

**HUBUNGAN ANTARA KOMPENSASI DENGAN KEPUASAN KERJA
GURU HONORER SEKOLAH MENENGAH ATAS NEGERI DI
KABUPATEN LEBAK**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara kompensasi dengan kepuasan kerja guru honorer SMA Negeri di Kabupaten Lebak. Pendekatan penelitian yang digunakan adalah penelitian kuantitatif dengan metode survey. Analisis data yang digunakan studi korelasional, dengan 2 variabel di dalamnya, yaitu (X) Kompensasi sebagai variabel terikat dan (Y) Kepuasan Kerja sebagai variabel bebas. Sampel penelitian ini sebanyak 53 orang guru honorer. Pengambilan sampel secara acak menggunakan *simple random sampling* dengan rumus Slovin dan pengumpulan data menggunakan kuesioner.

Dari hasil uji hipotesis, diperoleh t_{hitung} sebesar 2.893 yang berarti lebih besar dari t_{tabel} 2.008. Maka, hipotesis alternative (H_a) dinyatakan diterima secara positif. Dari koefisien determinasi, kompensasi memberikan kontribusi sebesar 14.10% terhadap kompensasi guru honorer SMA Negeri di Kabupaten Lebak. Hasil penelitian dapat disimpulkan bahwa terdapat hubungan antara kompensasi dengan kepuasan kerja. Berdasarkan hasil penelitian diketahui semakin tinggi kompensasi maka semakin tinggi kepuasan kerja guru SMA Negeri di Kabupaten Lebak.

Kata Kunci: Kompensasi, Kepuasan Kerja, Guru Honorer

***RELATIONSHIP BETWEEN COMPENSATION AND HONORARY
TEACHER JOB SATISFACTION IN PUBLIC HIGH SCHOOLS IN LEBAK
REGENCY***

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ABSTRACT

The study aims to determine the relationship between compensation and honorary teachers job satisfaction in public high school in regency Lebak. The study uses quantitative with survey research method. Correlational study is used as the data analysis with 2 variables in it (X) Compensation as independent variable, and (Y) Job Satisfaction as the dependent variable. Samples were as many as 53 honorary teachers. Sampling using simple random sampling by the formula Slovin and data collection using questionnaires.

From the result of hypothesis testing, obtained t_{count} equal to 2.893 which means more than 2.008 t_{table} . Thus, the alternative hypothesis (H_a) are accepted negatively. Of the coefficient of determination, compensation contributed 14.10% to the performance job satisfaction of honorary teachers Public High School in Lebak Regency. Based on the result of the survey it is known that the more compensation received, the more increasing the job satisfaction of honoray teachers Public High School in Lebak Regency.

Keywords: Compensation, Job Satisfaction, Honorary Teachers