

RINGKASAN

Relevansi Antar Hak dan Kewajiban, Tanggung Jawab, dan Kinerja Guru Pada SMA Negeri 1, 2, dan 3 Tuban

Sumarno

Predikat guru merupakan sosok yang unik, disamping sebagai agen perubahan (Agent of change) juga tempat menaruh harapan bagi anak didik maupun orang tua dimasa depan. Sehingga tugas guru sangat mulia karena sebutan guru mengandung makna digugu dan ditiru (diturut dan diteladani) bahkan mendapat penghargaan dari masyarakat sebagai pahlawan tanpa tanda jasa, sedangkan dari pemerintah secara yuridis formal menyediakan penghargaan kepada guru berupa Tanda Kehormatan Satya Lencana Pendidikan sebagaimana diatur dalam PP No. 55 Tahun 2003. Oleh karena itulah pada diri guru terdapat tanggung jawab profesional dan tanggung jawab moral atau sosial.

Dalam kenyataan masih ada sebagian guru (oknum) yang hak-haknya mendapat perlakuan kurang adil dari pihak tertentu, melanggar norma-norma di masyarakat, mengabaikan tanggung jawabnya, kewajibannya sehingga kinerjanya buruk, seperti mogok mengajar, turun ke jalan meninggalkan kelas dan apakah para guru ini juga memperoleh perlindungan hukum. Perlakuan demikian ini apakah tidak berimplikasi munculnya ketimpangan yang menyangkut hak, kewajiban, tanggung jawab, dan kinerja guru.

Pada diri guru berhak memperoleh penghasilan, kesejahteraan, dan perlindungan hukum dan serta merta padanya melekat kewajiban-kewajiban baik internal maupun eksternal yang erat hubungannya dengan pencapaian kinerja. Dengan hak dan kewajiban itu otomatis melekat tanggung jawab baik profesional maupun moral atau sosial yang juga berimplikasi pada kinerja guru.

Penelitian jenis eksplanatif dengan rancangan analitik kualitatif eksplanatif ini menggunakan pendekatan deskriptif. Variabel penelitian diukur secara ordinal melalui angket dan membentuk data katagorik. Data ini selanjutnya diolah secara statistik non parametrik dan rancangan analisis hubungan antar variabel digunakan model Log linier Program SPSS. Pengkajian pola hubungan antar variabel hak & kewajiban (V1), tanggung jawab (V2), dan kinerja (V3) dilakukan secara deduksi dan induksi.

Berdasarkan analisis secara statistik, khususnya model Log Linier dari 105 orang sampel untuk V1*V3 diperoleh nilai LR Chi Squar sebesar 1,478 dengan signifikan 0,8205 yang artinya sifat hubungan antar variable kurang berarti. Sedangkan untuk V1*V2 diperoleh nilai LR Chi Squar sebesar 37,312 pada signifikan 0,000 yang bererati terdapat hubungan timbal balik. Selanjutnya untuk menguji V2*V3 diperoleh nilai LR Chi Squar sebesar 33,986 dengan signifikan 0,000 yang artinya ada hubungan timbal balik antar variabel.

Dengan demikian hak dan kewajiban, dan tanggung jawab dapat dipertimbangkan sebagai alternatif untuk meningkatkan kinerja guru dengan cara memperbaiki hak dan kewajiban atau mengembangkan tanggung jawab guru.

Sangat disarankan kepada peneliti lain yang berminat pada bidang ini untuk mengkaji lebih mendalam dan melibatkan variabel atau sub variabel lain yang lebih lengkap sehingga diperoleh hasil penelitian yang lebih baik.

SUMMARY

The Relevance Between Right and Duty, Responsibility, and Teacher's Performance at SMA Negeri 1, 2, and 3 Tuban Sumarno

The profession of a teacher is unique. Teacher are not only as the agent of change but as persons to whom the student expect their future. So that the duty of teachers is sublime because they are ones whom people believe on and take the example to. Society respects them as heroes without certificate of merit and government in a formal sense gives them an honorable award "Satya Lencana Pendidikan" as it is stated in governmental regulation "PP No. 55 Tahun 2003). Therefore, teachers have professional, social and even moral responsibilities.

However, there are many teachers who accept unfair treatment from certain side, break the norm in the society, avoid their responsibilities and duties so that their performances are bad such as teaching strike and deserting from the classroom and whether they get law protection. These phenomena may create desynchronization between right, duty, responsibility And teacher's performance.

Teachers have right to get income, prosper and law protection but they have also internal and external duties related to their professions. By having right and duty, they have automatically professional, moral and even social responsibility wich may influence their performance.

The research is explanative and the design is analytic-qualitative-explanative using descriptive approach. Research variables are measured in ordinal way through questionnaires in form of data category. The data are then processed in statistic non parametric and analysis design related to the variables are used Log Linier Model program SPSS. To analyze the relationship between right and duty (V1), responsibility (V2) and teacher's performance (V3) variables, the researcher uses deductive and inductive reasons.

Based on the deductive and inductive analysis and researched variables particularly Log Linier Model speciality test of partial associations by stepwise, of the 105 samples the researcher finds observation value for V1*V3 with of LR Chi Squar 1.478 and of significant 0.8205, and it is sure that there is insignificant relationship between right and duty and teacher's performance, but for V1*V2 with of LR Chi Squar 37.312 and of significant 0.000, and it is sure that there is mutual relationship between right and duty with responsibility, and so for V2*V3 with value of LR Chi Squar 33.986 and of significant 0.000, and it is indicate that there is mutual relationship between responsibility and teacher's performance.

Therefore, right and duty, and responsibility can be used as alternative elements to increase teacher's performance by improving right and duty or developing responsibility for person's teachers profession.

The researcher, in this case, suggests other researchers who are interested in this field to analyze it deeper and involve other variables or sub-variables more completely so resulted research who more useful.

ABSTRACT

The Relevance Between Right and Duty, Responsibility, and Teacher's Performance at SMA Negeri 1, 2, and 3 Tuban

Sumarno

Teachers as the agent of change, and as heroes without certificate of merit, teachers accept appreciation "Satya Lencana Pendidikan" from government. Consequently, they have big responsibility such as professional, moral or social responsibilities besides the importance of paying attention to their right and duty and teacher's performance increase. So the research question's this research is how the relevance between right and duty, responsibility, and teacher's performance at SMA Negeri 1, 2, and 3 Tuban.

Therefore, this research is intended to explain the model correlation between right and duty, responsibility and teacher's performance of three variables.

The research design is analytic-qualitative-explanative using descriptive approach. By the use of questionnaires as the instrument, the research measures the ordinal scale variables categorically. He also processes the data deductively and in statistic non-parametric especially related to the analysis of Log Linier Model.

Based on the analysis of test assosiate partial stepwise on research variables, of the 105 sample, the researcher finds observation value for $V1*V3$ with of LR Chi Squar 1.478 and of significant 0.8205, and it is sure that there is insignificant relationship between right and duty and teacher's performance, but for $V1*V2$ with of LR Chi Squar 37.312 and of significant 0.000, and it is sure that there is mutual relationship between right and duty with responsibility, and so for $V2*V3$ with value of LR Chi Squar 33.986 and of significant 0.000, and it is indicate that there is mutual relationship between responsibility and teacher's performance. So, there is only mutual relationship between right and duty – responsibility, and responsibility - teacher's performance.

Key words : Mutual relevance, right and duty, responsibility, and teacher's performance.