

**Paper 96 – Education**

**FACTORS ASSOCIATED WITH THE ADVENTIST ELEMENTARY TEACHER SATISFACTION**

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**ABSTRACT**

The purpose of the study is to identify the factors that related to Elementary teacher satisfaction in terms of teacher- related factors (age, civil status, educational attainment, years of teaching experience, teacher position, salary, benefit), school - related factors (principal's leadership, teacher's professional qualities, school facility, school climate). The 58 Adventist Elementary teachers: 8 male and 50 female teachers from Manado were the respondents of this study. The instrument was a questionnaire based on the theory of Herzberg (1973), and the study of Khan (1995). Convenience sampling method was used to gather the data. Benefit with  $p = .000$ ,  $r = .473$  and salary with  $p = .000$ ,  $r = .543$  are teacher-related factors that are significantly related to Elementary teacher satisfaction. Moreover; principal's leadership with  $p = .000$ ,  $r = .592$ , teacher's professional qualities with  $p = .000$ ,  $r = .654$ , school facility with  $p = .001$ ,  $r = .431$ , and school climate with  $p = .000$ ,  $r = .720$  are school-related factors that are significantly related to Elementary teacher satisfaction. The best model that predict Adventist elementary teacher satisfaction are salary with  $p = .002$ ,  $\beta = .241$ , benefit with  $p = .019$ ,  $\beta = .215$ , school climate with  $p = .044$ ,  $\beta = .442$  and teacher's professional qualities with  $p = .021$ ,  $\beta = .257$  and R square = .581. It indicated that Adventist Elementary teachers would be satisfied more in teaching in their respective schools when school principals provide adequate salary and benefits while providing warm school climate. Also, send teachers to attend seminar, workshop, or upgrade teachers for MA degree and doctoral degree of education.

**Keywords: Teacher-Related Factors, School-Related Factors, Satisfaction**

