



ABSTRAK

Guru honorer ikut berperan dalam membetuk kualitas pendidikan di Indonesia. Namun nyatanya, sebagian besar guru honorer masih belum memiliki kinerja yang optimal. Salah satu faktor yang berhubungan dengan kinerja guru honorer adalah kepuasan kerja. Penelitian ini dilakukan untuk menguji hubungan antara kepuasan kerja dengan kinerja guru honorer. Kinerja guru honorer akan diukur dengan skala kinerja guru milik Triyana (2013) dan kepuasan kerja akan diukur dengan skala *Job Satisfaction Survey* milik Spector (1985) yang telah diadaptasi oleh Anastasya (2013). Metode pengujian menggunakan analisis regresi linear sederhana. Hasilnya menunjukkan adanya hubungan positif dan signifikan antara kepuasan kerja dengan kinerja guru honorer dengan nilai korelasi (r) sebesar 0,337. Kepuasan kerja berperan memberikan sumbangan efektif sebesar 11,4% terhadap kinerja guru. Dalam analisis tambahan yaitu uji beda rata-rata, peneliti menemukan tidak terdapat perbedaan skor kepuasan kerja dan kinerja guru terhadap jenis kelamin, guru kelas maupun guru mata pelajaran, antar kelompok usia, dan antar masa kerja guru.

Kata kunci: guru honorer, kepuasan kerja, kinerja guru



ABSTRACT

The honorary teachers have an important role to create a better quality of education in Indonesia. But in fact, most of the honorary teachers still do not have their best performance. One of the factors that is related in affecting the teacher performance is job satisfaction. This research is conducted to examine the correlation between job satisfaction and job performance among honorary teachers. The teacher's performance will be measured by Teacher Job Performance Scale (Tryana, 2013) and Job Satisfaction Survey (Spector, 1985) which has been adopted by Anastasya (2013). A simple linier regression is used to analyse the hypothesis of the research. The result shows that there is positive and significant corellation between the teacher job performance and job satisfaction which the number of correllation (r) is 0,337. The job satisfaction also has effective contribution by 11.4% to honorary teacher job performance. In further analysis, it is found that there is no different number of job satisfaction and teacher job performance in gender, classroom or subject teacher, age, and length of service

Keywords: an honorary teacher, job performance, job satisfaction