



The Role of Tenure on The Relationship Between Job Autonomy and Job Involvement Among Senior High School Teachers in Private Schools

Olievia Prabandini Mulyana^{1*}, Umi Anugerah Izzati², Miftakhul Jannah³
^{1,2,3} Universitas Negeri Surabaya, Surabaya, Indonesia



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ABSTRACT

Objective: Teachers have a crucial role in the context of education. Teacher productivity relates to the extent of teacher involvement in their work. This study aimed to determine the role of tenure in the relationship between job autonomy and work involvement of high school teachers. **Method:** This study uses quantitative research with cross-sectional methods. The subjects in this study amounted to 75 high school teachers in private schools. The research instrument uses two forms of scale, namely, the scale of job autonomy and the scale of work involvement. Data collection using SPSS process Moderation Model 1. **Results:** Results show the role of tenure moderation in job autonomy and work engagement. The correlation of positive research shows that the longer the working period, the more strengthening the relationship between job autonomy and work engagement. **Novelty:** This study shows the role of tenure as a moderator on the relationship between job autonomy and job engagement in high school teachers in private schools.

INTRODUCTION

Education improves the quality of human resources and increases the nation's competitiveness. Human resources have a significant role in advancing the effectiveness and existence of schools. Humans are the key to all activities carried out by the school. Teachers strategically educate students as the nation's next generation (Bodolica & Spraggon, 2021; Kumar et al., 2021; Trung & Van, 2020). Human resource management is concerned with how an organization designs a formal system that ensures the efficient and effective use of human resources to support achieving the organization's strategic plans and objectives.

Teachers play a huge role in achieving the goals of a school. Teachers help a school to run productivity effectively. Performance will affect their contribution to the organization's quantity and quality of service, time, and cooperation attitude (Aziti, 2019). Teachers work for others by selling their services, time, energy, and thoughts to the school and receive compensation from the school. A school's success or failure and operational goals must be distinct from the role of competent teachers. Organizational goals can be achieved by improving performance. Improving teacher performance in a school is not easy, so it requires supportive behavior. Improving teacher performance in a school is difficult, so supportive behavior is needed. Job involvement has a huge role in a school. A high level of job involvement can improve the quality and quantity of work results and increase school efficiency. In addition, in job involvement, each teacher must deeply understand school goals and know the specific plan for achieving these goals.

Job involvement has a significant impact on the improvement or efficiency of a school. However, teachers' job involvement differs, influenced by many factors such as

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