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**PENGARUH KOMPENSASI TERHADAP KOMITMEN KERJA  
GURU HONORER DI SMK NUURUL MUTTAQIIN GARUT**

**SKRIPSI**

Diajukan untuk memenuhi sebagian syarat untuk memperoleh gelar Sarjana Pendidikan pada Program Studi Pendidikan Manajemen Perkantoran, Fakultas Pendidikan Ekonomi dan Bisnis, Universitas Pendidikan Indonesia



**Oleh:**

**Sofi Apriliyani  
1507212**

**PROGRAM STUDI PENDIDIKAN MANAJEMEN PERKANTORAN  
FAKULTAS PENDIDIKAN EKONOMI DAN BISNIS  
UNIVERSITAS PENDIDIKAN INDONESIA  
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**Pengaruh Kompensasi terhadap Komitmen Kerja Guru Honorer  
di SMK Nuurul Muttaqin Garut**

Oleh  
Sofi Apriliyani

Sebuah skripsi yang diajukan untuk memenuhi salah satu syarat memperoleh gelar  
Sarjana Pendidikan pada Fakultas Pendidikan Ekonomi dan Bisnis

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**LEMBAR PENGESAHAN SKRIPSI**


**Sofi Apriliyani**  
1507212

**PENGARUH KOMPENSASI TERHADAP KOMITMEN KERJA  
GURU HONORER DI SMK NUURUL MUTTAQIIN GARUT**

Disetujui dan disahkan oleh pembimbing:

Bandung, 16 Agustus 2019

Pembimbing



kec. Gug  
16/8

Rini Intansari Meilani, S.Pd., M.Pd.

NIP. 198008102008012029

Mengetahui,

Ketua Prodi Pendidikan Manajemen Perkantoran



Dr. Sambas Ali Muhidin, S.Pd., M.Si.

NIP. 197406272001121001

# **PENGARUH KOMPENSASI TERHADAP KOMITMEN KERJA GURU HONORER DI SMK NUURUL MUTTAQIIN GARUT**

Oleh:  
**Sofi Apriliyani**  
**1507212**

Skripsi ini dibimbing oleh:  
**Rini Intansari Meilani, S.Pd., M.Pd.**

**Program Studi Pendidikan Manajemen Perkantoran, Fakultas Pendidikan  
Ekonomi dan Bisnis, Universitas Pendidikan Indonesia**

## **ABSTRAK**

Rendahnya komitmen kerja guru honorer adalah salah satu fenomena yang umum ditemukan di Indonesia. Salah satu pemicunya yaitu sistem kompensasi yang belum sesuai dengan upah minimum yang selayaknya. Penelitian ini melaporkan hasil penelitian yang dilakukan di konteks Sekolah Menengah Kejuruan (SMK) untuk mengetahui pengaruh kompensasi terhadap komitmen kerja guru honorer. Kompensasi finansial dan kompensasi non finansial adalah dua dimensi variabel kompensasi yang diteliti dalam penelitian ini. Adapun dimensi komitmen afektif, komitmen keberlanjutan, dan komitmen normatif menjadi fokus yang diteliti dalam variabel komitmen kerja. Penelitian ini menggunakan metode survei dengan cara penyebaran angket kepada 21 orang guru honorer di SMK Nuurul Muttaqiin Garut. Data yang terkumpul kemudian dianalisis menggunakan analisis deskriptif dan analisis inferensial. Berdasarkan hasil analisis, kompensasi guru honorer berada dalam kategori kurang efektif, sedangkan komitmen kerja guru honorer berada dalam kategori sedang. Hasil uji hipotesis menunjukkan bahwa terdapat pengaruh yang kuat dari kompensasi terhadap komitmen kerja guru honorer di SMK Nuurul Muttaqiin Garut. Peningkatan kompensasi non finansial berupa kejelasan sistem kompensasi bagi guru honorer dan peningkatan faktor psikologis mereka untuk mau melanjutkan bekerja dalam profesi tersebut adalah hal yang harus diperhatikan dan dilakukan baik oleh pihak sekolah maupun pemerintah.

**Kata Kunci:** Kompensasi, Komitmen Kerja, Guru Honorer, SMK

**THE INFLUENCE OF COMPENSATION TOWARDS THE WORK  
COMMITMENT OF HONORARY TEACHERS' AT NUURUL MUTTAQIIN  
VOCATIONAL HIGH SCHOOL IN GARUT**

By:  
**Sofi Apriliyani**  
**1507212**

*This research is guided by:*  
**Rini Intansari Meilani, S.Pd., M.Pd.**

*Office Management Education Program, the faculty of Economics and  
Business Education, Universitas Pendidikan Indonesia*

**ABSTRACT**

*The lack of work commitment of honorary teachers is one of the common phenomenon which is generally found in Indonesia. One of the causes is the compensation system that is not in accordance with the minimum salary appropriately. This research aim to find out the influence of compensation towards the work commitment of honorary teachers which is conducted in the vocational high school (SMK). Financial compensation and non-financial compensation are the two dimensions of compensation variables that are examined in this research. Moreover, this research focuses on the three variables of work commitment that are dimensions of affective, sustainability, and normative commitment. On collecting the data, this research uses survey method. It is conducted by distributing questionnaires to 21 honorary teachers at Nuurul Muttaqiin vocational high school in Garut. Descriptive analysis and inferential analysis are used by the researcher to analyze the data. Based on the analysis results, the compensation of honorary teachers is categorized as less effective, meanwhile, the work commitment of the honorary teachers is categorized as moderate. The hypothesis test shows that there is a strong influeece of compensation on the work commitment of honorary teachers in Nuurul Muttaqiin vocational high school in Garut. Increasing non-financial compensation by giving an obvious system in compensating the honorary teachers and increasing their psychological factors in order to make them want to continue working in that profession are things that must be considered and done by both the school and the government.*

**Keywords:** *Compensation, work commitments, honorary teachers, vocational high schools*

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