

## ***ABSTRACT***

This research aims to look at the differences in subjective well-being between elementary school teachers with Civil Servant (PNS) status and Government Employee Work Agreement (PPPK) teachers in Lhokseumawe City. This research uses a quantitative approach with a comparative research type. The number of samples in this study was one hundred and thirty-one PNS teachers and one hundred and thirty-one PPPK teachers. Sampling in this research used a probability sampling method with a simple random sampling technique. The results of this research show that  $H_0$  is rejected and  $H_a$  is accepted with a significance value ( $0.018 < 0.05$ ), meaning that there is a difference in subjective well-being between elementary school teachers with PNS status and teachers with PPPK status in the city of Lhokseumawe. Where teachers with PPPK status have higher subjective well-being than teachers with PNS status. This is because teachers with PPPK status view life satisfaction not only from economic factors, but working as a teaching teacher is a very noble job and in the subjective welfare component, the satisfaction domain that is considered important is work, so work becomes individual satisfaction in his life

**Keywords:** Civil Servant Teachers, PPPK Teachers, Subjective Welfare