

ABSTRAK

Kajian ini bertujuan untuk mengesan dan mendapat maklumat tentang tahap kebajikan guru sekolah rendah dan menengah berdasarkan lapan aspek iaitu karier masa depan, kepimpinan pengetua, beban tugas, persekitaran kerja, ganjaran dan manfaat, hubungan dan kerjasama, perkhidmatan dan kepuasan kerja.

Responden kajian terdiri daripada 95 orang guru yang terdiri dari 48 orang guru sekolah menengah dan 47 orang guru sekolah rendah di bandar Kuantan, Pahang. Data-data dikumpul menggunakan borang soal selidik dan data ini dianalisis secara statistik dan deskriptif iaitu kaedah pengiraan peratusan, kekerapan dan min.

Hasil kajian menunjukkan bahawa guru-guru **agak setuju** bahawa aspek-aspek kepimpinan pengetua, karier masa depan, beban tugas dan ganjaran dan manfaat memberi kesan dan mempengaruhi tahap kebajikan guru. Manakala guru-guru **setuju** aspek-aspek persekitaran kerja, hubungan dan kerjasama dengan pelbagai pihak, perkhidmatan dan kepuasan kerja adalah penting kepada tahap kebajikan guru .

Beberapa cadangan dikenalpasti bagi dipertimbangkan untuk dilaksanakan seperti perlindungan insurans secara kelompok, pemberian elaun kursus yang berpatutan dan elaun rumah yang lebih realistik.

Adalah di harap kajian ini dapat menjadi panduan kepada pihak pentadbir sekolah dan Kementerian Pendidikan Malaysia di dalam menjaga kebajikan guru-guru. Usaha-usaha yang lebih dan perhatian mendalam ke arah meningkatkan kebajikan guru dirasakan akan menghasilkan ramai guru-guru bermotivasi tinggi yang seterusnya mampu memberi komitmen yang maksima dalam mendidik dan membentuk generasi pelapis negara yang cemerlang.

A STUDY ON THE WELFARES OF PRIMARY AND SECONDARY SCHOOL TEACHERS IN THE DISTRICT OF KUANTAN, PAHANG

ABSTRACT

The aim of this research was to investigate and to get informations on teacher's welfare based on eight main aspects namely; career prospect, leadership of principal, work loads, working environment, benefits and remuneration, relation and cooperation, services and job satisfaction.

The respondents of this research comprised of 95 teachers which were 48 secondary school teachers and 47 primary school teachers in the district of Kuantan, Pahang. The data was gathered using questionnaires forms and being analysed using descriptive and statistics method which involve calculation of percentage, frequency, and mean.

The study found that most of the respondents were **slightly agreed** with the aspects of leadership of the principal, career prospect, work loads and benefit and remuneration affect the level of teacher's welfare. Whereas most of the teachers **agreed** that working environment, relation and cooperations with other parties, services and job satisfaction were important aspects which affect the teacher's welfare.

There are some proposals that have to be considered such as group insurance coverage, revised allowance for attending courses and realistic housing allowance.

It is hoped that this research findings can be the guidelines for the school principals and Education Minsitry of Malaysia in order to take care of teacher's welfare. Extra efforts and serious concentration towards the improvement of teacher's welfare will produce more highly motivated teachers which then can give maximum commitment in educating and shaping excellent generation.