

ABSTRACT

Teacher as one of the component in teaching learning process, has an important role to determine the success of study. Because of the important and also as the responsibility side in education process at school, teacher claimed to have expertise, responsibility, and volunteer to give social service above the privat interest. However, in the middle of so many claims in teacher profession, many problem experienced by teacher, especially non-permanent teacher (GTT). The problems are about the prosperity and clarity of their status.

This research is for identify the factors that motivate the non-permanent teachers to do their works, and also to find a new solution regarding expectation about the future of non-permanent teachers. Finding the motivation factors of non-permanent teacher started from identifying work values become a teacher, biography characteristic, and personal characteristic. Then identifying the perseption concerning teacher profession and also finding the various sources of non-permanent teacher's motivation.

This research uses qualitative method where the collecting data is conducted with interview, so it can discovers more about the teacher profession. The object in this research is non-permanent teachers with work experience more than 10 years teaching in some private senior high schools in Semarang. The result of this research explain that work motivation of a non-permanent teacher influenced by perseption factor wich is formed by work value, ,biography characteristic, and personal characteristic of each responden.

Keyword: *Qualitative, Non-Permanent Teacher, Motivation, Perception, Work Value, Biography Characteristic, Personal Characteristic.*