



Job Satisfaction among Vocational High School Teachers by Demographics Factors In Educational Institutions

Umi Anugerah Izzati^{1*}, Olievia Prabandini Mulyana², Meita Santi Budiani³, Ni Wayan Sukmawati Puspitadewi⁴, Mayang Salsabila⁵, Christopher Robert Muljo⁶
^{1,2,3,4,5,6} Universitas Negeri Surabaya, Surabaya, Indonesia



DOI: <https://doi.org/10.46245/ijorer.v4i6.418>

Sections Info

Article history:

Submitted: August 23, 2023
Final Revised: October 25, 2023
Accepted: October 26, 2023
Published: November 07, 2023

Keywords:

Demographics factors;
Educational institutions;
Job satisfaction;
Teachers;
Vocational high school.



ABSTRACT

Objective: Job satisfaction is an essential factor that needs attention from leaders in educational institutions. If teachers in educational institutions have job satisfaction, this will impact their job performance. This study analyzes job satisfaction from demographic factors of age, gender, tenure, and marital status of vocational high school teachers in Surabaya. **Method:** This study used quantitative methods. This research was conducted in educational institutions, especially in vocational high schools. The subjects of this study used 160 vocational high school teachers in Surabaya. The sampling technique used convenience. The data analysis technique used an independent sample t-test. The results of this study indicate that there are differences in job satisfaction by demographic elements consisting of age, tenure, gender, and marital status. **Results:** The results of this study indicate that teachers who are more than 35 years of age have higher satisfaction, teachers who have more than five years of tenure have higher job satisfaction, female teachers have higher job satisfaction than male teachers, and married teachers have higher job satisfaction than unmarried teachers. **Novelty:** Previous research has studied the impact of job satisfaction, but to researchers' knowledge, more research is needed to study job satisfaction from demographic factors in vocational high school teachers. Therefore, this topic is interesting to study, considering that demographic factors are a point of view that is rarely used to study individual variables.

INTRODUCTION

Education is a long process that lasts throughout life. Because education lasts throughout life, of course, at every age of development, education has different goals. In Indonesia itself, education has several levels, namely elementary school education, junior high school education, senior high school education, and vocational high school education, where each level has a focus on goals according to the developmental tasks of students. Vocational high school education, for example, in practice, according to Article 15 of the National Education System Law, states that the specific objective is to prepare students to become productive, independent individuals who can become middle-level workers by the competencies of the selected expertise program. In the learning process, vocational high schools focus on competencies and skills to create a workforce ready to enter the industrial world with the knowledge and competencies formulated (Achdiani et al., 2017).

Teachers or educators determine the achievement of these educational goals and the quality of education. According to Law number 20 of 2003, education is a professional who has the responsibility of planning and implementing the learning process, assessing learning outcomes, and providing guidance and training. Teachers must be able to choose appropriate learning methods, select and use learning media, use

ORIGINALITY REPORT

24%

SIMILARITY INDEX

17%

INTERNET SOURCES

15%

PUBLICATIONS

6%

STUDENT PAPERS

PRIMARY SOURCES

- | | | |
|---|--|-----------|
| <div style="background-color: red; color: white; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin: 5px;">1</div> | <p>Canan Demir-Yıldız. "Unveiling Job Satisfaction of Teachers through a Blend of Methodologies", Sustainability, 2023</p> <p>Publication</p> | <p>2%</p> |
| <hr/> | | |
| <div style="background-color: purple; color: white; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin: 5px;">2</div> | <p>journal.ia-education.com</p> <p>Internet Source</p> | <p>1%</p> |
| <hr/> | | |
| <div style="background-color: purple; color: white; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin: 5px;">3</div> | <p>www.researchgate.net</p> <p>Internet Source</p> | <p>1%</p> |
| <hr/> | | |
| <div style="background-color: teal; color: white; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin: 5px;">4</div> | <p>eprints.uny.ac.id</p> <p>Internet Source</p> | <p>1%</p> |
| <hr/> | | |
| <div style="background-color: green; color: white; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin: 5px;">5</div> | <p>Nana Triapnita Nainggolan, Darwin Lie, Lora Ekana Nainggolan, Hery Pandapotan Silitonga, Robert Tua Siregar. "Improving The Performance of MSMEs Affected by The Covid-19 Pandemic in Terms of Aspects of Marketing Strategies Mediated by Technology", Indonesian Interdisciplinary Journal of Sharia Economics (IJJSE), 2023</p> <p>Publication</p> | <p>1%</p> |
| <hr/> | | |
| <div style="background-color: brown; color: white; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin: 5px;">6</div> | <p>www.ijstm.inarah.co.id</p> <p>Internet Source</p> | <p>1%</p> |