Antecedent Factors the Teacher Switches Profession
(*Study on Teachers in Muna Districts*)

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Abstract
Objectives *- This study aims to uncover and the meaning determinants of teachers switching professions from functional to structural positions in Muna Districts. The expected benefits of this research are so they could contribute on developing science, especially human resource management. This research could be used as references for evaluation and information for the government and other related parties in formulating policies related to planning, management, decision making, and the development of teacher positions as professional staff.*
Design/Methodology/Approach *- This research was designed using a case study model and a phenomenological analysis method with the intention that informants are given the widest possible space to description himself through the analysis knife 'because of motives' and 'order to motives'. As an effort to the essence of the informants' understanding and experience related the focus of research, then the data collection is done through in-depth interviews. Qualitative approach in the research intended to elaborate on social meaning which is not easy to measure with numbers in explaining personal phenomena, social, dan explore the factors that influence the state of self informant and the natural environment.*
Prepositions *- Prepositions formulated in this study are as follows: "Determinants of informants switching professions is the existence of political policy, community request, social roles and status held, by not considering income or earnings.*
Keywords: *Switch profession, social factor, political policy, and social role and status.*
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I. Introduction

Displacement of employees in a company or organization is something important to be noticed by managers or their leaders, and must prepare a form of prevention. The firm that have good development programs, it actually triggers someone to change jobs because it does not pay attention to employee integrity with other human resource activities. However, to reduce employee movement especially among executives, then the best way to date is giving incentive, compensation and devise attractive retirement (Veithzal, et al., 2014:183).

Research on human resource management is very often done which emphasizes employee job satisfaction. However, the level of job satisfaction generated by employees varies depends on the aspects discussed. In general, research findings in the United States in 1997-2006, when viewed as a whole people feel more satisfied regarding the work done, compared co-workers, superiors, salaries and promotion opportunities. But the research does not explain why people dislike salaries and promotional opportunities compared to other aspects of the work (McKay, et. al., 2008:349-374). The diversity job satisfaction according to the study shown in the following figure:
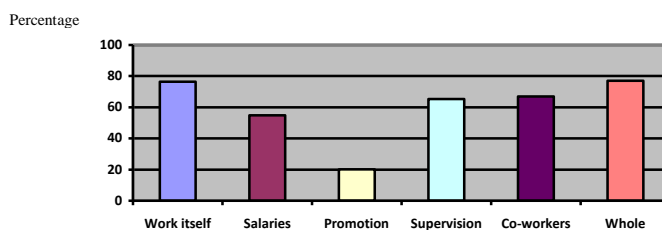
Figure 1.1 Average Job Satisfaction Level Based on Several Aspects
(Source: Robbins, 2015:50)

The findings previous of researches concerning employee factors to change jobs consists of external and internal factors. This has been stated by Jewell and Siegall (2008), that a person's job transfer is distinguished by external factors (superior attitude, promotion, and career opportunities from outside the company), and internal factors (educational background, work experience, job satisfaction, support, social, and employee commitment to the organization). Meanwhile Mobley (1982) states that someone leaving the workplace organization is influenced by policies, organizational vision and mission, supervision, monitoring and evaluation, job characteristics, career development, motivation, and employee characteristics, as well as employee dissatisfaction factors.

Employee responses regarding dissatisfaction with work are identified as follows: first the response exits and resigns where the employee leaves the organizational include finding a new position. The second is the sound response where employees behave actively and constructively which suggests superiors to improve the conditions that occur. The third response of loyalty is employee loyalty to the organization by waiting for conditions to improve, clarifying responses when the organization gets external criticism, and trusting the organization and its management to do the right thing. The four responses to neglect are employee behaviors that passively allow conditions to worsen, including absent or often late, reduced effort, and increased error rates (Davis-Blake et. al., 2003; Robbins & Judge, 2015: 52).

An interesting in the reserch conditioned by the phenomenal that occur in Muna Districts related the replacement of civil service positions. Interestingly, the teacher as functional officials transfer switch profession or tasked with being a structural official. It is even more interesting to note that the teaching profession has asked to manage students, classrooms, and schools, but by transferring it to structural teachers will be faced with community or public service interest. In terms of the number of teachers switching to structural in Muna Districts, it is very small compared to the number of teachers as a whole, which if present is approximately 0.2% of the total number of 4,746 people, but when viewed from the different forms of responsibility and authority given, it can be affect the lack of teachers who teach in certain fields.

Thus the research doesn't view at how large the number of teachers who switch compared to the total number, but rather looks at the uniqueness of teachers who previously served as instructors and then turn into structural officials. Then, the unique context that is intended in this study is the teacher as an informant who switches as an official in the sub-district. The reason is that if the teacher switches assignments in the sub-district, he will automatically have a community instead of switching to other structural staff. Based on the uniqueness referred to above, also in terms of the number of teachers who have switched and the number of sub-districts in Muna Regency, there are 9 structural officials who previously worked as teachers. If presented from the total number of sub-districts, then there are half or about 45% of teachers who switch in structural.

1.1 Purpose
The objective achieved is the study as follows: Reveal and meaning the factors determinant the teacher's profession switch from functional positions to structural positions in Muna Districts.

1.2 Advantage
The advantage of researchess expected to contribute towards interests of science and decision making and policy. Then could show factors, fundamental meanings and prepositions related to the determinant of teachers switching professions from functional to structural positions.

II. Theory and Concept
2.1 Human Needs
Maslow's theory of needs has provided a basic reference or starting point as an increase in the theory of human needs in terms of meeting the needs of life that is very heterogeneous. However, Maslow did not provide empirical substance, so then several studies tried to prove human needs substantively. Although Maslow's theory is not validated with research, it has gained widespread recognition, especially among managers who

work. The theory is the easy understand intuitively so is the difficult to be removed. Every human being has five basic needs namely: physiological needs, security, love, self-esteem, and self-actualization. Maslow further explained that human needs consist of: *first*, the need to be recognized in the form of strength, mastery, competence, confidence, and independence. *Second*, the need for self-esteem in the form of appreciation from others, status, fame, domination, pride, is considered important and appreciation from others (Robbins & Judge, 2015:129).

The problem of conflicting human needs that are not limited and the scarcity of available resources, humans respond by increasing the amount of production of goods and services so that unlimited human needs can be minimized (Boediono, 2003:15). The capitalist economic system in solving economic problems is aimed at substances that are human needs, not to humans but to the activities of production walking or nay. While the fulfillment of needs in sharia differs greatly from the principle of meeting human needs according to the capitalist economy because it separates things that are spiritual and material (religion and the world) in a dichotomous manner (Sulthoni, 2015:452).

Monotheistic economics considers that human actions must not be separated from values, both vertically that reflect good morals, and horizontally which can benefit humans and other creatures. However, Allah never guarantees human welfare without working and trying to get what is expected. Satisfaction known in Islam consists of consumer satisfaction and creative satisfaction, when consumptive satisfaction will produce creative satisfaction, because consumption by someone can provide physical strength, so try and work to be more creative (Wahyudi, 2015).

Meeting human needs or interests must still consider the following rules: (1) prioritize the interests that are clear and certain of the interests that are still in doubt; (2) prioritizing the interests of the large over the interests of the small;

(3) prioritizing social interests over individual interests; (4) prioritizing the interests of the few over the interests of the few; (5) prioritizing sustainable interests over contemporary or expired interests; (6) prioritize core and fundamental interests over interests that are formal or not important; (7) prioritize the interests of a strong future over the interests of the present weak (Qardhawy, 2005:27).

The concept of fulfilling needs in Islam explains the relationship between maslahah and utility as follows: (1) the concept of maslahah is related to need, while satisfaction (utility) is associated with desire; (2) maslahah is not only felt by individuals, but is felt by communities or groups of people or other communities, while satisfaction is individualistic; (3) maslahah is relatively more objective because the is based on objective considerations (criteria about halal or good), while utility based on more subjective criteria, because the needs of individuals differ from one another; (4) individual problems are relatively consistent with social problems, whereas individual utilities are often at odds with social utilities; (5) maslahah is used as a common goal to achieve the common welfare of all economic actors (consumers, producers, and distributors), while utility is only measured from the satisfaction obtained by consumers and the maximum profit for producers and distributors, so that different goals are achieved; and (6) in the context of consumer behavior, utility is defined as the concept of consumer satisfaction in consuming goods or services, while maslahah is interpreted as a concept of mapping consumer behavior based on the principle of needs and priorities (Masyhuri, 2005:28).

2.2 Work Motivation

Motives are all internal factors that lead to all types purposeful behavior, internal influences, such as needs, drives and desires, aspirations and social tastes, and functions the organism. Mc Clelland's theory proposes three types of motives consisting motives of power, affiliation motives, and achievement motives. Individuals who have motivation always make positive choices perform something, because can satisfy their desires. Some aspects that affect person's work motivation are a feling of security at work, getting a fair and competitive salary, pleasant work environment, appreciation for work performance, and fair treatment from management (Veithzal, 2014:607-610).

Motivation refers the amount of power that generates, directs and maintains efforts in certain behavioral patterns, so as produce morale, the meaning of work, assume responsibility for work results and knowledge of work results. The obtained employee motivation that is desired by the organization, job satisfaction must be improved in order to keep up with the conditions of the work environment that always requires skilled labor forces, and ready to face various challenges and problems that arise in carrying out their duties (Indy & Handoyo, 2013).

Individual work motivation is the influenced to external and internal factors. Which includes internal factors are: one's perception of oneself, self-esteem, personal expectations, needs, desires, job satisfaction, success, achievement, recognition, work improvement, and the resulting responsibilities. While external factors that influence one's motivation include: type and nature of work, work groups, organizations where people work, work environment situations, job dissatisfaction such as administration and company policy, supervision, working conditions, relations between employees, and salaries. Factors that influence motivation in the intended

work environment are between superiors and subordinates. While the elements that are very influential on motivation such as established policies, work requirements that need to be met by subordinates, the availability the set of tools and facilities that support work performance, leadership style and superior behavior towards subordinates (Frederick Herzberg et. al., 2005; Siagian, 2006).

Individuals who have work motivation will appear through: responsibilities in doing the work, achievements; self-development; independence in acting, consistent of being independent at work, and likes challenges. Motivation of one's work also arises because of desires including: (1) *the desire to live*, is the desire to live and is the main desire of every person to be able to continue his life; (2) *the desire for position*, is the desire to have something; (3) *the desire for power* is the desire for power; *the desire for recognition*, is a desire for recognition (Hamzah, 2008:112).

2.3 Work Behavior

The process of individuals behaving or doing activities is part of circular cycle to be able to meet all their needs. The caused to the existence of goals to be achieved namely the existence of individual self-need can bring up motivation, so that individuals behave, then the goals are achieved, until the individual concerned experiences satisfaction. The cycle also illustrates that human behavior is influenced by several situational factors as follows: *first* the ecological factors that influence human behavior due to natural conditions (geographical) and climate (temperature); *the two* design and architectural factors that influence human behavior are seen from the arrangement of the house; *the three* temporal factors that affect humans due to certain time conditions; *the four* technological factors that influence human patterns and actions in communicating because of technological advances; *the fifth* factor of the behavior atmosphere is the adjustment of the message with the behavior of the recipient of the message; *the six* social factors, consisting of a system of roles, social structure and individual characteristics; *the seven* stimuli that reinforce the behavior, are factors that encourage certain behaviors perform if the situation is permissible or reasonable to do so; eighth psychosocial factors, is the factor of one's perception of the environment (Albert Bandura, 1986).

In the work environment, humans are used as a benchmark in determining the quality and survival of an organization or firm, because the quality of life of an organization depends on the attitude and work behavior of its human resources. Indicators that can be used to determine work behavior according Griffith (2004), include: social relationships, where a worker must have good social relations with other workers, where each worker must supervise colleagues serve in the right direction and remind if there are errors; vocational skills, is a skill that owned to someone in accordance with their work; work motivation, is the willingness work in order achieve a certain goal; and initiative-confidence, in this case workers must foster full confidence and take the initiative that all work can be carried out in accordance with the existing job description.

Other indicators that serve as benchmarks for work behavior according to Bryson (2007), include: cooperatives-social skills, is the ability to cooperate with workers to achieve a common goal; work quality, where workers must show good quality of work in order to be recognized and valued by their colleagues or colleagues; work habits, are work habits associated with positive and negative behaviors at work; and personal presentation, is a person's ability to control themselves and show a professional person at work or in other words the ability in someone to control their emotions at work.

Work behavior in general is a behavior carried out by members of the organization and affects work performance and increases organizational effectiveness. While individual work behavior in organizations is influenced by factors including: personality factors that can affect organizational survival such as: emotional stability, extroversion, agreeableness, openness and awareness to build employee experience in the work environment; job characteristics that can affect employees in completing tasks perfectly, are responsible for the tasks given and the results of work achieved; characteristics of work groups that can influence among workers in an organizational environment, where individuals tend to follow the behavior and habits in the organizational group; organizational culture and characteristics of work groups are social influences that influence individuals in the workplace; organizational control system, is a physical entity or procedure that exists in the workplace in the form of a security system through computer applications, employee training, supervision by superiors; and organizational injustice, are employees' feelings towards receiving disproportionate compensation for business ratios (Lau, et. al., 2003). Injustice is not only seen from the unequal allocation of awards or punishment but can be in the form of injustice in decisions or procedures made by superiors (Anderson, et. al, 2001).

2.4 Intention to Leave

Intention to leave is an individual's desire related to the attitude to leave the organization, where the position of the individual concerned will be replaced by someone else. Intention to leave is defined as the attitude that influences the intention cease the organization or job. Turnover intention is a process when employees leave an organization and leave a job position where the position must be replaced by someone else. In general, turnover intention is influenced by external factors and individual internal factors. External factors

are factors that influence individuals to move organizations or job positions for which they are responsible. Internal factors consist of aspects of the attitude of superiors, job promotions, and career opportunities from outside the company. The external factors include aspects of educational background, work experience, social support, job satisfaction, and commitment (Glissmeyer et. al., 2007; Mathis dan Jackson, 2011; Jewell dan Siegal, 2014).

Factors that cause a turnover from an organization or company include: *the first age*, where a person's age can reduce the desire to move positions or find another job. *Second is the length of work*, where the longer a person is a member of an organization or works for a company, the lower the desire to leave. *Third is the level of education*, where the higher the level of one's education, the desire to leave the organization will be lower. *The fourth, commitment firm,* where the higher organization engagement with members of the organizational, the smaller the level of intention turnover of members of the organization. *The fifth job satisfaction*, where the more satisfied someone is with his work in firm, the less intention turnover of the person concerned. *The sixth corporate culture*, in which the stronger members of the organization uphold the cultural values in the organization, the level of intention turnover will be smaller. A strong corporate culture has a considerable influence on employee behavior and directly reduces turnover. A strong culture will form the cohesiveness, loyalty, and commitment of employees towards the company, thereby reducing the desire of employees to leave the organization or firm (Ridlo, 2012; Robbins & Judge, 2015).

Mobley, (1982) states that a person's desire to leave the workplace organization is influenced by policies, the organization's vision and mission, supervision, monitoring and evaluation, job characteristics, career development, motivation, and employee characteristics, as well as employee dissatisfaction factors. Turnover intention basically occurs because of a mismatch between members and the organization, causing members to have the desire to leave the organization. However, this turnover intention has not yet reached the stage where members actually resign from the organization, so the organization can still try to retain its members who have the desire to leave the organization. The main determining factor for individuals leaving the company is related to satisfaction.

Substitution as a function of strong individual interest in various alternative jobs outside the firm or the action of withdrawing from work that is currently unsatisfactory with high stress levels. Several dimensions of turnover intention are grouped into the dimensions of voluntary turnover and involuntary turnover. Voluntary turnover is the resignation of employees with the wishes of employees themselves. Employees' own desires in resigning often occur because there is a new job at another company and according to him is more promising. While involuntary turnover is the dismissal of employees due to dysfunctional or the company fails to retain employees who are pretending, and functional that is employees who perform poorly for the firm (Mobley, 1982; Jewell dan Siegall, 1998; Ghosh, 2015).

Turnover intention can have a bad impact on the company, because it can impede the running of the company and make the company's expenditure budget swell because the company still has to provide severance. Substitution of employees who resign will also increase firm costs, because replacement of employees will require fees for: first, recruitment costs consisting of advertising costs, traveling costs to distribute advertisements, and administrative costs. Second, the selection fee consists of interview fees, checking curriculum vitae, and fees for the prospective employee exam. Third, the training costs consist of orientation fees, formal training costs and on-the-job training costs, and trainer time (Mobley, 1982).

The basis for an employee to leave the organization or company is formed from the attitudes and behavior of the employees themselves. Along with the organization's journey, the mutation carried out there was a refusal from the employee to be transferred. The types of employee rejection of mutations are as follows:

1. *Logical or rational factors*, is a form of rejection done by considering the time needed to adjust, trying to relearn, the possibility of the emergence of unwanted situations such as a decrease in the level of skills because the formation of positions is not possible, and economic losses caused by the company.
2. *Psychological factors*, which are rejection based on emotions, sentiments, and attitudes, concerns about something that is not known before, low tolerance for change, dislike leaders or other agents of change, low trust in other parties, and the need for security.
3. *Sociological factors* (group interests), is a refusal to occur due to several reasons including: political conspiracy, contrary to group values, personal interests, and the desire to maintain relationships (Sastrohadiwiryo, 2002: 214).

III. Conceptual Flow of Research

The effort to answer the problem focused in this research is done with a paradigm or non-positivistic approach, where in the process of problem solving it always enters intensely by emphasizing the subjective aspects of the behavior that becomes the informant. This is so that in order to find the truth related to the object being studied requires certain methods, techniques, and steps, so understand and comprehend and formulate certain goals. Related to this, the process of answering problems is inseparable from the thought process of

finding the truth. So to find out the truth in this study, researchers do not consider themselves to know the meaning of something from the informant's statement, and always emphasize the subjective aspects of the informant's behavior. Samdin (2007) has stated that based on understanding, science can provide various explanations about the symptoms and phenomena studied (Gamsir, 2012). Through the scheme of the process of data analysis and problem solving in this study, it can be shown in the following figure:
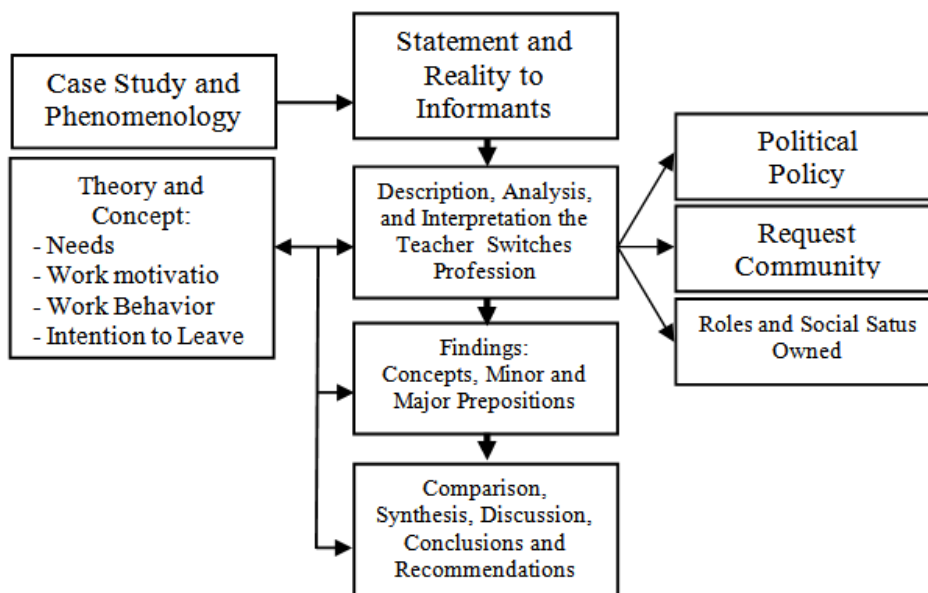
Figure 3.1 Conceptual Flow of Research

IV.   Methods

4.1   Approach and Selections of Informants

This study uses a qualitative approach with a design combining research models with case study methods and phenomenology. Case studies are intended to describe the circumstances and factors that influence informants both themselves and the nature of their environment. While the phenomenological research model is research that explores in detail about one's personal life experience with the results of descriptions of how a person gives meaning about phenomena related to his personal and social world (Hanurawan, 2016:92-101).

Purposive informant selection technique is a deliberate sample selection technique with certain considerations. In the selection of informants this study used supplementary informants and supporting informants. Those who become supplementary informants are academics and community leaders who have competence in various matters related to research theories and concepts. While supporting informants are relatives or members of the community (friends, lovers, and neighbors) who have a lot of information related to key informants (Hasan Aedy, 2014)

4.2   Aggregation and Analysis of Data

Data collection methods in the study involved four types of strategies namely: observation, interviews, documentation, and collection of documents in the form of audio and visual recordings such as photographs and documentaries (Riduwan, 2011:30-31). Analysis of the data used in this study is a qualitative descriptive analysis with the aim of describing data and information findings from the aspects studied. Furthermore, the data analysis technique in this study was carried out systematically regarding observational notes, interviews, and other field findings to enhance researchers' understanding of the cases under study and present them as research findings for others. In an effort to increase the understanding of researchers related to the case under study, the analysis needs to be continued as an effort to find meaning in accordance with research studies (Muhajir, 2007:157).

The process of analyzing the data is very important to determine the final results and continue to be repeated until the research ends. The link between data analysis and data collection is explained in the following steps: The first step, providing detailed and complete field notes on the results of in-depth interviews or observations, verbatims, or documents. The second step, interpreting the things delivered in fragments of field notes or documents that have been marked. The third step, the research findings from the field notes are presented by using diagrams instead of narratives. The fourth step, build assumptions or work hypothesis about an event or category relationship. The fifth step, testing the validity of the assumptions or classifications that

have been prepared based on data that has been collected by conducting in-depth interviews, observations, or collecting documents Validate the answer to the statement that matches the question in the study Miles and Hiberman, Spradley, and Yin (Hasan Aedy, 2014)

4.3   Data Validity Test
        The validity test of the data in this study was carried out with the following things: credibility tests, to test the extent of the credibility of the research data by checking again in the field. Transferability tests, is the application of research results that have been obtained by making reports in detail, clear, systematic, and reliable so that research results can be applied elsewhere that has the same type of research. Dependency tests, is to test the extent of the independence of the research process by auditing the field activities of researchers by independent auditors. Confirmability tests, is to test the objectivity of research by looking at research results based on the agreement of many people (Sugiono, 2012; Yanuar, 2014).

V.   Research Results, Prepositions and Discussion
5.1   The Specific Findings
The specific findings of this study can be stated as follows:
1.   Found informants who turn to structural because of political policy support and public request. A policy that does not prohibit teachers from becoming structural placeman could cause them to turn other professions. Public request is the form social support for informants to carry out their duties and authority as structural placeman.
2.   Was found that informants who moved to structural were not hunt for more material or results, but instead preferred work in structural to leave certification allowance whose nominal was higher than the structural allowance.
3.   There are informants turning to structural not build upon satisfaction with the material but working in structurally valued by others, and arising satisfaction when it can serve the surrounding community.

5.1.1   The Meaning Political Policy
        Based on statements from all informants, the transition to structural conditions was caused by the policy of the local government authority, and they were seen to be able to carry out the policy to overcome community problems. A leader's policy can be the cause of the shifting of informants from previous professions because it is trusted and deemed capable of carrying it out. The leadership policy intended here is the decision maker who has the authority or power to direct the informant and is responsible for serving the public interest. The policy was made by government authorities that have an impact on society and is aimed at overcoming community problems (Lester and Stewart, 2000).

5.1.2   The Meaning Community Request
        Referring to the statement of the informants in this study, their transition to structural structure was caused by social support in the form of community requests to be able to provide physical and psychological comfort. The existence of offers and requests from the community can be the cause of informants to switch professions so that there is a desire to devote themselves to the people who need them. Social interaction is absolutely needed by individuals as social beings who need each other. Good self-actualization of individuals can be known by the community and tend to always want to get recognition in social life.
        Kuntjoro (2002), stated the component of social support consists of emotional attachment, social integration, the existence of recognition, reliable dependence, guidance, and opportunities to care. Regarding emotional attachment is social support that is generally obtained from spouses, family members, close friends, close relatives and have harmonious relationships.
        Furthermore, social integration is social support enabling a person to get a feeling of having attention, sharing interests, getting a sense of security, comfort, and feeling owned and owned in a group. Then, the recognition is social support that comes from the recognition and appreciation of institutions, organizations, and from others. Dependence that can be relied upon is social support in the form of guarantees that there are people who can help when someone needs help. Directions, is social support in the form of social relations that allows someone to get information, advice or advice needed to meet the needs and overcome the problems faced. Meanwhile, the opportunity to nurture is social support that allows one to get the feeling that other people are dependent on him for welfare (Kuntjoro, 2002).

5.1.3   The Meaning Roles and Social Status Owned
        In accordance with the facts that happened to the informants, their transition into the building because of the organization that did not run perfectly. A good communication system, the role of the role, the fulfillment of the informant's rights can cause him to pursue his profession, but if the communication system is not good,

does not provide a role, the fulfillment of the rights of the informant can cause it to switch organizations. Research on organizational justice focuses on workers who make decisions in making decisions at work and get fair help. The perception of justice in the workplace consists of distributive, procedural, informational, and interpersonal justice. Distirbutif justice is justice that is felt by individuals to the amount or allocation of awards received. Procedural justice is justice that is felt in the process used to determine the distribution of awards. Informational justice is justice that is felt by individuals from the clarity of information and honestly towards each decision making. Interpersonal justice is justice for workers who are treated with respect and dignity (Robbins, 2013:145).

According to Robbins (2013:44-47), that human social needs are reflected in four forms of feeling namely: (1) feeling accepted by others (sense of belonging); (2) the feeling that humans are important to other humans (sense of importance); (3) the feeling that humans always want to progress (sense for achievement), and (4) feeling of wanting to be involved (sense of participation). In line with Maslow's hierarchy of needs regarding human needs about self esteem where everyone needs appreciation from others. So if within an organization fosters mutual respect among members of the organization, the possibility of the survival of the organization is proceeding as expected (Robbins, 2013:44-47).

The position of the individual as social has a role and status that influence each other with other individuals. The social role is an activity that becomes the hope of the individual carried out on the people around him. Status is a general recognition from the community according to the role played by individuals (Kotler, 2009:206). The role that produces status has also been described by Allah in the Qur'an as follows:

O mankind, indeed We have created you from male and female and made you peoples and tribes that you may know one another. Indeed, the most noble of you in the sight of Allah is the most righteous of you. Indeed, Allah is Knowing and Acquainted (QS, 49:13).

Allah Subhanahu Wa Ta'ala had told humans that He had created man from one self, then created his partner, namely Adam and Hawa, then humans were made into nations to interact with one another. There is no difference regarding human creation, but differences will arise if viewed from religious matters in terms of obedience to Allah and His Messenger, so there needs to be good social interaction to understand each other's character.

5.2   Preposition

Based on the discussion and interpretation of the findings in accordance with the reality of the informant's statement according to theorem, theory, and the results of previous research findings that are considered to be able to interpret the findings, then in this section a preposition of research results will be formulated. This aims to produce a theoretical construction that is built on the empirical reality the informant (emic), and theoretical perspective (ethic), namely concepts or theories that have been standardized, relevant research results, to the texts of the Qur'an. From the construction process, it can be learned about the substantive truth of the view of shifting the position of company employees, which not all have the same views with the shift of position of employees in the bureaucracy. Referring to the synthesis carried out in this study, it can be formulated a preposition of determinants of social factors that informants switch professions as follows:

P1:   Leadership policy can be the cause of the shift of informants from the previous profession because it is trusted and deemed capable of carrying it out.

P2:   Public offers and requests can be the cause of informants to switch professions so that there is a desire to devote themselves to the people who need them.

P3:   A good communication system, the role and social status, fulfillment of the informant's rights can cause him to pursue his profession, but if the communication system is not good, does not give a role, not fulfilling the informant's rights can cause him to switch professions.

Based on the three minor prepositions related to social factors of informants switching professions, the major prepositions of this study were formulated as follows:

What causes informants to change professions is the existence of leadership policies, social support, social roles and status, without considering income or earnings.

5.3   Discussion
5.3.1   Political Policy

A leader's policy can be the cause of the shifting of informants from previous professions because they are considered capable of carrying it out. The leadership policy intended here is the decision maker who has the authority or power to direct the informant and is responsible for serving the public interest. The policy was made by government authorities that have an impact on society and is aimed at overcoming community problems (Lester and Stewart, 2000). Regulations are made so that the planned program implementation can be carried out properly and achieved in accordance with the expected goals. However, in carrying out these regulations

automatically always coincides with the policy, so that regulations are made must not be separated from the policy. The simple thought in this case is that regulations are made to coincide with wisdom so that their implementation is not rigid.

This is where regulations are made to be implemented flexibly in accordance with the conditions of the people who live in a particular community group environment. The benefits return to human nature as social beings, where each individual needs other individuals in forming groups, communities, nations and countries, in order to organize and carry out life properly. Allah, the Almighty God has implied in the Qur'an that:

"But seek, through that which Allah has given you, the home of the Hereafter; and [yet], do not forget your share of the world. And do good as Allah has done good to you. And desire not corruption in the land. Indeed, Allah does not like corrupters" (Q.S., 28:77).

When people become leaders for other humans, it is always through a process that can never be separated from the role of the people around them. A leader is born in certain communities because he is trusted and able to carry out the responsibilities entrusted to him. So when people are trusted to carry out their responsibilities as a leader, the values of the mandate must be held firm. The importance of wise leader is very much needed in society that wants prosperity, not then prosperity is merely jargon of the certain circles to gain power. Associated with someone who wants get power, so to achieve the automatically requires a way or tool whose name is political. Politics and policy are two inseparable things, because when a person becomes a political actor, that person is certainly in contact with political forces, has interests, and even conflicts with people who become political opponents. The political existence of a policy in practice always colors human life in any environment where humans are (Mead, 2013).

Mutual support in the political system is common, during inside implementation is carried out in appropriate ways. However, a mistake when giving support to one party, displayed are positive images that support it. While those who get opponents political are attacked to displaying ugliness and even disgrace. This kind of political activity can damage the values that exist in the political system in an area even though in theory the area embraces a democratic political system. Long before the concept of democracy emerged, Islam had provided a concept of good political teaching about the benefit of the people. This is evidenced by the birth of a reliable politician namely Prophet Muhammad Salallahu Alaihi Wassalam, and the mosque as a place for political theories, deliberation, and conduct worship or religious activities. The success of the Prophet Muhammad in leading his people should be used as a guide for someone who wants to be a leader.

When civil servant becomes success team for certain individuals and groups, the question is independence and neutrality for the employee concerned. Because being part of a successful team is a violation of ethics for a civil servant who must be neutral in the election of the head of government. Related to this, being part of successful team can damage the principles of government employees as public servants. In accordance with the reality that occurs in all informants in this study implies that their transition to structural can not be separated from political interests. However, what needs to be underlined here is the right of everyone to choose a way of life depending on the person concerned.

The absence of regulations that limit whether or not civil servants could descend into direct contact with the politics, could cause informants to reduce or even eliminate neutrality. The neutrality aspect for a civil servant that often reverb, cannot be ascertained when directed at the choice of a particular group. Likewise the independence of a civil servant is doubted when they are given the right to vote. None of the informants in this study turned to structural indicating not because of political policy, because directly or implicitly from their statement, it was switched due to political policies.

5.3.2 Community Request

Public offers and requests can be the cause of informants to switch professions so that there is a desire to devote themselves to the people who need them. Social interaction is absolutely needed by individuals as social creatures who need each other and work together. Good self-actualization of individuals can be known by the community and tend to always want to get recognition in social life. When someone interacts with other individuals, what happen is mutual respect, emotional closeness, interdependence, and communication between one another. Request community leaders imply that support for someone to become a leader in a particular area in the form of social support for people who get it. As a form of social support to informants in this study was the request of local community leaders.

Community life is absolutely essential for individuals as social beings, given the problems in group and community life cannot be solved individually. In a society social interaction will certainly be ensured because without it there will not be a shared life. Social interaction implies that every individual needs the support of others in carrying out the life activities encountered. The closest social support comes from spouses, family members, close friends, close relatives and have harmonious relationships (Kuntjoro, 2002).

Sources of social support have been put forward Sarafino and Smith (2011), where the support can come from various sources such as: family (parents, spouse, and children), close friends, and community

organizations. Social support as intended can provide a person's strength and motivation both in carrying out work, overcoming problems, to going on with life. Gottlieb (1983), classifying sources of social support that come from professional and non-professional relationships. Professional relationships that are intended come from people who are experts in their fields such as doctors, lawyers, counselors, psychiatrists, and psychologists. Non-professional relationships are sourced from the closest people, friends, and the surrounding community.

The contribution of non-professional social support sources is very large in one's life and becomes a very potential source of support. The trigger is the relationship between the individual and family, close friends, and the surrounding community is easy to obtain, free of financial costs, and rooted in a longstanding kinship (Gottlieb, 1983). Professional relationships only occur when someone needs help from others in completing work or the problem being faced. That relationship is temporary depending on social conditions that are being faced by someone. Thus, the contribution of professional relations to individual well-being is very small when compared to non-professional relationships (Gottlieb, 1983).

5.3.3   Social Roles and Status Held

Transparent communication systems, role assignments, fulfillment of informants' rights can cause them to pursue their profession, but if the communication system is less transparent, does not provide a role for someone, dan feeling his right to turn to another could cause him to change professions. Related to this, giving certain roles to individuals is an absolute thing that needs to be done. The role has function for someone when in a certain community to show what he will do.

Belle, (1990) has stated the social role of individuals as members of society as follows: *first*, expected roles and actual roles where the community always has a hope for how the role should be carried out, sometimes even manifested in very strict demands. *Second*, the roles determined and the roles achieved while the roles consist of the roles given and the roles that are for fought. The given role is a status that is given without effort, and is given automatically. This role is obtained and is motivated by hereditary factors of certain families. The role that is fought for is a role that is obtained from the results of a long and tiring struggle. As a teacher, his role is obtained from the appointment by the government n order to carry out the role of educating and teaching after the person concerned has finished/graduated from teacher education institutions. *Third*, key roles and supplementary roles in which an individual when in society can play a role as a key role and additional role. The key role is very important and is the main source for a person's life considering part of the main task, even if the income is not so large. Another case with additional roles that are temporary even though the income is greater than the key role. *Fourth*, the role of high, medium, and low role is the social role of a person that is determined by the high and low social status in the eyes of certain people.

The social status hierarchy determines social roles, including: social cultural values, which uphold religious values, the role of ulama is considered high and vice versa. Prestige includes the prestige, honor, and influence that attend social status. Prestige can be linked to the level of one's welfare and is not always related to the importance of social roles, but prestige can change the position of these roles in the hierarchy of community valuation. Educational prerequisites are required by social roles, where the level of education of a person determines his position and role in a society that values one's education. Economic factors (income), where high and low income a person can determine the level of social role obtained (Belle, 1990).

Someone who wants to play a social role in the community is never separated from his position as a social creature. Here it is very important as an individual to understand his positions as member of people to maintain the continuity of community structures that need each other. Thus someone who plays his role well, then it has indirectly actualized itself as an individual or as a society. It is not wrong then for someone to play more than one social role as long as he is able to carry out these roles. If someone is part of an organization, they must have knowledge about the direction and policies of the organization. However, when someone does the work, he must have knowledge about the responsibilities, authority and position given to him.

Vagueness roles can arise in a person's work environment when they do not have sufficient information to produce effective performance from the given role (Senatra, 1980). Obscurity roles more viewed from the scope of work, because when employees do not feel clear about the limits of duties and responsibilities that should be done, then employee in the condition obscurity of role (Ramadhan, 2011). Here the information and communication factors become important for someone be able to understand their role both as members of the organization and as citizens.

Rebele and Michaels, (1990) already suggested that role ambiguity refers to the lack of clarity regarding job expectations and methods to meet known expectations. Role conflict and role ambiguity occur due to the objective nature of the organizational structure, and as a reaction to the perception of the role holders who may not be in accordance with the actual situation. Here the clarity of information about a person's role is important to pay attention to the organization especially the manager, so individuals who are members of the organization do not arise feelings of dissatisfaction with the organization and work.

The role of each individual in society depends on their social status. Of course individuals who have a higher social status than other individuals, have a social role that is not small. If one of the common threads is drawn about an individual's social status always related to the level of individual welfare from the material side. Regarding this, a person's social status can be considered good if the economic conditions change for the better. As a manifestation of the rights and obligations of individuals to behave, then social status can be understood as position, position, rank, and class level of a person in his community group. The higher the position or social position a person has can be said to be better the level or social class.

However, things are different about one's social status if it is based on the concept of the teachings of the Qur'an, when Allah has implied that everyone comes from the same constituent elements, and don't regard himself better than others. As Allah has said in the Qur'an Surah 4:49 as follows:

Hast thou not seen those who praise themselves for purity? Nay, Allah purifieth whom He will, and they will not be wronged even the hair upon a date-stone.

Nobody should consider themselves better than others because of social or economic status issues however what the hoped for is mutual help in virtue, and prohibited from helping to do damage and hostility. In accordance with the reality and statements of informants in this study implies that their transition as structural officials due to the perceived role and social status. All informants turned to structural because they wanted to play more roles and serve the wider community.

VI.   Implications and Contributions

6.1   Implications
6.1.1   Theoretical Implications
This study with all its limitations can add to the factors that determine employees to switch professions from functional positions to structural positions. Government regulations regarding the transfer of employee positions have been regulated through career development, stipulating that civil servants can pursue career paths both vertically, horizontally, and diagonally. However, alongside possible policy makers in terms of placing employees tailored to the career path in question. This is so that employees in career rank can strengthen the organization in which they belong, and not leave the organization totally. Functional job and structural Leadership are career positions for employees and should lead which already exists to procedure. That transfer of teachers to become structural placeman should adapted in the professional environment namely realm or sections of education. Theoretical implications in this study as well add to the factors that determine the teacher switch professions namely the reduction in one's pride in his profession as a teacher. Someone who does not have a sense of pride in his profession or job, then that person will certainly move on to other professional fields.

6.1.2   Practical Implications
Research the factors that determine teacher switching professions can provide recommendations for policy makers in the matter that place teachers as functional placeman government according the usual profession. Because when putting a teacher into a structural position and outside the field education, will have an impact on the loss of competence even the pride of teacher as a professional. The elements involved in making decisions regarding the placement of employees, could maked reference from this research that teacher as functional job which must be placed in the educational organization environment, even though his position in orbit became a structural placeman.

6.1.3   Methodological Implications
The research found empirical facts that results of previous studies were different from the results in the study. Previous research only measures the transfer of employees from one company to another through a quantitative approach. Whereas in the study conducted with a qualitative approach that results are more comprehensive. The research also only emphasizes the qualitative approach which further describes the research findings in the form of statements or through words, in order minimized errors or biases that occur.

6.2   Contributions
Human resource management aims to manage functions related to humans in organizations whose position as workers. Human position is an active key factor in bringing the organization to better direction or vice versa. The assumption of human resources as passive key factor an assumption that do not true, because without these resources the impact on the lack of productivity or service. Accordance with the goal of human resource management improved productivity of people for the organization through social and ethical responsibilities.

The reality occurred and stated by informants about the transition of their profession confirmed and enriched concepts put forward by Allen et al., (2010) which states that the cause of the workforce moving to

another company is its psychological condition, while high salaries and satisfaction with salaries do not really affect the workforce to change jobs. Specifically the results of this study add to the concepts put forward Ayegba (2014) which states that there are two factors that cause employees to change jobs: unhappiness and dissatisfaction with their work. This far a person's psychological concepts related to the transition of his profession have not been widely tested in empirical research, especially tested with experience and empirical phenomena in work activities.

The results of this study also complement the findings Jewell and Siegall (2008) which concluded the two factors lead a person change jobs consist of external and internal factors. Internal factors consist of aspects: educational background, work experience, job satisfaction, social support, and employee commitment in the organization. While external factors consist of aspects: the attitude of superiors, promotion of positions, and career opportunities from outside the firm.

Furthermore, the results of this study also complement the research findings from Mobley (1982) which states that the cause of someone leaving the work organization is very complex and interrelated. The intended factors such as: policy, organizational vision and mission, supervision, monitoring and evaluation, job characteristics, career development, motivation, and employee characteristics, as well as employee dissatisfaction factors. Regarding the characteristics of work there are several aspects such as: workload, work routines, quality of work life, social support, seniority, work relations, and facilities. While the characteristics of employees consist of aspects: age, gender, position, work status, marital statute, work attitude, education, relatives support, working time, work experience, and skills.

The research could specific that the factors causing the transition of the informant profession consist of policy support, community demand, and the role and social status of the informant. The construction regarding the results of this study can be described as follows:
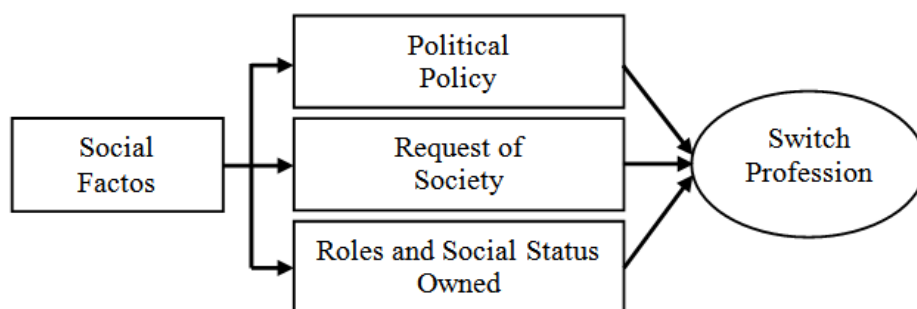
Figure 6.1 Switch Profession of Determinant

VII.   Conclusions and Suggestions

7.1   Conclusions

In this study found that the factors that influence informants to switch professions include:

1. Leadership policy, public offer and demand, social status and role, and not considering income or income, are social factors of the transition of the informant profession. Prepositions formulated related to social factors that cause informants to switch professions are as follows: "Determinants of informants switching professions is the existence of political policy, community request, social roles and status held, by not considering income or earnings".

2. Even though today many are included materialistic, however the study researchers found no significant reason that teachers who move to structural because they are hunting down material or more results, on the contrary they prefer to work in structural terms by leaving the certification allowance whose nominal is higher than the structural allowance

7.2   Suggestions

1. Because the informants are generally informants who have an undergraduate education background, the policy makers must be able to place them in a position according to their profession. It is not then that the informant is respected by placing him outside his profession, so that it is in accordance with the informants' career paths and plots.

2. Teacher profession is a noble profession, which is to educate the lives of human beings so that this profession cannot be contaminated with political matters. Thus the development of a teacher's career is free from political interests.

3. Teacher profession is a profession that has pedagogical, social and professional competence, so that their commitment and loyalty are not in doubt in managing their duties and responsibilities. However, these

competencies should be directed to strengthen educational institutions, and not to fill vacant positions outside of education.

4. For further researchers who want to develop and reexamine this research, can identify factors that influence a person to switch jobs to other government organizations.

VIII. Novelty and Limitations

8.1 Novelty

Research on human resources regarding the factors of displacement, turnover, rotation, or shift of positions of employees or employees in organizations or companies has been done by many academics and business and management observers. The results of the studies conducted can contribute to decision makers regarding matters relating to management. However, these studies have focused a lot on developing the firm's human resources, evaluating the performance of firm employees, and job satisfaction of employees at the firm. The research had been carried out also always refers to a quantitative research approach that is associated with the determinant variables of employees regarding the transfer of work. While the variables the determine employees to move work are always related to a person's psychological condition. That in the study refers to research approaches that are eclectic or qualitative, and focused on employees who work in government organizations. The next side of research on the transition of employees from work or profession is still very little and rarely done, especially in terms of exploring information about how to transition teachers in the position from functional to structural job.

8.2 Limitations

1. This research only develops aspects of human resource development, but has not yet incorporated aspects of education management and social psychology into an integrated human resource framework. Thus still not had impact regarding performance evaluation, planning, management, and overall development of human resources.
2. Job and position transition is one of the studies in human resource management although the effect is very small for the organization, but it is very important to be considered by managers in the company or leaders in the organization. The research only studies the factors that determine teachers to switch positions from functional to structural.
3. The results of this study are not based on statistical measurements and analysis but are based on the opinions, views and perceptions of informants so that they may contain more or less information.
4. This research is limited to employees of government organizations and is seen from the perspective of management science which is micro in nature, and is not seen as macroeconomic economics. Thus the informants in this study were limited to employees who experienced first hand about the transition from functional to structural positions.
5. This research does not fully guarantee that in telling and giving the meaning of the informant's statement, it is not colored by the theoretical understanding and experience of the researchers themselves. Ideally, qualitative researchers must get rid of all the theoretical terms of reference and their own experiences in explaining data.
6. The research subjects or informant actors in this study were limited to the Muna Regency, so the results of this study could not be generalized to other regions.

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