

WELL-BEING PROFILE OF CERTIFICATION-PENDING TEACHERS IN POSITION

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ABSTRACT

Teacher well-being, referred to as teachers' subjective well-being, plays a pivotal role in determining the professional behavior of teachers within the classroom during the course of instruction. This study aims to reveal the well-being profile of teachers in a non-certified position. The well-being of teachers examined in this research encompasses physical health, occupational health, intellectual health, social health, and emotional health (POISE). The study adopts an ex post facto research design to uncover the inherent POISE in teachers in non-certified positions. A Google Form containing a questionnaire was employed to collect data from teachers regarding their POISE. The instrument utilized is developed by Bostic, Horen, Hoover, Lever, and Biel (2019) and is commonly used to explore teachers' POISE. The instrument was distributed to non-certified teachers undergoing Professional Teacher Education (PPG) at the initial phase. The research findings indicate that out of 1,270 participants who completed the questionnaire, comprising 432 male teachers (34%) and 838 female teachers (66%), those with work experience of 00.00 to 05.00 years are 17 individuals (1%), 05.01 to 10.00 years are 429 individuals (34%), 10.01 to 15.00 years are 570 individuals (45%), and above 15 years are 254 individuals (20%). Physically, teachers' well-being is at level 3, indicating a good state. In terms of occupational well-being, teachers are positioned well. Regarding gender, 80% are male, and 83% are female. However, in the work experience group of 5.1 to 10 years, 55% do not meet work goals, and 50% in the work experience group above 15 years often postpone tasks. In terms of intellectual well-being, teachers are positioned well with an average of 3.17 for five items. They excel in nurturing spiritual values but exhibit deficiencies in maintaining work journals. Socially, teachers' well-being is good with an average of 3.34. In the dimension of emotional well-being, teachers also fall within the good level with an average score of 3.20. Consequently, teachers in non-certified positions exhibit favorable well-being in terms of POISE.

Kata Kunci: *well-being, teachers, POISE*