 20,9% to the teachers morale. From these research findings, it is concluded that the affiliation motivation and work discipline are two important factors for increasing the teachers' morale.

ABSTRAK

Kontribusi Motivasi Berafiliasi dan Disiplin Kerja terhadap Moral Kerja Guru.

Oleh: Warnita, (AP PPs UNP-2012).

Berdasarkan pengamatan awal di lapangan, peneliti menemukan bahwa moral kerja guru-guru SD negeri di Kecamatan Panti, Kabupaten Pasaman masih rendah. Peneliti menduga bahwa rendahnya moral kerja guru tersebut disebabkan oleh beberapa faktor, di antaranya rendahnya motivasi berafiliasi dan disiplin kerja guru. Oleh karena itu, peneliti tertarik untuk melakukan penelitian ini yang bertujuan untuk mengungkapkan kontribusi motivasi berafiliasi dan disiplin kerja terhadap moral kerja guru SD negeri di Kecamatan Panti, Kabupaten Pasaman.

Ada tiga hipotesis yang diuji melalui penelitian ini. Pertama, motivasi berafiliasi berkontribusi terhadap moral kerja guru. Kedua, disiplin kerja berkontribusi terhadap moral kerja guru. Dan ketiga, motivasi berafiliasi dan disiplin kerja secara bersama-sama berkontribusi terhadap moral kerja guru.

Penelitian ini menggunakan pendekatan kuantitatif. Populasinya adalah seluruh guru sekolah dasar negeri di Kecamatan Panti, Kabupaten Pasaman yang berjumlah 260 orang. Sampel terpilih sebanyak 82 orang dari populasi dengan menggunakan teknik *stratified proportional random sampling*. Data dikumpulkan menggunakan kuesioner model skala Likert yang telah diuji validitas dan reliabilitasnya. Kemudian data dianalisis dengan teknik korelasi dan regresi.

Hasil analisis menunjukkan bahwa ketiga hipotesis yang diajukan dapat diterima pada taraf kepercayaan 95%. Ditemukan bahwa a) motivasi berafiliasi berkontribusi sebesar 19,0% terhadap moral kerja guru, b) disiplin kerja berkontribusi 6,5% terhadap moral kerja guru, dan c) motivasi berafiliasi dan disiplin kerja secara bersama-sama berkontribusi 20,9% terhadap moral kerja guru. Disimpulkan bahwa motivasi berafiliasi dan disiplin kerja merupakan dua faktor yang signifikan untuk peningkatan moral kerja guru SD negeri di Kecamatan Panti, Kabupaten Pasaman.