

ABSTRACT

Referring to the Law of the National Education System of the Republic of Indonesia number 20 in year 2003, it is clearly stated that national education serves to enhance intellectual life of the nation. To achieve the goal, education system requires continuity as well as stability of teaching process in schools. There is an observed phenomenon where high turnover rate of teachers identified at certain schools. This study aims to examine and analyze the influence of organizational commitment and performance rewards to turnover intention of teachers at a primary school named SDIT Kaifa in Bogor, West Java.

The research data was gathered from census performed on 49 teachers using a set of questionnaire. Research method applied is quantitative with analysis on descriptive statistics. Model of hypothesis was developed using multiple linear regression.

The results of this research showed that: organizational commitment has significant negative effect on turnover intention. Whereas performance reward has no significant effect on turnover intention of teachers working at SDIT Kaifa.

Keywords:

organizational commitment, performance rewards, turnover intention, teacher.

ABSTRAK

Berdasarkan Undang-Undang Sistem Pendidikan Nasional Republik Indonesia nomor 20 tahun 2003 ditegaskan bahwa pendidikan nasional berfungsi untuk mencerdaskan kehidupan bangsa. Untuk itu dalam sistem pendidikan diperlukan kesinambungan dan kestabilan proses belajar mengajar di sekolah. Terdapat fenomena tingginya *turnover* atau keluarnya tenaga guru di sekolah yang berdampak pada turunnya kinerja dan rendahnya pencapaian objektif pengajaran kurikulum pendidikan di sekolah. Penulis meneliti hubungan antara Komitmen Organisasional dan Penghargaan Kinerja terhadap fenomena *turnover* di Sekolah Dasar Islam Terpadu (SDIT) Kaifa Bogor.

Metode penelitian adalah kuantitatif dengan analisis statistik deskriptif menggunakan instrumen kuesioner terstruktur dan metode sensus pada seluruh populasi. Hipotesis diuji dengan Persamaan Regresi Linear Berganda.

Hasil penelitian menunjukkan terdapat pengaruh negatif dan signifikan dari Komitmen Organisasional terhadap *turnover intention*. Sedangkan Penghargaan Kinerja tidak terbukti berpengaruh secara signifikan terhadap *turnover intention*.

Kata kunci:

komitmen organisasional, penghargaan kinerja, *rewards*, *turnover*, guru.