

ABSTRACT

Ahmad Fuadi. NIM. 190211030078. *The Effect of Perceived Organizational Support, Intra Organizational Trust, and Job Motivation on Teacher Job Satisfaction at Madrasah Aliyah in Banjarbaru City.* Under the guidance of (I): Dr. H. Ahmad Salabi, M. Pd. And (II): Dr. Hj Norlaila, M.Ag., M.Pd. Islamic Education Management Study Program at Postgraduate UIN Antasari Banjarmasin. Year 2023.

Keywords : *Perceived Organizational Support, Intra Organizational Trust, Work Motivation and Teacher Job Satisfaction.*

The background of this research is that the diverse school organizations in madrasah aliyah in Banjarbaru City require schools to provide more efforts to be able to retain their teachers so that they can continue to survive and can improve the quality of education at school, teacher migration is an important concern for schools. Teacher job satisfaction is an important concern for school organizations in order to maintain and improve the quality of education in schools.

The purpose of this study is to determine the effect of *Perceived Organizational Support* on Job Satisfaction, *Intra Organizational Trust* on Job Satisfaction, Work Motivation on Job Satisfaction and the effect of *Perceived Organizational Support, Intra Organizational Trust, and Work Motivation* simultaneously on Teacher Job Satisfaction.

This research is included in the type of field research with a quantitative approach to survey techniques. This research was conducted at MA in Banjarbaru City consisting of 10 MA. The population in this study were 216 teachers of Banjarbaru MA, and the sample was 140 teachers as respondents with the *sampling* technique used, namely *Proportionate Random Sampling* total sampling. Data analysis techniques are univariate analysis (descriptive statistics), bivariate analysis (correlation test and t-test), and multivariate analysis (classical assumption test and regression inferential analysis).

The findings obtained from this study, in Banjarbaru City MA teachers, namely: there is a significant effect of *Perceived Organizational Support* on teacher job satisfaction C.R. value (t-count) = 14,347 > t-table = 1,978 and P value 0,000 < 0,05. There is a significant effect of *Intra Organizational Trust* on job satisfaction, the value of C.R. (t-count) = 12,720 > t-table = 1,978 and P value 0,000 < 0,05. There is a significant effect of work motivation on job satisfaction the value of C.R. (t- count) = 9,801 > t-table = 1,978 and P value 0,000 < 0,05 and, There is a significant effect of *percieved organizational support, intra organizational trust, and work motivation* simultaneously on teacher job satisfaction the value of F count = 124,336 > F table = 2,67 and sig value. = 0,000 < 0,05 and the coefficient of determination is 73,3%.

ABSTRAK

Ahmad Fuadi. NIM. 190211030078. *Pengaruh Perceived Organizational Support, Intra Organizational Trust, dan Motivasi Kerja terhadap Kepuasan Kerja Guru pada Madrasah Aliyah se Kota Banjarbaru.* Di bawah bimbingan (I) : Dr. H. Ahmad Salabi, M. Pd dan (II) : Dr. Hj. Norlaila, M.Ag., M.Pd. Program Studi Manajemen Pendidikan Islam pada Pascasarjana UIN Antasari Banjarmasin. Tahun 2023.

Kata kunci : *Perceived Organizational Support, Intra Organizational Trust, Motivasi Kerja dan Kepuasan Kerja Guru*

Latar belakang dilakukan penelitian ini yaitu organisasi sekolah yang beragam pada madrasah aliyah di Kota Banjarbaru menuntut sekolah untuk memberikan upaya yang lebih untuk bisa mempertahankan guru-gurunya agar bisa terus bertahan dan dapat meningkatkan kualitas pendidikannya di sekolah, migrasi guru menjadi perhatian penting bagi sekolah. Kepuasan kerja guru menjadi perhatian penting bagi organisasi sekolah demi untuk dapat mempertahankan dan juga meningkatkan kualitas pendidikan di sekolah.

Tujuan pada penelitian ini yaitu untuk mengetahui pengaruh *Perceived Organizational Support* terhadap Kepuasan Kerja, *Intra Organizational Trust* terhadap Kepuasan Kerja, Motivasi Kerja terhadap Kepuasan Kerja dan pengaruh *Perceived Organizational Support, Intra Organizational Trust*, serta Motivasi Kerja secara simultan terhadap Kepuasan Kerja Guru.

Penelitian ini termasuk dalam jenis penelitian lapangan (*field research*) dengan pendekatan kuantitatif teknik survey. Penelitian ini dilakukan pada MA se-Kota Banjarbaru yang terdiri dari 10 MA. Populasi pada penelitian ini yaitu guru-guru MA Banjarbaru berjumlah 216 orang, dan sampelnya yaitu sebanyak 140 orang guru sebagai responden dengan teknik *Sampling* yang digunakan yaitu *Proportionate Random Sampling* total sampling. Teknik analisis data yaitu analisis univariat (statistik deskriptif), analisis bivariat (uji korelasi dan t-test), dan analisis multivariat (uji asumsi klasik dan analisis inferensial regresi).

Hasil temuan yang diperoleh dari penelitian ini, pada guru MA Kota Banjarbaru yaitu: terdapat pengaruh yang signifikan *Perceived Organizational Support* terhadap kepuasan kerja guru nilai C.R. (t-hitung) = 14,347 > t-tabel = 1,978 dan P value 0,000 < 0,05. Terdapat pengaruh yang signifikan *Intra Organizational Trust* terhadap Kepuasan kerja nilai C.R. (t-hitung) = 12,720 > t-tabel = 1,978 dan P value 0,000 < 0,05. Terdapat pengaruh yang signifikan Motivasi kerja terhadap Kepuasan kerja nilai C.R. (t-hitung) = 9,801 > t-tabel = 1,978 dan P value 0,000 < 0,05 dan, Terdapat pengaruh yang signifikan *percieved organizational support, intra organizational trust*, dan motivasi kerja secara simultan terhadap kepuasan kerja guru nilai F hitung = 124,336 > F tabel = 2,67 dan nilai sig. = 0,000 < 0,05 dan besar koefisien determinasi 73,3%.