

Differences In The Level of Work Anxiety on Contract Teachers

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Abstract. Anxiety is an emotional condition that has the characteristics of physiological arousal, unpleasant tense feelings, and a feeling of worry that something bad will happen regarding social relationships and career. Everyone must experience anxiety, no exception for someone who works as a contract teacher. Uncertainty about their future status and the demands of life are becoming some of the main factors causing anxiety. This study aims to determine the differences in the level of work anxiety on the contract teachers of Seminary High School St. Rafael Kupang and SMA Negeri 3 Kupang city. This type of research is quantitative research. The sample size is 45 contract teachers who are willing to fill out the questionnaire scale. The variables were tested using the *independent sample t test* to determine the differences in the level of work anxiety on the contract teachers of the Seminary High School St. Rafael Kupang and SMA Negeri 3 Kupang City. The test results of the *Independent sample T-test* stated that job anxiety between the contract teachers of Seminary High School St. Rafael Kupang and SMA Negeri 3 Kupang city, there is no significant difference. This is obtained from the sig (1-tailed) result of (0.086) ($p > 0.05$) so that H_0 is rejected, meaning that there is no significant difference in work anxiety between the contract teachers of the Seminary High School St. Rafael Kupang and SMA Negeri 3 Kupang City.

Keywords : *Work anxiety, Contract teacher, Job Well-being*

Abstrak. Kecemasan merupakan kondisi emosional yang mempunyai ciri keterangsangan fisiologis, perasaan tegang yang tidak menyenangkan, dan perasaan khawatir bahwa sesuatu yang buruk akan terjadi. Hal-hal yang dicemaskan misalkan kesehatan, relasi sosial, dan karier. Setiap orang pasti mengalami kecemasan tidak terkecuali bagi seseorang yang berprofesi sebagai guru kontrak. Ketidakpastian tentang status mereka ke depan dan tuntutan kehidupan yang semakin banyak menjadi beberapa faktor utama yang menimbulkan kecemasan. Penelitian ini bertujuan untuk mengetahui perbedaan tingkat kecemasan kerja pada guru kontrak SMA Seminari St. Rafael Kupang dan SMA Negeri 3 Kota Kupang. Jenis penelitian ini adalah penelitian kuantitatif. Jumlah sampel 45 orang guru kontrak yang bersedia mengisi skala kuesoner. Variabel yang diteliti diuji menggunakan uji *t test independent sample* untuk mengetahui perbedaan tingkat kecemasan kerja pada guru kontrak SMA Seminari St. Rafael Kupang dan SMA Negeri 3 Kota Kupang. Hasil uji *Independent sample T-test* menyatakan bahwa kecemasan kerja antara guru kontrak SMA Seminari St. Rafael Kupang dan SMA Negeri 3 Kota Kupang yaitu tidak ada perbedaan yang signifikan. Hal tersebut didapat dari hasil sig (1-tailed) sebesar (0,086) ($p > 0,05$) sehingga H_0 ditolak artinya tidak ada perbedaan yang signifikan kecemasan kerja antara guru kontrak SMA Seminari St. Rafael Kupang dan SMA Negeri 3 Kota Kupang.

Kata Kunci: *Kecemasan Kerja, Guru Kontrak, Kesejahteraan Kerja*

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Introduction

The quality of superior human resources will be formed through a good education system and quality. One very important factor in the quality of human resources is the teacher. The teacher is the manager of the teaching and learning process activities whose task is to direct the learning activities of students in order to achieve learning objectives. According to Chotimah (2008), it explains that a teacher is a person who facilitates the process of transferring knowledge from learning sources to students.

In terms of employment status, the teaching profession is divided into two, namely teachers who are civil servants (PNS) and assistant teachers (contract). Contract teachers are teachers who have the right to earn wages, both monthly and quarterly, get legal protection, and leave based on government regulations set forth in labor law (Mulyasa, 2016). Contract teachers have unclear employment status, due to the specified contract period, if the contract is completed, the contract teacher will be dismissed from the employment status and will be able to be renewed according to policy.

The difference between teachers with the status of civil servants and contract teachers does not stop at their employment status, but also on the factor of wages, the absence of allowances, wages sourced from schools and foundations, inadequate economic demands. The existence of these differences certainly creates problems for contract teachers, especially regarding work anxiety. By reason was an increase in welfare economics and psychological already supposed to be perceived by workers contracted teachers who are in schools state and private, especially contract teachers already serving in the period that is sufficiently long (Padmavati, 2010). Based on the results of interviews and observations that the author did there were cases of contract teachers who already served quite a long time about eight years and even there were up to a dozen years but have not been appointed into the civil service so that the things that can cause anxiety work for the teachers contract that.

Everyone must experience anxiety, no exception for someone who works as a contract teacher. Uncertainty about the status of their future and the demands of life are getting a lot

into several factors prime that causes anxiety. According to Ramaiah (2003) there are several factors that indicate the reaction of anxiety, that is the environment around the place to stay affects how thinking someone on her own and those of others. It is caused because the experience was not pleased with the family, or co-working. The workplace contains various stimulations that can cause various kinds of anxiety. For example, there are demands, conflicts with coworkers, excessive workloads, or work that is stressful and structural.

This is supported by an initial interview conducted on contract teachers from one of the school in Kupang city, on Tuesday 9 May 2019 which found that not receive any explanation regarding the status of their job and the time they will be inaugurated to be a civil servant after many years of serving. Besides that, everyday needs are not fulfilled because the wages are received every month in a small amount of money (Rp. 600,000 to Rp. 700,000).

The same interview was done by the authors with the contract teachers at a private school in Kupang city on Monday 3 June 2019. The authors found out that the private contract teacher cannot be inaugurated into civil servants since they already served enough time for work under the supervision of the foundation –not the government. They will be inaugurated as permanent teachers when they have worked for one year. Salaries per month are also in accordance with the minimum wage, which is Rp. 1,950,000 provided by the foundations.

The case occurred on 16 May 2019 in Kupang City in an elementary school in Kupang, the wages for the 12 contract teachers were only paid Rp. 250,000 per month from previously paid Rp. 700,000-Rp. 800,000 per month. The decline payment of contract teacher wages starting in January 2019. Payment of contract wages is based on the guidelines technical (Juknis) for operational assistance funds (BOS) in 2019, Thursday, 16 March 2019.

Public school contract teachers are the teachers who have not had permanent status in terms of teaching in public schools. Contract teachers at private schools are those who work in the educational unit organized by community organizations or foundations that are legal and not managed by the government. Until now, the contract teachers who mostly work in private schools have not received a clear standard of salary. Some private teachers earn very high salaries, even more than civil servant teachers. On the other hand, however, there are private contract teachers who receive salaries only based on the mercy of the foundation.

According to Freud (in Feist & Feist, 2014), anxiety is an affective unpleasant feeling accompanied by physical sensations that warn people of the danger that will come. Nevid

(2005) stated that anxiety is a state of emotion that has the characteristic physiological stimulation, feeling tense, unpleasant, and the feeling of worry that something that bad would happen regarding health, social relationships, and career.

Anxiety is a response to a problem. When someone realizes that things are not going well or that a certain situation will end up being unpleasant, then that person will feel anxious. When the condition of the physical is not healthy and often experience anxiety or stress, or even depression, then the body will quickly get tired and not excited, lose appetite, angry, the skill will be dulled or eyes reddened, and hard to sleep (Agustina, 2006).

Based on previous research by the gap between the facts found by the writer, "Difference Level Anxiety Working On Teacher Contract SMA Seminary St. Rafael Oepoi-Kupang and SMA Negeri 3 Kupang city" is interesting to be investigated.

Method

The data collection technique used was a questionnaire distributed to the contract teachers of the Seminary High School St. Rafael Kupang and SMA Negeri 3 Kupang city the total respondents 59 people and are willing to fill the scale of the questionnaire is 45 people. This research uses quantitative research methods because the analysis is on quantitative data (numbers) that are collected through measurement procedures and processed by statistical analysis methods (Azwar, 2017). The analysis are description, normality test, homogeneity, and variance by using computerized (Azwar 2010). The normality test is used to determine the normality of data. Data that is normally distributed if the data is > 0.05 . The homogeneity test is used to determine the work anxiety data is homogeneous or not homogeneous. The design of this study is a comparative analysis method that is usually carried out on the type of research that leads to differences in variables in an aspect under study. This is done to see the difference between the level of work anxiety on the contract teachers at Seminary High School St. Rafael Kupang and SMA Negeri 3 Kupang City.

In this study, the authors used an anxiety questionnaire scale based on the results of a test conducted by Beate (2008) conducted in Germany and contained 70 statement items. So the researchers modified from 70 to 38 items statement and the statement of validity results revealed that of 38 items with a large correlation ($r = 0.21 < 0.30$).

Reliability is the consistency of the extent to which the results of a measurement or reliable, (Anwar, 2010). Criteria coefficient reliability *Cronbach alpha* can be categorized as very reliable if $> 0,900$; reliable when $0.700-0.900$; quite reliable if $0.400-0.700$; less reliable if it is $0.200-0.400$ and not reliable if it is <0.200 (Sugiyono, 2018). Results of reliability anxiety variables working on contract teachers Seminary High School St. Rafael Kupang and SMA Negeri 3 Kupang from 37 valid statement, reliability tested shows results with the value of reliability is 0.942 with very reliable information, that of 37 items of questions used in data collection.

Asymp normality test results Sig. (2-tailed) of the variable job anxiety of contract teachers on the Seminary High School St. Rafael Kupang and SMA Negeri 3 Kupang City obtained are $p = 0.870 > 0.05$. The results of these calculations indicate that the distribution of the score of the work anxiety variable on the contract teachers of the Seminary High School St. Rafael Kupang and SMA Negeri 3 Kupang City are said to be normal. So it can be concluded that the existing data are data that assume normal.

The results of the work anxiety test on the of contract teachers at Seminary High School St. Rafael Kupang and SMA Negeri 3 Kupang City obtained a Sig (1-tailed) value in the data of 0.086. This value is > 0.05 so it is not significant. This indicates that there is no significant difference between the work anxiety of the contract teachers Seminary High School St. Rafael Kupang and SMA Negeri 3 Kupang City which means based on the hypothesis H_0 is accepted and H_1 is rejected.

Result

The anxiety category at Seminary High School St. Rafael Kupang and SMA Negeri 3 Kupang city can be seen in the following table

Table 1
The categorization of work anxiety by school Seminary High School of St. Rafael Kupang and SMA Negeri 3 Kupang city

		Work Answer			Total
		High	Moderate	Low	
School	St. Seminary High School Rafael Kupang	2	9	13	24
		8%	38%	54%	100%
	SMAN 3 Kupang city	5	12	4	21
		24%	57%	19 %	100 %

Based on table 1 it can be seen that the work anxiety interval of contract teachers in Seminary High School St. Rafael Kupang showed that there are 2 people in the high category with a percentage of 8%, in the medium category 9 people are 38% and in the low category 13 people with a percentage of 54%. While on contract teachers SMA Negeri 3 Kupang city who are at high category 5 people with a percentage of 24%, are in the middle category 12 people by 57%, and is at the low category 4 people by 19%.

Table 2
Normality test results work anxiety of contract teachers at Seminary High School St. Rafael Kupang and SMA Negeri 3 Kupang city

One-Sample Kolmogorov-Smirnov Test		
		Worry
N		45
Normal Parameters ^a	Mean	105,9333
	Std. Deviation	23,43890
Most Extreme Differences	Absolute	.089
	Positive	.089
	Negative	-.065
Kolmogorov-Smirnov Z		.596
Asymp. Sig. (2-tailed)		.870
a. Test distribution is Normal.		

Based on the tables in the above calculation shows that the value of *the Kolmogorov Smirnov Z* for anxiety variables on contract teachers Seminary High School St. Rafael Kupang and SMA Negeri 3 Kupang city are 0.596. Asymp normality test results. Sig (2-tailed) of the variable job anxiety on the contract teachers of Seminary High School St. Rafael Kupang and SMA Negeri 3 Kota Kupang obtained are $p = 0.870 > 0.05$.

Table 3

The results of different test work anxiety contract teachers at Seminary High School St. Rafael Kupang and SMA Negeri 3 Kupang city

Independent Samples Test										
		Levene's Test for Equality of Variances				t-test for Equality of Means				
		F	Sig.	T	Df	Sig. (1-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Worry	Equal variances assumed	.547	.463	1,386	43	.086	9.60714	6.93154	-4.37164	23,58593
	Equal variances not assumed			1,404	42,893	.084	9.60714	6,84470	-4.19751	23.41180
Group Statistics										
School		N	Mean	Std. Deviation	Std. Mean Error					
Worry	Seminary High School St. Rafael Kupang	24	1.1042	25.08926	5.12132					
	SMAN 3 Kupang City	21	1,0081	20,81014	4.54114					

Based on computerized statistical calculations, it is known that the results of the work anxiety test on the contract teachers St. Seminary High School Rafael Kupang and SMA Negeri 3 Kupang City obtained a Sig (1-tailed) value in the data of 0.086. This value is > 0.05 so it is

not significant. This indicates that there is no significant difference between the work anxiety of the contract teachers St. Seminary High School Rafael Kupang and SMA Negeri 3 Kupang City which means that based on the hypothesis H_0 is accepted and H_1 is rejected.

Discussion

Results of the research are also supported by the hacyl statistical test of *independent samples t-test* showed that the level of anxiety high school contract teachers at both Seminary High School St. Rafael Kupang and SMA Negeri 3 Kupang City are not much different. This is obtained from the sig. (1-tailed) of (0.086) ($p > 0.05$) so that H_0 is accepted, which means that there is no significant difference between the contract teachers of St. Seminary Senior High School Rafael and SMA Negeri 3 Kupang City. Nugraha (2008) stated that one of the factors that may affect the work of teachers among others is the environmental work. The teacher has a potential that is sufficiently high to be creative in order to improve the quality of their work.

There are two sides regarding work anxiety. The workplace can have a positive effect on welfare by providing social support, identity, and self-esteem. But it also involves pressure demands and even threats that can trigger anxiety. Different types of stressors tend to bring up different dimensions of work anxiety. Examples include performance standards and expectations that must be met, which can cause anxiety (Heldamann, 2013).

According to the research that was carried out by Manicea (2012) argued that women tend to suffer from anxiety due to hormonal factors. Women have hormones that are not stable when compared with men. Women are easy to feel anxious when facing a problem due to lack of power as men. There is also a result to support of some experts who say women more anxious than men (Maccob & Jacklin, 1974). Neither the research by (Leary, 1983) stated that women have a score that is higher than men due to the measurement of fear in a social situation.

This research is related to and almost the same as the research conducted by Priharani (2008), entitled differences in the level of anxiety in teachers not still in terms of gender roles. This study says that there is no difference between public and private teacher anxiety in terms of gender roles. Where the results of the different test were carried out showed the value of $t = 0.388$ with a value of $p = 0.700$.

Conclusion

The conclusion from the results of research that there is no difference in the anxiety of work between teachers contract SMA Seminary St. Rafael Kupang and SMA Negeri 3 Kupang city with research results that prove that the sig value is $0.086 > 0.05$.

Suggestion

Suggestions of research this are for the contract teachers see the results of the research that has been done, that anxiety is not always negative, but also can be a trigger that is positive for the results of the work of teachers contract. By using the potential of cognitive, affective, and physiological, they may know to understand and solve problems, which eventually can balance the anxiety that is actually human nature. They are also expected to acknowledge things that will help to decrease the level of anxiety of work on teachers and staff. Further research may develop similar research by including other variables and descriptions of anxiety by education level that have not been examined in this study. In addition, it is possible to choose a more diverse research location so that it can be generally known whether there is a difference in the level of work anxiety among private and public high school contract teachers.

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