

PROGRAM GURU BAHAGIA UNTUK MENINGKATKAN KESEJAHTERAAN SUBJEKTIF GURU HONORER SEKOLAH LUAR BIASA

ABSTRACT. *Teaching children with special needs with the same duties and obligations as tenured-teachers (PNS) but with different compensation even under the UMR, results in psychological problems for non-tenured teachers in special education school. This had an impact on the low subjective well-being of special education school non-tenured teachers. The purpose of this study was to find out the "Program Guru Bahagia" (Happy Teacher's Program) in improving the subjective well-being of special education school non-tenured teachers. This study used a pretest-posttest with group control design. The level of subjective well-being was measured by using the Satisfaction With Life Scale (SWSL) and Positive and Negative Scale (PANAS). While the level of mindfulness was measured by using the Kentucky Inventory Mindfulness Scale (KIMS). The participants were 12 special education school non-tenured teachers which is 4 teachers in experimental group and 8 teachers in control group. The result of Mann Whitney U-Test showed p value 0.497 ($p > 0.05$) which concluded that research hypothesis in this study was rejected. "Program Guru Bahagia" (Happy Teacher's Program) could not improve subjective well-being of special education school non-tenured teachers.*

Keywords: *subjective well-being, mindfulness, non-tenured teacher of special education school.*

INTISARI. Mengajar anak berkebutuhan khusus dengan tugas dan kewajiban yang sama seperti guru PNS namun dengan kompensasi yang berbeda bahkan di bawah UMR, mengakibatkan munculnya permasalahan psikologis pada guru honorer. Hal ini berdampak pada rendahnya kesejahteraan subjektif guru honorer. Tujuan dari penelitian ini yaitu untuk mengetahui “Program Guru Bahagia” dalam meningkatkan kesejahteraan subjektif guru honorer Sekolah Luar Biasa. Penelitian ini menggunakan desain *pretest-posttest with group control design*. Tingkat kesejahteraan subjektif diukur menggunakan *Satisfaction With Life Scale* (SWSL) dan *Positive and Negative Scale* (PANAS). Sementara tingkat *mindfulness* diukur menggunakan *Kentucky Inventory Mindfulness Scale* (KIMS). Partisipan penelitian yaitu 12 guru honorer SLB yakni 4 guru pada kelompok eksperimen dan 8 guru pada kelompok kontrol. Analisis data menggunakan uji non-parametrik *Mann Whitney U-Test*. Hasil menunjukkan bahwa nilai *p value* 0.497 ($p > 0.05$). Hasil tersebut menunjukkan bahwa tidak terjadi peningkatan yang signifikan pada kesejahteraan subjektif guru honorer SLB setelah mengikuti pelatihan *mindfulness* “Program Guru Bahagia”.

Kata kunci: kesejahteraan subjektif, *mindfulness*, guru honorer.