

RINGKASAN

Pengaruh Insentif terhadap Kepuasan Kerja dan Kinerja Guru Sekolah Lanjutan tingkat Atas Negeri di Batam

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.Sumber daya manusia merupakan asset yang paling berharga untuk kelangsungan kehidupan suatu bangsa. Kelangsungan kehidupan bangsa itu dilakukan melalui pewarisan atau pengalihan pengetahuan, ketrampilan dan juga pengenalan sikap atau nilai hidup. Pengalihan semacam itu berlangsung melalui proses pendidikan formal dalam suatu lembaga seperti sekolah maupun secara informal di tengah kehidupan keluarga. Oleh sebab itu pendidikan anak bangsa perlu mendapatkan perhatian Pemerintah sebagai pihak yang menentukan kebijakan.

Semenjak diberlakukan Undang-undang Otonomi nomor 22 tahun 1999, pulau Batam menjadi Kota Batam yang otonom dan memiliki Dewan Perwakilan Rakyat Daerah dan Walikota yang dipilih rakyat. Walikota Batam pertama ini adalah seorang mantan guru dan karena peduli ingin memperbaiki sector pendidikan di Batam. Atas persetujuan Dewan Perwakilan Rakyat Daerah maka dikeluarkan kebijakan untuk memberikan insentif finansial kepada semua guru dari jenjang Taman Kanak-kanak sampai dengan Sekolah Menengah tingkat Atas baik negeri maupun swasta dengan jumlah yang sama setiap bulan.

Studi ini ingin menjawab pertanyaan "Apakah Insentif yang diberikan itu berdampak positif dan memberikan Kepuasan kerja kepada para guru sehingga Kinerja para pendidik juga meningkat?". Oleh sebab itu, studi ini bertujuan mengukur dan menganalisa pengaruh insentif itu terhadap kepuasan kerja dan kinerja guru.

Penelitian bersifat sangat terbatas pada guru Sekolah Lanjutan tingkat Atas Negeri dan dilakukan secara sensus terhadap 117 orang guru. Penelitian ini menggunakan kuesioner sebagai alat instrumen yang disebarkan kepada para guru di Batam tersebut dan dikumpulkan kembali antara tanggal 15 Juli 2005 – 15 Agustus 2005. Data primer diolah dan dianalisis dengan menggunakan analisis jalur. Data sekunder digunakan sebagai pelengkap informasi. Hasil penelitian menunjukkan bahwa : (1) Insentif berpengaruh secara signifikan dan positif terhadap Kepuasan Kerja ; (2) Insentif berpengaruh secara signifikan dan positif terhadap Kinerja ; dan (3) Kepuasan kerja berpengaruh secara signifikan dan positif terhadap Kinerja ;

Dalam penelitian ini juga terungkap hasil yang menarik, di mana semua guru sependapat bahwa Insentif tersebut meningkatkan kesejahteraan guru dan keluarga, namun di pihak lain lebih dari setengah guru (54.4%) berpendapat bahwa jumlah insentif itu tidak cukup dan kurang memadai.

Studi ini berkesimpulan bahwa kebijakan tersebut berhasil, tetapi Pemerintah perlu mengadakan sosialisasi yang lebih banyak agar para guru pun jelas maksud dan pengertian insentif tersebut. Para akademisi lain dan Pemerintah dapat melakukan penelitian lain dan lebih lanjut untuk memperoleh data yang lebih komprehensif dan representatif. Pemerintah sebagai pembuat kebijakan juga perlu mencari alternatif dan menggali sumber lain untuk mengadakan terobosan-terobosan baru, antara lain untuk meredakan kecemburuan karyawan lain, termasuk Pegawai Negeri Sipil.



S U M M A R Y

The Effects of Incentives on Job Satisfaction and Performance of State High School Teachers in Batam

Tutty Kartawidjaja

.Human Resources are the most valuable assets in the life of a nation. The life of a nation is sustained by passing on or transferring the knowledge, skills as well as the values of life. Such transfer takes place through an education process in a formal manner taking place in institutions or schools as well as informally in the midst of family life. For this reason, the Government as the Public Policy Maker should pay serious attention to the education to the young.

Since the enactment of the Statute on Autonomy ref. Number 22 in 1999, Batam Island has become an autonomous Municipality and has a Mayor and a local Council of People's Representatives elected by the people. The first elected Mayor used to be a teacher and is concerned to improve the education sector on Batam Island. With due approval of the local Council of People's Representatives, the Mayor made a policy to grant financial incentives to all the educators teaching at the pre-school levels or Kintergartens throughout the Senior High Schools, whether they are State or Private institutions.

This study aims at answering the question : Does the policy to grant incentives promote the Job Satisfaction of the Teachers and enhance their Performance ? The objective of the study, therefore is to measure and analyze the effects of the Incentives on the Job Satisfaction and Performance of the Teachers.

This study is very limited in scope as respondents were only State High School teachers by conducting a census on the 117 teachers. This study also made use of a questionnaire as its instrument to compile relevant data distributed to the teachers in Batam from July 15 – August 15, 2005. Primary data were processed and analyzed by applying the Path analysis. Secondary data were used for background and complimentary information. Findings of this study show that : (1) Incentives have a significant and positive effect on Job Satisfaction ; (2) Incentives have a significant and positive effect on Performance ; and (3) Job Satisfaction has a significant and positive effect on Performance ;

In this study an interesting finding was detected where all the teachers (100%) agreed that the incentives promote the welfare of the teachers and their families, but on the other side, more than half of the number of teachers (54.5%) opined that the amount of the incentives is not enough and sufficient.

This study concludes that the policy launched by the Municipality is successful in enhancing the welfare of the teachers and their families as well as the image of the teaching corps in Batam. Nevertheless, the Municipality need the promote and do a socializing drive for the teachers to clearly understand and comprehend the rationale and concept underlying the policy. Other and further studies are recommended to be made by either the Municipality or the academicians to get more comprehensive and representative data. The Municipality and the local Council of People's Representatives need also the look for and find other alternatives and sources to make new break-throughs, among others to minimize if not get rid of any envious feelings of other employees, including the other Civil Servants or Government employees.



ABSTRACT

The Effects of Incentives on Job Satisfaction and Performance of State Senior High School Teachers on Batam Island

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The objectives of this thesis are to measure and analyze : (1) the effect of Incentives on Job Satisfaction ; (2) the effect of Incentives on Performance ; and (3) the effect of Job Satisfaction on Performance.

This study is a census as the population in this study encompassed the entire number of State High School Teachers of Batam, totaling 117 persons. Data used were primary as well as secondary data. Primary data were compiled through a questionnaire as an instrument distributed to the teachers. Secondary data were obtained from publications of various sources, such as the Batam Industrial Development Authority, Bureau of Statistics and Office of Education.

Data analyses applied are descriptive statistics, curve fit analysis for the respective variables , and the path analysis for hypotheses testing.

Results of the study show that : (1) Incentives have a significant and positive effect on Job Satisfaction with a path coefficient of 0.408 and a p value of 0.000 ; (2) Incentives have a significant and positive effect on Performance with a path coefficient of 0.251 and a p value of 0.003 ; and (3) job Satisfaction has a significant and positive effect on Performance with a path coefficient of 0.531 and a p value of 0.000.

Key words : teachers, incentives, job satisfaction, performance, Batam.