

ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui pengaruh kompensasi non finansial terhadap kinerja guru, dengan kepuasan kerja sebagai variabel intervening. Penelitian ini dilakukan di Sekolah Dasar Yogyakarta.

Populasi dalam penelitian ini adalah seluruh guru sekolah dasar yang bersertifikasi yang berjumlah 1334 orang. Penelitian ini mengambil 10% dari jumlah populasi yaitu 134 sampel. Sementara teknik pengambilan sampel diambil secara *simple random sampling*. Variabel independen dalam penelitian ini adalah kompensasi ekstrinsik individual dan kompensasi intrinsik individual, variabel dependennya adalah kinerja guru, sedangkan variabel interveningnya adalah kepuasan kerja.

Metode analisis dalam penelitian ini menggunakan analisis jalur yang sebelumnya dilakukan uji instrumen, yaitu uji validitas dan uji reliabilitas; uji asumsi klasik, yaitu uji normalitas, uji multikolinieritas dan uji heteroskedastisitas.; dan uji analisis jalur.

Hasil penelitian menunjukkan: (1) Kompensasi ekstrinsik individual berpengaruh tidak signifikan terhadap kepuasan kerja, (2) Kompensasi intrinsik individual berpengaruh tidak signifikan terhadap kepuasan kerja, (3) Kompensasi ekstrinsik individual dan kompensasi intrinsik individual secara simultan berpengaruh tidak signifikan terhadap kepuasan kerja, (4) Kompensasi ekstrinsik individual berpengaruh signifikan terhadap kinerja guru, (5) Kompensasi intrinsik individual berpengaruh signifikan terhadap kinerja guru, (6) Kompensasi ekstrinsik individual dan kompensasi intrinsik individual secara simultan berpengaruh signifikan terhadap kepuasan kerja, (7) Kepuasan kerja berpengaruh signifikan terhadap kinerja guru, (8) pengaruh langsung kompensasi ekstrinsik individual terhadap kinerja guru lebih besar daripada pengaruh tidak langsung kompensasi ekstrinsik terhadap kinerja guru melalui kepuasan kerja. Sedangkan, pengaruh langsung kompensasi intrinsik individual terhadap kinerja guru lebih besar daripada pengaruh tidak langsung kompensasi intrinsik individual terhadap kinerja guru melalui kepuasan kerja.

Kata kunci: Kompensasi Non Finansial, Kompensasi Ekstrinsik Individual, Kompensasi Intrinsik Individual, Kepuasan Kerja, Kinerja Guru

ABSTRACT

The purpose of research is to find out the effect non-financial rewards on teacher performance, and job satisfaction as an intervening variable. This research was taken place in elementary school, Kota Yogyakarta.

The sample of research was elementary school teachers certified in Kota Yogyakarta consisting of 134 persons. The independent variables in this research were individual extrinsic rewards and individual intrinsic rewards, while the dependent variable was teacher performance and the intervening variable was job satisfaction.

The method of analysis in this research was path analysis that had been tested for its instrument before: validity and reliability tests. The first multiple linear regression examined the effect of individual extrinsic rewards and individual intrinsic rewards on job satisfaction. The second multiple regression examined the individual extrinsic rewards, individual intrinsic rewards, and job satisfaction on teacher performance.

The results of research showed that: (1) Individual extrinsic rewards did not significantly affect job satisfaction, (2) Individual intrinsic rewards did not significantly affect job satisfaction, (3) Individual extrinsic rewards and individual intrinsic rewards simultaneously did not significantly affect job satisfaction, (4) Individual extrinsic rewards affected significantly teacher performance, (5) Individual intrinsic rewards affected significantly teacher performance, (6) Individual extrinsic rewards and individual intrinsic rewards simultaneously affected significantly teacher performance, (7) Job satisfaction affected significantly teacher performance, (8) The direct effect individual extrinsic rewards on teacher performance was greater than the indirect effect individual extrinsic rewards on teacher performance through job satisfaction. Meanwhile the direct effect individual intrinsic rewards on teacher performance was greater than the indirect effect individual intrinsic rewards on teacher performance through job satisfaction.

Keywords: non-financial rewards, individual extrinsic rewards, individual intrinsic rewards, job satisfaction, teacher job performance