

## ABSTRAK

# PENGARUH KOMPENSASI TERHADAP SEMANGAT KERJA GURU DI SMK NEGERI 11 BANDUNG (DENGAN VARIABEL KONTROL STATUS KEPEGAWAIAN)

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Penelitian ini dilakukan di SMK Negeri 11 Bandung. Permasalahan yang menjadi kajian dalam penelitian ini adalah belum optimalnya semangat kerja guru. Fokus kajiannya diarahkan pada faktor-faktor yang mempengaruhi semangat kerja guru. Kompensasi merupakan faktor yang diduga memiliki pengaruh terhadap semangat kerja guru. Oleh karena itu penelitian ini mengkaji dua variabel yaitu kompensasi (Variabel X) dan semangat kerja guru (Variabel Y). Analisis mendalam dilakukan terhadap kedua variabel tersebut dengan variabel kontrol status kepegawaian. Tujuan penelitian ini adalah untuk menganalisis tingkat semangat kerja guru dan efektivitas pemberian kompensasi bagi PNS maupun Non PNS, pengaruh efektivitas pemberian kompensasi terhadap tingkat semangat kerja guru, serta perbedaan efektivitas pemberian kompensasi terhadap tingkat semangat kerja guru PNS dan Non PNS. Metode penelitian menggunakan metode *eksplanatory survey*. Teknik pengumpulan data menggunakan angket. Responden adalah guru SMK Negeri 11 Bandung sebanyak 113 orang. Teknik analisis data menggunakan analisis kovarian. Hasil penelitian menunjukkan bahwa: (1) Kompensasi berada pada kategori cukup efektif dan semangat kerja guru berada pada kategori sedang; (2) Efektivitas pemberian kompensasi berpengaruh positif terhadap tingkat semangat kerja guru PNS dan guru Non PNS; dan (3) Terdapat perbedaan kompensasi dan semangat kerja guru PNS dengan guru Non PNS.

**Kata Kunci: kompensasi, semangat kerja.**

## **ABSTRACT**

### **COMPENSATION EFFECT TOWARDS TEACHERS' MORALE IN OF STATE VOCATIONAL SCHOOL OF 11 BANDUNG (WITH CONTROL VARIABLE OF EMPLOYMENT STATUS)**

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*This research was conducted in State Vocational School of 11 Bandung. The issue studied in this research was the low of teachers' morale. The research was focused on factors affecting teacher morale. Compensation is an allegedly factor that have an influence on the morale of teachers. Therefore, this study examines two variables, namely compensation (Variable X) and morale of teachers (Variable Y). Depth analysis conducted on these two variables to control variables employment status. The purpose of this study was to analyze the level of teacher morale and effectiveness of the provision of compensation for civil servants and non civil servants, the influence of effectiveness of the provision of compensation towards the level of teachers' morale, as well as differences of the effectiveness of the provision of compensation towards the level of teachers' morale of civil servants and non-civil servants. This research used explanatory survey method. The data was collected by using questionnaires. The respondents were 113 teachers of State Vocational School of 11 Bandung. Data were analyzed by using covariance analysis. The results showed that: (1) Compensation was on the quite effective category and morale of teachers was on middle category; (2) The effectiveness of the provision of compensation has positive effect on the level of teacher morale, both civil servant and non-civil servant teachers; and (3) There are differences in compensation and morale between civil servants teacher and non-civil servant teacher.*

**Keywords: compensation, morale.**

Lia Yulianti, 2016

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