

**PERAN KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI
PENGARUH STRES KERJA TERHADAP KINERJA GURU
SMKN 1 GEDANGSARI.**

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ABSTRAK

Tujuan penelitian ini antara lain untuk; (1) mengetahui dan menganalisis apakah stress kerja berpengaruh terhadap kinerja guru SMK Negeri 1 Gedangsari Gunungkidul; (2) mengetahui dan menganalisis apakah kepuasan kerja mampu memediasi pengaruh stress terhadap kinerja guru SMK Negeri 1 Gedangsari Gunungkidul.

Penelitian ini menggunakan pendekatan kuantitatif dengan strategi penelitian deskriptif asosiatif. Penelitian ini dilaksanakan di SMK Negeri 1 Gedangsari Gunungkidul bulan Januari 2023 sampai dengan April 2023. Populasi dalam penelitian ini adalah semua guru PNS dan Naban SMK Negeri 1 Gedangsari Gunungkidul yang berjumlah 30 responden. Penelitian ini merupakan penelitian sensus sehingga semua anggota populasi dijadikan sampel. Teknik pengumpulan data menggunakan teknik observasi, angket dan dokumentasi. Uji instrumen penelitian meliputi uji validitas dan uji reliabilitas. Teknik analisis data menggunakan analisis jalur. Pengujian hipotesis parsial menggunakan uji t, sedangkan pengujian hipotesis intervening menggunakan uji sobel.

Berdasarkan hasil analisis data didapatkan; (1) nilai sig t hitung pada variabel stres kerja (X) sebesar $0.003 < \text{sig. alpha } 0.005$ dan nilai koefisien regresi negatif sebesar -0.392 sehingga dapat disimpulkan stres kerja (X) berpengaruh negatif langsung terhadap kinerja guru (Y); (2) nilai Z sebesar $3.876 > 1.96$ dengan tingkat signifikansi 5% sehingga dapat disimpulkan bahwa kepuasan kerja (Z) mampu memediasi pengaruh stres kerja (X) terhadap kinerja guru (Y).

Kata Kunci: Kepuasan, Stres Kerja, Kinerja

**THE ROLE OF JOB SATISFACTION AS A MEDIATION VARIABLE ON THE
INFLUENCE OF WORK STRESS ON TEACHER PERFORMANCE
1 GEDANGSARI PRIVATE VOCATIONAL SCHOOL**

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ABSTRACT

The purpose of this research, among others, to; (1) knowing and analyzing whether work stress affects the teacher's performance at State Vocational High School 1 Gedangsari Gunungkidul; (2) knowing and analyzing whether job satisfaction is able to mediate the influence of stress on the performance of teachers of State Vocational High School 1 Gedangsari Gunungkidul.

This study uses a quantitative approach with an associative descriptive research strategy. This research was conducted at Gedangsari Gunungkidul State Vocational High School 1 from January 2023 to April 2023. The population in this study were all Civil Service and Naban teachers at Gedangsari Gunungkidul State Vocational High School 1, totaling 30 respondents. This research is a census research so that all members of the population are sampled. Data collection techniques using observation techniques, questionnaires and documentation. Research instrument test includes validity test and reliability test. Data analysis technique using path analysis. Partial hypothesis testing uses the t test, while testing the intervening hypothesis uses the Sobel test.

Based on the results of data analysis obtained; (1) the calculated sig t value on the work stress variable (X) is $0.003 < \text{sig. alpha } 0.005$ and a negative regression coefficient of -0.392 so that it can be concluded that work stress (X) has a direct negative effect on teacher performance (Y); (2) the Z value is $3,876 > 1.96$ with a significance level of 5% so it can be concluded that job satisfaction (Z) is able to mediate the influence of work stress (X) on teacher performance (Y).

Keywords: Satisfaction, Job Stress, Performance