
An Analyze Working Morale of Occupation Interest in Teaching Profession

(Descriptive Analytical Study of Teachers SDN Bukit Raya Pekanbaru)

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ABSTRACT

The background of the problem in this study are as follows: a) How is the morale and interest in the profession Teacher, b) How is the interest in the position of teachers and teachers' morale based on gender in the profession, c) Is there a difference morale and interest in the position of men to women, d) Is there a difference morale and interest in the position of civil servants and non-civil, e) How much the relationship and the contribution of interest in teaching profession on morale. This study used a quantitative approach to the correlation method and comparative. Population in this study was teachers used total sampling. Data analysis techniques used SPSS (Statistical Product and Service Solution) for windows release 16.0. The findings and the following results: a) Overview morale and interest in the teaching profession was very good category and good, b) Overview interest in the position of teachers based on male was fair category and female good category, c) Overview morale of teachers by male was good category and female very good category, d) There are differences in teachers' morale and interest in the position based on the gender, e) There are differences in teachers' morale and interest in the position based on the employment status of state civil servants and non-civil servants, f) There is a relationship and influence significant interest in the teaching profession with the morale of teachers.

Keywords: *Morale, Interest Occupation*

Introduction

Educational role has a very big role in efforts to improve the quality of human resources. Through education, human personality nurtured, and also improved the dignity, and moral value. Talking about education, the role of an educator is very important. Qualified educators will certainly create a good education. An educator is required to increase knowledge and skills to good education. Teachers as one of the determining factors in

the achievement of educational goals and improve the quality of education in schools. Teachers also as facilitators which lead to the creation of conducive conditions for students besides the main task as a teacher. A teacher need a morale in carrying out their work. One of the problems that often arise in the world of education in this era is still the low motivation of teacher work. Based on explanation above, improving the quality of teachers' teaching has become an important issue to be addressed in

this study, in order to motivate hard work, and also to improve individual performance and school performance, indirectly will affect the quality improvement of graduates.

According to Slameto (2003: 54-55) there are two factors related to achievement in work, namely internal factors and external factors. Internal factors include three factors: physical, psychological and fatigue. the most important factor is psychological factors. Psychological factors are usually manifested through intelligence, attention, interest, talent, motivation, maturity, and readiness. Interest factor and motivation is a very important role in determining the lost morale of teacher work. Based on the explanation above that interest is very decisive in teacher morale. teacher is one of the important components in teaching and learning activities that take place in an educational goals.

Therefore, teachers should have the high quality and professional abilities. Beside the intelligence possessed by the teacher, a sense of fun and attention is also required to become a teacher, because without any fun and attention all of activities will be less effective and efficient. And also in a profession that has been selected to be a teacher. A person's pleasure for a particular profession will generate interest. Interest in the Profession of teachers is the concentration of thoughts, feelings, desire or attention to teacher profession. Teacher Profession is an internal factor that encourage and influence the behavior of someone who feel interested and want to realize the desire to be a teacher.

Based on the explanation above, it concluded that interest in teachers profession it will spend time, energy, thought money to meet or realize his/her dream of becoming a teacher. The problem was how morale work in running the Profession as a teacher, especially teachers who are in SDN Bukit Raya Pekanbaru. This

study important because the interest is strong factor in determining the morale of teachers.

The background of the problem in this research is as follows: a) How to describe the morale, b) How to describe the interest of Teacher's professional position, c) How is the interest of teacher based on gender Profession, d) based on gender, e) Is there a difference morale work based on gender, f) Is there a difference in the interest of male position with female to the profession of teachers, g) Is there any difference in morale of civil servant and non- Civil servant, h) Is there any difference of interest of civil servant and non-civil servant position to teacher profession, i) how big relation of interest of teacher profession in job morale,) How much contribution of teacher profession in the morale wok of the Teachers at SDN Bukit Raya Pekanbaru. Morale work is: Doing the job more actively, so that the work will be expected faster and better and the deep pleasure of the work done (Alex S. Nitisemito, 1992.p 160).

Indicators of morale work According to Alex. S. Nitisemito include: 1. Decrease or low productivity of work 2. Increased or high level of absenteeism 3.High levels of labor migration 4.High level of damage 5.Anxiety everywhere 6.Demands which often happens 7. Strikes (Alex S. Nitisemito, 1992. p 161). There are several factors that affect the morale, among others, proposed by Buchari Zainun namely: 1. Harmonious relationship between the leadership and subordinates, especially between the job leaders who daily directly related and dealing with the workers below. 2. The satisfaction of the officers to their work. 3. There is a friendly atmosphere and working climate with other members of the organization, especially with those who are working day-to-day . 4. The sense of usefulness for the achievement of organizational goals that are their common

goals must be realized together also. 5. The existence of an adequate level of economic satisfaction as a reward that is felt fair to the effort that has been given to the organization. 6. The existence of peace of mind, assurance of certainty and protection of everything that will endanger personal and career in the work.

According to Wibowo (1988: 19) Interest is a tendency that leads to a certain object or work expressed in various activities that attract and satisfy themselves. Mahmud (1990: 163) said strong interest generates brilliant achievements in situations that underlie a person's attitude to the situation. From the above theory, someone interested to the teacher profession then the morale in matters relating to teacher's work and do the best thing. Thus if a person has an interest in the teacher profession, then the person do anything related to the teacher's activities, In conclusion that interest in the teacher profession it will spend time, energy, thought and even money to meet or realize their dream to become a teacher.

According to Saladin (1990: 61), the factors that influence the interest in two parts, namely: 1. Interest in the carriage, the interest that is not influenced by other factors, both needs and environment. This interest arises based on the existing talent. 2. Interest arises because of the influence from outside. This interest may change because of the effects of the environment and needs. Another opinion also suggests that factors that affect interest or underlay the incidence include: 1. The factor from within, which came from within the individual that encourages active concentration and mental involvement. 2. The factor of social needs for themselves. 3. An emotional factor is a factor of feeling

closely related to one's interest in the object (Crow & Crow, 1963).

Based on Nasution's (1996: 56) that interest influences process and outcome, if one is not interested in learning something, it will not be expected that they will succeed well in learning it. Conversely, if someone learns with interest, then it will be expected that the results will be better. Interest is one of the things that determine the success of a person in all areas, both in studies, work and other activities. Similarly, the academic achievement of a student is also determined by the interest of their studies. In his research of the students in Francisco, Henry Clay Lingren in Lobby (1994: 62) concluded that one of the reasons of teachers was not in the morale work due to lack of interest. And among the few successes, lack of interest occupied the highest percentage.

Research conducted by Maristiana Ayu, 2007 there is relationship between working motivation variable with morale calculated with correlation coefficient is 0.781, employee placement relationship with morale work is 0.867. theoretically, because the correlation between employee placement with greater work morale, employee placement variables more influence on morale than with other variables.

Methodology

This research used quantitative approach with correlation and comparative method. population in this study was the teachers of SDN in Bukit Raya Pekanbaru and this research used Total Sampling.

Table. 1 Population and Sample

No	school	civil		Non-civil		TTL
		L	P	L	P	
1	SDN 29 PKU	0	14	2	6	22
2	SDN 48 PKU	1	11	1	8	21
3	SDN 66 PKU	1	16	2	4	23

4	SDN 67 PKU	1	14	0	3	18
5	SDN 141 PKU	0	15	1	4	19
Total		3	68	6	25	103

The data collected by using a closed questionnaire / questionnaire developed for each research variable. Data analysis techniques used SPSS (Statistical Product and Service Solution) program for windows release 16.0.

Result and Discussion

To know the level of morale work of teachers SDN Bukit Raya can be seen in table 2 below.

Table 2. Teacher morale work level at SDN Bukit Raya Pekanbaru

Category	Score	F	%
Very Good	101- 125	0	0
Good	76 – 100	71	68,93
Fair	51 – 75	32	31,07
Poor	26 – 50	0	0
Very Poor	0 – 25	0	0
		103	100

Based on the table 2 it can be concluded that the level of morale work of teachers SDN Bukit Raya Pekanbaru was very good category with a percentage of 46.6% or as many as 48 teachers who are in good morale work teachers of 103 teachers. Furthermore, as many as 34.9% was good category or as many as 36 teachers level at SDN Sekecamatan Bukit Raya Pekanbaru. Based on the analysis results it is known that the Interval level of the Teacher profession was 24, with very good categorization, good, poor and very poor. In general was description of the interest of the teacher profession SDN hillway as follows:

Table 3. Level Interest of the teacher profession SDN Bukit Raya

Category	Score	F	%
Very Good	96 – 120	0	0
Good	71 – 95	65	63,1
Fair	49 – 70	38	36,9
Poor	25 – 48	0	0
Very Poor	0 – 24	0	0
Total		103	100

Based on the table 2 above concluded that the level of interest in the teacher profession at SDN Bukit Rayawas good category with the percentage of 63.1% or as many as 65 teachers who are in the interest was good profession Teacher of 103 teachers. Furthermore, as many as 36.9% was fair category or as many as 38 teachers of the level of interest in the teacher profession at SDN Bukit Raya.

To know the level of interest the teacher profession based on the gender at SDN Bukit Raya can be seen in table 4 below.

Table 4. The level interest of teacher profession based on gender at SDN Bukit Raya

Category	Score	Male		Female	
		F	%	F	%
Very Good	96 – 120	0	0	0	0
Good	71 – 95	2	22,2	63	67
Fair	49 – 70	7	77,8	31	33
Poor	25 – 48	0	0	0	0
Very Poor	0 – 24	0	0	0	0
Total		9	100	94	100

Based on the table 4 above concluded that the level of interest in the profession of teachers at SDN Bukit Raya for male was fair category with percentage of 77.8% or as many as 7 teachers who are in the position of interest

Teacher profession was good from 9 teachers. Furthermore, the level of interest in the profession of teachers SDN Bukit Raya for female as much as 67% was good category or as many as 63 teachers level of interest in the profession of teachers SDN Bukit Raya.

To determine the level of teacher work based on gender at SDN Bukit Raya can be seen in table 5 below.

Table 5. level morale work teacher based on gender SDN Bukit Raya Pekanbaru

Category	Score	Male		Female	
		F	%	F	%
Very Good	101- 125	0	0	1	1,05
Good	76 – 100	2	25	69	72,63
Fair	51 – 75	6	75	26	27,37
Poor	26 – 50	0	0	0	0
Very Poor	0 – 25	0	0	0	0
		8	100	95	100

Based on the table 5 above it can be concluded that in general the level of morale work based on male at SDN Bukit Raya Pekanbaru was fair category with percentage of 75% or as many as 6 teachers who was fair morale work of 9 teachers. Furthermore, teacher morale work based on female as much as 72,63% was good category or as many as 69 teachers level of teacher morale work at SDN Bukit Raya Pekanbaru.

To find out the difference Teacher morale at SDN Bukit Raya Pekanbaru based on gender can be seen in table 6 below.

Table 6. Differences the Teacher morale at SDN Bukit Raya Pekanbaru based on gender

	Gender	N	Mean	Std. Deviation
Morale	1	8	73.5000	5.68205
	2	95	81.3684	8.00937

Based on the table 6 above can be concluded that the average for male 73.50 and female 81.36. For more clearly Differences The Teacher morale at SDN bukitraya Pekanbaru viewed from the gender in tabel 7 follows:

Table 7. The differences of teacher morale at SDN Bukit Raya based on gender.

Levene's Test for Equality of Variances		t-test for Equality of Means						
F	Sig.	t	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
							Lower	Upper
1.798	.183	-2.716	101	.008	-7.86842	2.89736	-13.61601	-2.12083
		-3.625	95	.005	-7.86842	2.17048	-12.73791	-2.99894
Equal variances not assumed		-3.625	9	.005	-7.86842	2.17048		

Based on the results of the analysis obtained coefficient t arithmetic of -3.625 with coefficient p-value .005 less than 0.05 and was stated there is a significant difference in the morale of teacher work based on gender at SDN Bukit Raya Pekanbaru. To know the difference of interest to teacher profession at SDN Bukit Raya can be seen in table 8 below.

Table 8. The Differences in the interest of teaching profession at SDN Bukit Raya.

	Gender	N	Mean	Std. Deviation	Std. Error Mean
Teachin	1	9	66	6.153	2.051

g professi on interest			.8 9		
	2	9 4	73 .0 1	6.879	.710

Based on the table 8 above can be concluded that the average for each group of the teacher profession at SDN Bukit Raya Pekanbaru viewed from male 66.89 and female 73.01. For more clear Differences in the interest of the teacher profession at SDN Bukit Raya based on gender in the following 9table:

Table 9. The Differences in the interest of teaching profession at SDN Bukit Raya.

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
M in at P ro fe si G ur u	Equal variances assumed	.340	.561	-2.571	101	.012	-6.122	2.381	-10.845	-1.398
	Equal variances not assumed			-2.821	101.17	.018	-6.122	2.170	-10.956	-1.287

Based on the results of the analysis obtained coefficient t arithmetic of -2.571 with coefficient p-value 0.012 less than 0.05 then it is stated there was a significant difference of interest in the profession of teachers SDN Bukit Raya Pekanbaru.

To know the differences of Teacher morale at SDN Bukit Raya Pekanbaru based on civil and non-civil servant can be seen in table 10 below.

Table 10. The Difference of teacher morale at SDN Bukit Raya Pekanbaru based on civil servants and non-civil servant.

	Civil and non-civil	N	Mean	Std. Deviation	Std. Error Mean
Morale	1	73	82.4658	8.05206	.94242
	2	30	76.6000	6.72925	1.22859

Based on the results of data analysis in table 9 above can be concluded that the average for each group of morale teacher at SDN Bukit Raya Pekanbaru reviewed from civil servants 82.46 and non-civil servants 76.60. For more clearly Differences of teacher morale at SDN bukit raya viewed from civil servants and non-civil servants in tabel 11 follows:

Table 11. The Differences of teacher morale at SDN Bukit Raya Pekanbaru observed from civil servants and non-civil servants.

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	T	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Sem anga tKer ja	Equal variances assumed	2.526	.115	3.515	101	.001	5.865	1.668	2.555	9.17645
	Equal variances not assumed			3.788	64.14	.000	5.865	1.548	2.77264	8.95887

Based on the results of the analysis obtained coefficient t arithmetic of 3.788 with the coefficient p-value 0.000 less than 0.05 then stated there was a significant difference in the teacher morale at SDN bukitraya Pekanbaru reviewed from civil servants and non-civil servants.

To know the difference of interest to the profession of teachers SDN Bukit Raya

reviewed from civil servants and non-civil servants can be seen in table 12 below.

Table 12. Differences in the interest of the position of the teaching profession SDN Bukit Raya viewed from civil servants and non-civil servants.

	Civil and non-civil	N	Mean	Std. Deviation	Std. Error Mean
Teaching profession interest	1	72	73.51	6.107	.720
	2	31	70.06	8.378	1.505

Based on the results of data analysis in table 7 above can be concluded that the average for each group of teachers profession at SDN Bukit Raya Pekanbaru viewed from civil servants 73.51 and Non-civil 70.06. For more clearly Differences interest in teaching profession SDN Bukit Raya reviewed from civil servants and non-civil servants in tabel 13 follows:

Table 13. Differences in the interest of the teacher profession SDN Bukit Raya viewed from civil servants and non-civil servants.

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Minat Profesi Guru	Equal variances assumed	5.356	.023	2.340	101	.021	3.449	1.474	-.526	6.373
	Equal variances not assumed			2.068	44.316	.045	3.449	1.668	-.088	6.810

Based on the results of the analysis obtained coefficient t arithmetic of 2340 with the coefficient p-value 0.021 less than 0.05 then it

is stated there was a significant difference of the profession of teachers SDN Bukit Raya Pekanbaru reviewed from civil servants and non-civil servants.

To know the relation of job interest to the profession of teachers with the teacher morale at SDN Bukit Raya Pekanbaru can be seen in table 14 below.

Table 14. Relationship of interest to the teachers profession with the teacher morale SDN Bukit Raya Pekanbaru.

		morale	Profession interest
morale	Pearson Correlation	1	.481**
	Sig. (2-tailed)		.000
	N	103	103
Profession interest	Pearson Correlation	.481**	1
	Sig. (2-tailed)	.000	
	N	103	103

Based on the table above column R shows the magnitude of Pearson Correlation of 0.481 with the coefficient p-value 0.000 less than 0.05. it can be concluded that there was a significant relationship of teacher profession and their morale work. To determine the effect of the teacher profession on academic achievement at SDN bukit raya can be seen in table 15 below.

Table 15. The effect of teacher profession in teacher morale work at SDN Bukit Raya Pekanbaru.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.481 ^a	.232	.224	5.44404

Based on table 14 above column R shows the magnitude of correlation coefficient was

0.481 and R Square column was coefficient of determination was 0.232. from Adjusted R Square (.224) pools in table 14 used to give meaning that interest of teacher profession has an effect on teacher work morale of 22,4%.

$$\begin{aligned} \hat{Y} &= a + b_1X_1 \\ &= 44.297 + 0.367X_1 \end{aligned}$$

Based on the linear regression equation and means, it can be used to predict that this regression means if the interest of teacher profession increases one unit then the morale will also increase by 44.297 at 0.367 constant.

Table 15. The Influence of Teacher Profession Interest to Master Teacher Spirituality at SDN Bukit Raya Pekanbaru.

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	902.815	1	902.815	30.462	.000 ^a
Residual	2993.399	101	29.638		
Total	3896.214	102			

Based on the results of the above analysis it can be concluded in general that the interest of the teacher profession and the morale of the teachers at SDN Bukit Raya Pekanbaru was good and very good category. The results of this study prove both the interest of the position of the professions of female and male teachers, so from the morale of worker of gender both very good. Furthermore, teachers' interest in teacher morale is in line with Nasution's (1996: 56) opinion that interest influences process and outcome, if one is not interested in learning something, it can not be expected that he will succeed in learning. Conversely, if someone learns with interest, then it can be expected that the results will be better.

Based on the above table by looking at the coefficient of p-value less than 0.05, so it can be used to predict. This test result has meaning that interest of teacher profession influence to teacher morale.

Table 16. The Influence of Teacher Profession Interest to Teacher morale at SDN Bukit Raya Pekanbaru.

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	44.297	5.393		8.214	.000
	MinatProfesi Guru	.367	.066	.481	5.519	.000

The results of Shannon's research Cecilia Y. Assagaf and Lucky O.H. Dotulong analysis that simultaneously independent variables (discipline, motivation and morale) has a significant influence on the dependent variable (work productivity). This provides evidence that interest contributes to one's work morale.

Based on Table 16 above, the t pool on teacher's professional interest is 5,519 with the sig value. 0.000 (meaning the value of sig <0,05) hence can be concluded existence of influence of job interest to morale. So the regression equation as follows:

Interest is one of the things that determine the success of a person in all areas, both in studies, work and other activities. Similarly, the morale of a teacher's work is also determined by the interests of their studies. In his research of the teachers in Francisco Henry Clay Lingren in Lobby (1994: 62) concluded that one of the reasons the teacher was unsuccessful in his study was due to lack of interest. And among the few successes, lack of interest occupied the highest

percentage. Attendance, et al., (In Sartini Nuryoto 1998) who examined the difference in morale between teachers and students at FPIPS-IKIP Yogyakarta showed that the average teacher gains were significantly lower than female students.

Work environment, work discipline, motivation to work together and its impact simultaneously have a positive and significant influence on the performance of civil servants of Madiun Regency DPRD research conducted (Heny Sidanti 2015).

Arwani and Ashari 2015 Motivation and leadership results have a positive and significant effect on employee morale is acceptable. This is in line with the results of this research that interest in the position will encourage a person's spirit in working in their respective schools. Conversely, if a person is not interested to do something then his spirit is also reduced.

On the other hand Brotokiswojo (in Sartini Nuryoto 1998) also showed that teacher work morale is lower than student. Brotokiswojo who examines the academic ability of teachers who take Pancasila courses shows that the average score of Pancasila courses obtained by female students was significantly greater than the value obtained by teachers for the same subject.

Conclusion

Based on the findings and discussion of the research conclude: a) The picture of the teacher morale at SDN Bukit Raya Pekanbaru was very good category, b) The description of the interest of the position of the teacher Profession SDN Bukit Raya Pekanbaru was good category, c) The interest of the teacher position based on male was fair category and women was good category, d) the teacher job morale based on male was fair

category and women was good category e) differences in teacher morale based on men with women. In this case the women better than men, f) There was a difference in job interest based on gender. From the results of this study proves that the higher the average interest of female positions when compared with men, g) There was a difference in teacher morale based on the status of the work of civil and non-civil. The result of research was higher the average worker morale of civil servants than non civil servants, h) There was a difference in job interest based on the status of work civil and non-civil. The result of research was higher the average interest of civil servant position from the interest of Noncivil, i) There was a significant relation of job interest to teacher profession. j) There was a significant influence of teacher profession interest on the teacher morale at SDN Bukit Raya Pekanbaru.

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