

MOTIVASI GURU PASCA WORK FROM HOME (WFH) DI SD NEGERI SUMYANG

**Febriana Noviani Putri
Dian Yudhawati**

Program Studi Psikologi
Fakultas Bisnis & Humaniora
Universitas Teknologi Yogyakarta
E-mail: febriana.ptr@gmail.com

ABSTRAK

Motivasi adalah suatu proses di mana kebutuhan-kebutuhan mendorong seseorang untuk melakukan serangkaian kegiatan yang mengarah ke tercapainya tujuan tertentu. Pada saat Work From Home terdapat penurunan motivasi pada guru dalam mengajar. Pasca Work From Home guru-guru yang mengajar di SD Negeri Sumyang merasa bahwa terdapat permasalahan yang terjadi dalam mengajar dan harus bisa untuk menyelesaikan permasalahan tersebut. Motivasi guru dalam mengajar sangat dibutuhkan agar keberlangsungan proses belajar mengajar, khususnya dalam pembelajaran pasca Work From Home dapat berjalan baik. Tujuan dari penelitian ini adalah untuk mengetahui motivasi guru pasca Work From Home (WFH) di SDN Sumyang. Penelitian ini menggunakan metode penelitian kualitatif dengan pendekatan fenomenologi. Jumlah subjek yang digunakan dalam penelitian ini sebanyak 3 orang guru. Teknik pengambilan subjek penelitian dengan menggunakan purposive sampling. Pengambilan data dilakukan dengan wawancara, observasi dengan teras terang, dan dokumentasi. Hasil penelitian pada penelitian ini adalah semua subjek pasca Work From Home sudah dapat menjalankan dengan baik kegiatan mengajar di sekolah walaupun banyak kendala yang harus di hadapi. Semua subjek memiliki motivasi yang tinggi pasca Work From Home, berdasarkan teori motivasi Herzberg (1959). Mereka mampu menjalankan dengan baik kebijakan dan administrasi sekolah, kepala sekolah yang mampu memotivasi guru, gaji yang diterima sesuai dengan apa yang dikerjakan, kondisi lingkungan yang kondusif, subjek dapat menyelesaikan tanggung jawab, subjek dapat meningkatkan kemampuannya, subjek merasa puas menjadi guru, keberhasilan dalam membantu masalah yang di hadapi peserta didik, dan penghargaan yang diterima berupa pujian dan motivasi.

Kata kunci: Guru, Motivasi, Pasca WFH

TEACHER MOTIVATION POST WORK FROM HOME (WFH) IN STATE ELEMENTARY SCHOOL OF SUMYANG

Febriana Noviani Putri
Dian Yudhawati

Psychology Study Program
Faculty of Business & Humanities
University of Technology Yogyakarta
E-mail: febriana.ptr@gmail.com

ABSTRACT

Motivation is a process in which needs drive a person to carry out a series of activities that lead to the achievement of certain goals. During Work From Home, there is a decrease in motivation in teachers in teaching. After Work From Home, teachers who teach at SD Negeri Sumyang feel that there are problems that occur in teaching and must be able to solve these problems. Teacher motivation in teaching is needed so that the continuity of the teaching and learning process, especially in post-Work From Home learning can run well. The purpose of this study was to determine the motivation of post-Work From Home (WFH) teachers at SDN Sumyang. This research uses qualitative research methods with a phenomenological approach. The number of subjects used in this study was 3 teachers. The technique of taking research subjects using purposive sampling. Data collection is carried out with interviews, straightforward observation, and documentation. The result of the research in this study is that all post-Work From Home subjects have been able to carry out teaching activities in schools well even though there are many obstacles that must be faced. All subjects had high motivation post Work From Home, based on Herzberg's (1959) theory of motivation. They are able to carry out well the policies and administration of the school, the principal is able to motivate the teacher, the salary received is in accordance with what is done, the environmental conditions are conducive, the subject can complete the responsibility, the subject can improve his abilities, the subject feels satisfied to be a teacher, success in helping the problems faced by students, and the awards received in the form of praise and motivation.

Keywords: Teacher, Motivation, Post WFH