



QUALITY OF WORK LIFE GURU SMP IT ABU BAKAR YOGYAKARTA

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ABSTRAK

Penelitian ini bertujuan untuk memahami faktor-faktor yang mempengaruhi kualitas kehidupan kerja dan pengaruh kualitas kehidupan kerja bagi guru. Penelitian ini dilaksanakan di SMP IT AB Yogyakarta dengan responden berjumlah 5 orang guru, yang terdiri 3 orang guru laki-laki dan 2 orang guru perempuan. Metode yang digunakan adalah kualitatif dengan pendekatan fenomenologi. Berdasarkan analisis dan pembahasan penelitian, maka dapat disimpulkan bahwa faktor-faktor yang mempengaruhi kualitas kehidupan kerja guru dapat dikelompokkan menjadi dua tema besar yaitu: (1) faktor dari individu; dan (2) faktor dari kondisi lingkungan. Adapun pada masing-masing kategori yang diurai dalam tema-tema umum meliputi: (1) faktor dari individu kondisi individu: motivasi kerja, dan partisipasi guru; (2) kondisi lingkungan: fasilitas, *relationship*, *leadership*, kompensasi dan reward, dan pengembangan karir guru. Sedangkan Pengaruh kualitas kehidupan kerja terhadap guru adanya komitmen, intensitas *turn over* pada guru, etos kerja guru, dan rasa kepercayaan guru terhadap sekolah.

Keyword: quality of work life, sekolah, guru

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TEACHERS' QUALITY OF WORK LIFE AT ISLAMIC JUNIOR HIGH SCHOOL OF ABU BAKAR YOGYAKARTA

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ABSTRACT

This purpose of this research to explore various factors of quality of work life and it affect the quality of work life for teachers of Junior High School (SMP IT AB) in Yogyakarta. The research was conducted with five teachers in Abu Islamic junior high school of Abu Bakar Yogyakarta with qualitative approach of Phenomenology. It was found that the factors which affect the quality of work life of teachers can be grouped into two major themes, namely: (1) individual factors; and (2) the environment factors. As for in each category are parsed in the common themes include: (1) the individual conditions of the individual factors: motivation to work, and participation of teachers; (2) enviromental contitions: facilities, relationship, leadership, compensation and reward, and career development of teachers. While the influence of quality of work life to teachers there are two things. life satisfaction perceived teachers between the existence of a work commitment of teachers in educating students, turn over intention, performance of teacher, and trust of teachers

Keyword: quality of work life, junior hight school, teacher

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