

ABSTRAK

PENGARUH STRES KERJA TERHADAP KINERJA GURU DI SMP AL-AMANAH CIKAWAO PACET

Pendidikan merupakan pilar utama dalam membentuk sumber daya manusia berkualitas, di mana guru berperan sentral sebagai penggerak pembelajaran. Kinerja guru yang optimal dipengaruhi kondisi psikologis serta lingkungan kerja yang mendukung. Salah satu faktor yang memengaruhi adalah stres kerja. Fenomena awal di SMP Al Amanah Cikawao Pacet menunjukkan tingkat stres kerja tinggi ditandai dengan absensi guru, beban administrasi berlebih, keterbatasan fasilitas, perubahan kebijakan mendadak, dan konflik peran. Penelitian ini bertujuan menganalisis pengaruh stres kerja terhadap kinerja guru di SMP tersebut. Metode penelitian yang digunakan adalah kuantitatif dengan pendekatan deskriptif dan verifikatif. Populasi penelitian berjumlah 26 guru yang sekaligus dijadikan sampel. Data diperoleh melalui kuesioner kemudian dianalisis menggunakan uji validitas, reliabilitas, analisis deskriptif, uji asumsi klasik, regresi linier sederhana, korelasi, serta koefisien determinasi dengan bantuan SPSS 26.0. Hasil penelitian menunjukkan tingkat stres kerja guru tergolong Tidak Baik, dengan faktor dominan berupa beban kerja berlebih, keterbatasan sarana, serta kurangnya dukungan sosial. Kinerja guru juga masih dalam kategori Tidak Baik, terutama pada penguasaan materi, metode mengajar, dan kedisiplinan. Lebih lanjut, hasil pengujian membuktikan bahwa stres kerja berpengaruh positif signifikan terhadap kinerja. Artinya, stres kerja pada kadar tertentu dapat memicu motivasi, namun jika berlebihan justru menurunkan produktivitas.

Kata Kunci : Kinerja Guru, Koefisien Determinasi, Pendidikan, Stres Kerja

ABSTRACT

THE EFFECT OF JOB STRESS ON TEACHER PERFORMANCE AT SMP AL-AMANAH CIKAWAO PACET

Education is a fundamental pillar in shaping high-quality human resources, with teachers serving as the central drivers of the learning process. Optimal teacher performance is influenced by psychological conditions as well as a supportive work environment. One factor affecting performance is work stress. Preliminary observations at SMP Al Amanah Cikawao Pacet revealed a high level of work stress, indicated by teacher absenteeism, excessive administrative workload, limited facilities, sudden policy changes, and role conflicts. This study aims to analyze the effect of work stress on teacher performance at the school. The research employed a quantitative method with descriptive and verificative approaches. The population consisted of 26 teachers, all of whom were taken as the sample. Data were collected through questionnaires and analyzed using validity and reliability tests, descriptive analysis, classical assumption tests, simple linear regression, correlation, and the coefficient of determination with the assistance of SPSS 26.0. The results showed that teachers' work stress was categorized as Poor, with dominant factors including excessive workload, limited facilities, and lack of social support. Teacher performance was also categorized as Poor, particularly in mastery of subject matter, teaching methods, and discipline. Furthermore, the test results proved that work stress had a positive and significant effect on performance. This indicates that work stress at a certain level may stimulate motivation, but when excessive, it decreases productivity.

Keywords: Coefficient of Determination, Education, Job Stress, Teacher Performance