

ABSTRAK

Satu kajian telah dijalankan ke atas 100 orang guru dari empat buah sekolah menengah Jabatan Agama Islam Selangor (JAIS) Sabak Bernam. Tujuan kajian ialah untuk pertama, mengenal pasti tahap motivasi kerja guru; kedua, untuk melihat tahap kepuasan guru terhadap faktor-faktor motivator dan hygiene; ketiga, mengenal pasti adakah terdapat hubungan yang signifikan antara tahap kepuasan terhadap faktor-faktor motivator dan hygiene terhadap tahap motivasi kerja dan keempat, mengenal pasti sejauh mana ciri-ciri individu mewujudkan perbezaan dalam faktor-faktor motivasi kerja.

Keputusan kajian menunjukkan 32% guru mempunyai tahap motivasi sangat tinggi, 64% tinggi dan 4% rendah. 96% guru sangat berpuas hati terhadap faktor kerja itu sendiri, 94% terhadap faktor hubungan interpersonal dan 86% terhadap faktor peluang kemajuan diri.

Daripada kajian mendapati tahap motivasi kerja guru JAIS Sabak Bernam adalah tinggi. Selain itu mereka mempunyai tahap kepuasan yang tinggi terhadap faktor kerja itu sendiri, hubungan interpersonal dan faktor kemajuan diri. Tahap motivasi kerja guru-guru juga dipengaruhi oleh tahap kepuasan terhadap faktor pengiktirafan, kerja itu sendiri, kepimpinan pentadbiran dan jaminan kerja. Akhir sekali tahap kepuasan guru terhadap semua faktor motivasi tidak dipengaruhi oleh tempoh perkhidmatan dan bilangan latihan diterima.

ABSTRACT

WORK MOTIVATION AMONG SELANGOR ISLAMIC DEPARTMENT (JAIS) TEACHERS IN SABAK BERNAM

A research has been carried out on 100 secondary school teachers of JAIS, Sabak Bernam. The aims of this research are, firstly, to detect the teachers' working motivation level; secondly, to detect the teachers' level of satisfaction towards motivator and hygiene factors; thirdly, to detect the significant correlation between the satisfactory level towards motivator and hygiene factors, and the working motivation level; and fourthly to detect the extend in which individual characteristics cause differences in working motivation factors.

The results of this research shows that 32% of the teachers have very high motivation level, 64% high and 4% low. 96% of the teachers were satisfied towards the working factor itself, 94% on factor towards the interpersonal relationship and 86% towards self-improvement opportunity factors.

From the research, it is found that the working motivation level of teachers in JAIS Sabak Bernam is high. Besides that, they have a very high satisfactory level towards working factors itself, interpersonal relationship and self-improvement factors. The teachers' working motivation level is also influenced by the satisfaction level towards the appreciation factor, the work itself, management leadership and the working security. Lastly, the teachers' satisfactory level towards all motivation factors is not influenced by the service period and the number of training received.