

INTISARI

Penelitian ini menganalisis budaya kerja dan kepuasan kerja antara PNS dan PPPK di Kota Tegal, berdasarkan perbedaan status kepegawaian dan faktor demografis seperti jenis kelamin, usia, masa kerja, serta tingkat sekolah. Objek penelitian difokuskan kepada PNS dan PPPK yang menduduki jabatan fungsional guru ahli pertama. Budaya kerja dianalisa dengan nilai dasar ASN sebagai standar perilaku kerja ASN yang terdiri dari berorientasi pelayanan, akuntabel, kompeten, harmonis, loyal, adaptif dan kolaboratif yang terwujud dalam *core values* “BerAKHLAK”. Analisa budaya kerja dan kepuasan kerja menggunakan metode kuantitatif untuk menguji hipotesis ada perbedaan budaya kerja dan kepuasan kerja antara PNS guru dan PPPK guru berdasarkan status kepegawaian (H_1), jenis kelamin (H_2), usia (H_3), masa kerja (H_4), dan tingkat sekolah (H_5). Kuisisioner online sejumlah 465 dan 261 disebar kepada PNS guru dan PPPK guru dalam bentuk *google form*. Mengacu pada rumus slovin, responden dari PNS guru memenuhi jumlah sampel yang diperlukan yaitu 215 sampel. Sementara itu, responden dari PPPK guru terkumpul 151 jawaban dari 158 sampel yang diperlukan. Data yang terkumpul dianalisis menggunakan MANOVA melalui *software* SPSS 29. Hasil pengujian menunjukkan bahwa tidak ada perbedaan budaya kerja dan kepuasan kerja antara PNS guru dan PPPK guru berdasarkan perbedaan status kepegawaian, jenis kelamin, usia, masa kerja, dan tingkat sekolah di Kota Tegal. Dengan demikian, perbedaan status kepegawaian, jenis kelamin, usia, masa kerja, dan tingkat sekolah tidak berdampak terhadap budaya kerja dan kepuasan kerja ASN guru di Kota Tegal.

Kata Kunci : Budaya kerja, kepuasan kerja, guru.

ABSTRACT

This study analyzed work culture and job satisfaction between PNS and PPPK in Tegal City, based on differences in employment status and demographic factors such as gender, age, years of service, and school level. The object of research is focused on PNS and PPPK who occupy the first functional positions of expert teachers. Work culture is analyzed with the basic values of ASN as a standard of ASN work behavior consisting of berorientasi pelayanan, akuntabel, kompeten, harmonis, loyal, adaptif dan kolaboratif which is manifested in the core values of "BerAKHLAK". Analysis of work culture and job satisfaction using quantitative methods to test the hypothesis that there are differences in work culture and job satisfaction between teacher PNS and teacher PPPK based on employment status (H_1), gender (H_2), age (H_3), years of service (H_4), and school level (H_5). Online questionnaires totaling 465 and 261 were distributed to teacher PNS and teacher PPPK in the form of google forms. Referring to the slovin formula, respondents from teacher PNS meet the required number of samples which is 215 samples. Meanwhile, respondents from teacher PPPK collected 151 answers from 158 samples needed. The collected data was analyzed using MANOVA through SPSS 29 software. The test results showed that there was no difference in work culture and job satisfaction between teacher PNS and teacher PPPK based on differences in employment status, gender, age, years of service, and school level in Tegal City. Thus, differences in employment status, gender, age, years of service, and school level have no impact on the work culture and job satisfaction of ASN teachers in Tegal City.

Keywords: Work culture, job satisfaction, teacher.