

**TEAMWORK : STUDI INDIGENOUS PADA KARYAWAN PNS DAN SWASTA BERSUKU JAWA****Dhaniar Siswantari** ✉

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**Abstract**

Teachers has the primary responsibility to provide the best service. One of the factors that support teachers to work with the best job satisfaction. Factors underlying the phenomenon of job satisfaction based on research conducted in the western world. While the culture of understanding and influencing individual behavior patterns therein. In addition, there is a fundamental difference between western culture with the culture of Java. The purpose of this study was to describe the factors that influence job satisfaction, knowing the factors that affect job satisfaction downs, and illustrates how the impact of job satisfaction for the individual in doing their job. The type conduct this research using mixed methods, namely qualitative and quantitative approaches, Researchers using indigenous studies on job satisfaction of teachers in Central Java Java tribes. Sampling models in this study using a snowball sampling technique. Data collection technique using an open-ended questionnaire. The data collected from the open-ended questionnaire were analyzed using indigenous psychology approach. With the characteristics of the respondent amounted to 487 civil servants and non-civil servant teachers Java tribes originating from various provinces in pulau Jawa. The result of research shows that, the factors that influence job satisfaction of teachers in Central Java Java tribes factors include financial, physical, psychological, and social. Factors affecting teacher job satisfaction decline tribes in Central Java Java is a factor of work environment, work, self, esteem, and social environments. Of some of the factors that affect the largest percentage decline in job satisfaction is less conducive working environment such as lack of facilities to support activities for the behaviors learned. The impact of teachers job satisfaction in Central Java Java tribes seen from the aspect of improving the quality of itself, improve physical and mental health, improve work performance, and increase social interaction. Improving the quality of itself is an impact that is often felt by teachers tribes in Central Java Java was happy for the work is accepted, the spirit of the work, more confident, and more humble.

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## INTRODUCTION

Teachers are required to work with the providing the best service to users of the school as students, parents, and community. One of the factors that support teachers to work with the best job satisfaction. It means that if teachers satisfied with the treatment organization (school) then they will work vigorously and responsibly. Teachers who were satisfied with their job will have a positive attitude to the job so that it will spur to do the job as well as possible included in the learning activities. Conversely, if the teacher does not have a sense of satisfaction in the work, there will be absenteeism, shoddy work, less passionate teaching, theft, low achievement, displacement or teacher turnover is a result of teacher dissatisfaction over the treatment of her organization (Gunawan, 2011:4). Job satisfaction (job satisfaction) shows an individual's general attitude toward his work. A high satisfaction with the attitude showed a positive attitude towards work, someone who is not satisfied with the work shows that a negative attitude toward the job (Robins, 2003:68). Improve teacher competency are many factors that must be considered as described by Castillo (1999:19) in his study entitled "Job Satisfaction Of Ohio Agricultural Education Teachers". In the study mentioned that in order to improve the satisfaction of teachers should pay attention to aspects of interpersonal relations, policy administration, payroll, supervision, and working conditions Based on the above results it can be concluded that teacher job satisfaction is influenced by attitudes, values and behaviors. These factors can not be separated from culture. Culture is the rules of living together is fundamental, which are not mutually agreed upon and be aware of the Code of Conduct by members of a social unit (Mulyono, 1991:12). Cultural factors influence the attitudes, values and behavior as described by Mulyono (1991:12) states that culture refers to what is in the mind and behavior of the people while the people refers to its people. Educational problems will not be separated from the cultural values upheld

by all levels of society (Aqib and Rahmanto, 2007:22).

Several western studies that discussed the job satisfaction factors include Nadeem (2010:49-57) mentions that the factors that influence job satisfaction include autonomy, working conditions, promotion and cultural views of demography. Chimanikire (2007:166-175) mentions that the factors of job satisfaction is influenced by the volume of work, salary, benefits, and also matters related to financial. Mehr, Shaghayegh Kiani etc (2012:1029-1033) mentions that the factors that influence job satisfaction of teachers are working together, changing conditions, achievement of goals and also kebudayaan. Factors mentioned above could not be applied in Indonesia, Indonesia not considering cultural factors same with western culture. Job satisfaction is influenced by culture suggests that every teacher who is in different areas have different levels of satisfaction.

## METHODS

The method used is a combination of these methods kualitatif and quantitative method called mixed method (qualitative-quantitative). Mixed-method, or often referred to as multi-methodology is a combination of two or more core methods in conducting research (Nurdini et al, 2010). The research approach used is indigenous studies. Indigenous psychology is a discipline that seeks to understand psychological phenomena in a cultural context. The two opinions are basically calling indigenous psychology is a form of psychological approaches to understanding the phenomenon in the context of a particular culture (Yang and Lu 2007:4).

The data in this study were drawn from participants who totaled 487 people, who came from Javanese teacher in Central Java. Criteria are made in the participant teachers are teachers who teach in private or public schools, tribes Java. Sampling models in this study using a snowball sampling technique. Snowball sampling is a sampling technique in which researchers randomized study contacted some

participants who meet the criteria (qualified volunteer sample) and then ask participants concerned to recommend friends, family, or acquaintances they know who meet the criteria to serve as research participants (Morissan 2012 : 120).

This study uses a data collection tool in the form of an open-ended questionnaire. Open-ended questionnaire chosen as a data collection tool because it has many advantages, among others: (a) Participants have the freedom to give an answer to every item in question based on personal values and experiences of participants, (b) the responses to items reflecting the expression and opinion of the study participants, (c) the researcher can identify and explore aspects of the topics found in this study is more extensive and in-depth (in Primasari and Yuniarti Hayes, 2012).

## **RESULTS AND DISCUSSION**

### **Result**

#### **Definition of Job Satisfaction and Job Satisfaction Levels**

From the research conducted, the definition covers three aspects of job satisfaction among other things, (1) are satisfied in the work, (2) in accordance with the objectives, (3) a sense of pride.

#### **Factors Affecting Job Satisfaction and Job Dissatisfaction**

##### **a. Factors that affect job satisfaction**

19 categories of coding results, followed by the data reduction process produces 5 categories including, (1) the financial factors, (2) physical factors, (3) psychological factors, (4) social factors, (5) a miscellaneous category.

##### **b. Factors Affecting Job Ketidakkepuasan**

From the research the factors that influence job dissatisfaction among others, (1) work environment, (2) work, (3) self, (4) awards, (5) social environment, (6) other

### **Efforts to Overcome Job Dissatisfaction**

Once the coding is done and continued to produce data reduction including 5 categories, (1) repair work ethic, (2) finding a solution, (3) improved performance, (4) improve work attitude, (5) others.

### **Dissatisfied activities when the Teacher Working**

Data reduction process produces 6 categories including, (1) repair themselves, (2) look for an alternative solution, (3) resignation, (4) for entertainment, (5) showed a negative attitude, (6) work normally.

### **Impact of Job Satisfaction**

Once the coding is done and continued to produce data reduction including 5 categories, (1) improve the quality of itself, (2) improve the physical and mental health, (3) improve work performance, (4) improving social interaction, (5) others.

### **Discussion**

Discussion of the research done by comparing the results of the research findings with other studies with similar variables that have been done in other places outside of Javanese society. Comparison of the results of research findings conducted in order to find whether there is difference in outcomes research. Differences emerged showing indigenous principles in research, that cultural differences led to differences in the characteristics of thought patterns and behaviors.

### **Regarding the definition of job satisfaction according to the Javanese**

Teachers in Central Java defines job satisfaction into three concepts, three concepts are satisfied in the work, In accordance with the purpose, feeling proud. Special distinction of the concept of job satisfaction with teachers in the

western Central Java. Explanation Locke (1976) saw the satisfaction of the emotional aspects of the individual result of work experience. While job satisfaction Javanese involves emotions and also the affective self. Javanese will describe the most common consequences of job satisfaction is seen from the physical health, mental health and social life in general.

#### **About the factors that influence job satisfaction**

Various studies have been conducted to deduce the factors that influence job satisfaction. in general, one's satisfaction will be influenced by factors such as the financial and physical work environment. But for teachers in Central Java is not the only factor that affects work satisfaction, but there are other factors such as teachers' psychological and social environment also teachers. The two factors that affect a particular job satisfaction factors of teachers in Central Java in an area where others may be less so affecting as described by previous studies which rarely mentions the existence of the factors that influence teachers job satisfaction. Faktor psychological discipline is for example only, the ability of self-responsibility, self-confidence and also worship. Java Guru tribes would be closer to God as a form of gratitude when the performance is good. Social factors that influence job satisfaction of teachers tribes for example Java family and culture. With a strong culture of mutual cooperation, *teoseliro* make lighter work of teachers because they can be done together and help each other. Form of cooperation is evident from the attitudes and behaviors of teachers that work well and the teacher will be satisfied performance.

#### **About the factors that influence job dissatisfaction**

Looking at the results on the field that clients acquire researchers working environment is very affecting teacher job dissatisfaction in Central Java. Characteristic of Central Java teacher who has an attitude "*teposeliro*", refined

language, mutual helped if faced with a situation that is less effective as the lack of personal communication among co-workers who are not employees will frienship making teacher performance will decrease the effect on work satisfaction. Work environment factors such as co-workers and also less than optimal communication perceived by teachers in Central Java according to research conducted by the by Ali (2009) with the title of "Factors Affecting Overall Job Satisfaction and Turnover Intention" which explains that college professors feel less satisfied with the operating factors, co-workers, nature of work and comunication. If than research conducted by Ali (2009) in a study conducted in Central Java have similarities and differences. They both discuss the factors that influence job dissatisfaction. Only research conducted by Ali (2009) job dissatisfaction can be seen from either factor alone their management work environment and communication between employees. While the research conducted in Central Java dissatisfaction factors that affect not only the work of environmental factors alone, but of the work, self, esteem, and social environments.

#### **Regarding efforts to address job satisfaction**

It can be concluded that the efforts of teachers in central Java to overcome job dissatisfaction percentage obtained by looking at the first pitch repair work ethic, both seek resolution, improve the performance of the third, fourth and improve work attitude.

According to Wexley & Yukl in Suryana SUMANTRI (2001:84-91) that the best way to explain how the work attitude is determined by means of interaction models, namely a person's job satisfaction depends on the characteristics of the work situation and job characteristics. One's perception of what they should receive from the work will be determined by the employee characteristics and situational variables, while the perception of what is now received from the work will be largely determined by the conditions of employment. Three kinds of characteristics that influence perceptions of

workers that should be accepted are: needs (needs), values (the values), and personality traits (the job of one's choice).

#### **Regarding the activities of the teacher when dissatisfied at work**

It can be concluded that the activities of teachers in Central Java when it was not satisfied in the work by looking at the percentage obtained in the first field repair themselves, both seek alternative settlement, tawakal third, fourth look for entertainment, fifth and sixth shows the negative attitude is working normal. Tawakal as the activities carried out when the discontented working only found in studies conducted in Javanese society. This is due to the influence of cultural values and adopted Javanese society. As was explained earlier that the Java community is a religious society and believe that any action taken is intended as a form of worship.

#### **The impact of job satisfaction**

It can be concluded that the impact of job satisfaction for teachers in Central Java by looking at the percentage obtained in the first field improve the quality of itself, both physical and mental health improve, the third increase performance, and improve the interaction of four different sosial. Pendapat described by Aziri (2011) which explain the impact of job satisfaction that can be viewed from three things: labor productivity, loyalty, and attendance. Labor productivity which can be seen from the Javanese the quality of itself and work performance. Loyalty is not to the satisfaction. Begin the impact of the Central Java because Java is famous for its adherence to the rules and are less likely to look for another job.

Improve the quality of itself is a huge impact of job satisfaction perceived by teachers in Central Java. Teachers will sanagt feel satisfied so will be motivated, feel good, and also takes pride in carrying out their teaching duties. This is according to research conducted by Saari and Judge (2004) with the title of "Employee Attitudes and Job Satisfaction", discusses job

satisfaction and attitudes shown employee of the gesture. Research states that job satisfaction is influenced by internal and external factors. The internal factor is an emotion of each employee while many external factors that are affecting the work environment. The impact of perceived job satisfaction among others are satisfied, increasing the financial side, increased insight knowledge, social interaction is also increase experiencing.

### **CONCLUSIONS AND RECOMMENDATIONS**

#### **Conclusions**

From the results obtained it can be concluded as follows: (1) the factors that influence job satisfaction. Factors that affect job satisfaction of teachers in Central Java Java tribes include financial factors, physical, psychological, and social. Financial factors to be major factors affecting the job satisfaction of teachers as salary and award given to the teacher. Physical factors is dalah working environment of teachers, more on internal factors psychology teacher. Sedangkan social factors that influence job satisfaction of teachers is family and culture. (2) Factors affecting the decline in satisfaction job factors. Factors – downs, factors affecting teacher job satisfaction tribes in Central Java Java is a factor of work environment, work, self, esteem, and social environments. Of some of the factors that affect the largest percentage decline in job satisfaction is less conducive working environment such as lack of facilities to support learning activities. (3) The impact of job satisfaction for the behavior of individuals in making behavior their job. The impact job satisfaction for teachers tribes in Central Java Java seen from the aspect of improving the quality of itself, improve physical and psychology health, improve performance, and increase social interaction. Improving the quality of itself is an impact that is often perceived by teachers as parts of Central Java was happy for the work is accepted, the spirit of the work, more confident, and more humble.

## Suggestion

Based on the research that has been done then the researchers put forward some suggestions as follows: For researchers Further, it is recommended to further explore indigenous research methods so that before conducting the study the researcher has an idea implementation. As such, the study is in penelitian cultural context, researchers should expand research subjects, so that the concept of culture can be obtained intact. Research in order to more effectively and efficiently, research should be done in groups, it is intended to overcome the obstacles facing research areas are like coverage of extensive research, the subject of much research, and long term research. Advisable to increase the indogenous research with other themes in particular industrial and organizational psychology for an overview of the concept of cultural theory setempat. Saran for relevant agencies. The results of this study provide information for principals or educational institutions especially in Central Java regarding our understanding of teachers' work motivation according tribes that Java implementation and management of the resulting policies can function more effectively.

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