

## **ABSTRACT**

*The objective of this research is to find out the illustration of organizational climate in schools and teacher achievement motivation and job satisfaction of teachers in SMAN 9 Tangerang. Furthermore, this research is also intended to obtain the empirical evidence that concerns about the influence of organizational climate and achievement motivation towards job satisfaction of teachers in SMAN 9 Tangerang.*

*The method used in this research is survey method, the collection of data is conducted by disseminated questionnaires that were valid and reliable. This questionnaires is disseminated to 50 respondents in this case the teacher, with saturated sampling techniques, and to test the hypothesis, the researcher uses the simultaneous F test, t test partial and R square ( $R^2$ ).*

*The test of the hypothesis found that: (1) there is a positive and significant influence between organizational climate and job satisfaction of teachers; (2) there is a positive and significant influence by achievement motivation on job satisfaction of teachers; and (3) there is a positive and significant influence by organization climate and achievement motivation both towards job satisfaction of teachers. From two variables that influence job satisfaction of teachers, the biggest influence came from the organizational climate, thus achieving job satisfaction of teachers is more dominated by the establishment of a organizational climate.*

*Keywords : Organizational climate, achievement motivation and job satisfaction of teachers*

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui gambaran iklim organisasi di sekolah serta motivasi berprestasi guru serta kepuasan kerja guru di SMAN 9 Tangerang. Selanjutnya ingin memperoleh bukti pengaruh iklim organisasi dan motivasi berprestasi terhadap kepuasan kerja guru di SMAN 9 Tangerang.

Metode Penelitian yang digunakan adalah metode survey, pengumpulan data dilakukan dengan menyebarkan kuesioner yang telah valid dan reliabel. Kuesioner disebarkan kepada 50 responden dalam hal ini guru, dengan teknik sampling jenuh, dan untuk menguji hipotesis penelitian digunakan uji F simultan, uji t parsial dan R square ( $R^2$ ).

Pengujian hipotesis menemukan adanya : (1) pengaruh positif dan signifikan iklim organisasi terhadap kepuasan kerja guru; (2) pengaruh positif dan signifikan motivasi berprestasi terhadap kepuasan kerja guru; dan (3) pengaruh positif dan signifikan iklim organisasi dan motivasi berprestasi secara bersama-sama terhadap kepuasan kerja guru. Dari dua variabel yang mempengaruhi kepuasan kerja guru, pengaruh terbesar diperoleh dari iklim organisasi, dengan demikian pencapaian kepuasan kerja guru lebih didominasi oleh pembentukan iklim organisasi yang kondusif.

Kata Kunci : Iklim organisasi, motivasi berprestasi dan kepuasan kerja guru.