

# PENGARUH KEPUASAN DAN MOTIVASI KERJA TERHADAP KOMITMEN AFEKTIF GURU SMK NEGERI DI JAKARTA SELATAN

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## Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh dari (1) Kepuasan Kerja, (2) Motivasi Kerja, (3) Komitmen Afektif guru Sekolah Menengah Kejuruan (SMK) Negeri di Jakarta Selatan. Metode yang digunakan dalam penelitian ini adalah metode penelitian survey dengan pendekatan kuantitatif-kausal dengan menggunakan analisis jalur. Survey dilakukan sejak bulan Agustus sampai September 2018 dengan melibatkan 164 orang guru di Jakarta Selatan sebagai sampel yang ditentukan secara acak. Temuan dalam penelitian ini menunjukkan: Pertama, terdapat pengaruh langsung kepuasan kerja terhadap komitmen afektif guru SMK Negeri di Jakarta Selatan. Kedua, terdapat pengaruh langsung motivasi kerja terhadap komitmen afektif guru SMK Negeri di Jakarta Selatan. Ketiga, terdapat pengaruh langsung kepuasan kerja terhadap motivasi kerja guru SMK Negeri di Jakarta Selatan.

Kata kunci : Kepuasan kerja, motivasi kerja, dan komitmen afektif.

*EFFECT OF SATISFACTION AND WORK MOTIVATION ON  
TEACHERS AFFECTIVE COMMITMENTS IN STATE VOCATIONAL  
SCHOOL IN SOUTH JAKARTA*

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*Abstract*

*This study aims to determine the effect of (1) Job Satisfaction, (2) Work Motivation, (3) Affective Commitment of State Vocational School (VOC) teachers in South Jakarta. The method used in this study is a survey research method with a quantitative-causal approach using path analysis. The survey was conducted from August to September 2018 involving 164 teachers in South Jakarta as randomly determined samples. The findings in this study show: First, there is a direct effect of job satisfaction on the affective commitment of teachers of State Vocational Schools in South Jakarta. Second, there is a direct effect of work motivation on the affective commitment of teachers of State Vocational Schools in South Jakarta. Third, there is a direct effect of job satisfaction on the work motivation of teachers in State Vocational Schools in South Jakarta.*

*Keywords: Job satisfaction, work motivation, and affective commitment.*