

THE CONTRIBUTION OF TEACHERS' PERCEPTION ON CAREER DEVELOPMENT SYSTEM AND WORK MOTIVATION FOR THEIR WORK PRODUCTIVITY

ABSTRACT

The essential role of teachers of elementary school bring them face to face with some problems, among them their low productivity as the determinant of the educational achievement, either on the school level or on the national level. The problem of basic education on the level of elementary school is a concern. There are many factors which are determine the quality of education specially in relation with establishment of teachers as human resources (HR), among them is the less fulfillment the psychological needs of teachers, i.e the phenomenon which is related with their perceptions on the system of career development and work motivation so that contribute to their work productivity. The research approach which is used by the researcher in order to study the problem is descriptive research approach. The approach is used in order to describe and analyze the research problem.

The development system of teachers career which has been understood, felt, and done as their perceptions as a determinant variable of their productivity, and so does the level of their work motivation has the firm relationship with their work productivity.

By doing the study on primary school teacher in Cimaung Subdistrict of Bandung Regency, it can be obtained the result which indicate as follow : the level of teacher's perception on the career development system places the low rank, work motivation places the very low rank, and the teachers work productivity is 11,7 % with the correlation coefficient is 0,341 ; determinant of work motivation on the work productivity is 43,9 % with the correlation coefficient is 0,667.

In accordance with the above research findings, so that is required to improve the related matters with : (1) the administration of teachers career development system which includes preservice training, appointment and placement, transfer and promotion, and pension (retired); (2) the concern on the fulfillment of teachers psychological needs which include the material basic need, existence, growth opportunity, communication, and security in doing the job tasks; and (3) the requirement of furthermore study in dealing with determinant factors of teacher work productivity in addition to their perception and work motivation. The efforts include the raising work motivation of teachers in order to increase their work productivity which is directly contribute to achieve the top productivity of education, particularly the basic education of elementary school level and the national education in general.