PENGARUH BEBAN KERJA, STRES KERJA, DAN LINGKUNGAN KERJA TERHADAP KINERJA GURU PNS MELALUI MOTIVASI KERJA SEBAGAI VARIABEL MEDIASI PADA SD NEGERI DI KECAMATAN CONDONGCATUR KABUPATEN SLEMAN

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh beban kerja, stres kerja, dan lingkungan kerja terhadap kinerja guru dengan motivasi kerja sebagai variabel mediasi pada guru PNS Sekolah Dasar Negeri di Kecamatan Condongcatur Kabupaten Sleman. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Data diperoleh melalui penyebaran kuesioner kepada guru PNS SD Negeri di Kecamatan Condongcatur Kabupaten Sleman. Analisis data dilakukan menggunakan Structural Equation Modeling (SEM) berbasis Partial Least Square (PLS).

Hasil penelitian menunjukkan bahwa beban kerja, stres kerja, dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja guru. Selain itu, motivasi kerja terbukti mampu memediasi pengaruh beban kerja, stres kerja, dan lingkungan kerja terhadap kinerja guru. Temuan ini menunjukkan bahwa motivasi kerja memiliki peran penting dalam meningkatkan kinerja guru dalam melaksanakan tugas pembelajaran, penilaian hasil belajar, administrasi sekolah, serta tanggung jawab profesional lainnya.

Kata Kunci**:** Beban Kerja, Stres Kerja, Lingkungan Kerja, Motivasi Kerja, Kinerja Guru.

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ABSTRACT

This study aims to examine the influence of workload, job stress, and work environment on teachers' performance, with work motivation serving as a mediating variable among permanent teachers at public elementary schools in Condongcatur District, Sleman Regency. This research employed a quantitative approach using a survey method. The population consisted of 125 permanent teachers, and all members of the population were selected as the research sample using a saturated sampling technique. Data were collected through questionnaires and analyzed using Structural Equation Modeling (SEM) based on Partial Least Squares (PLS).

The results indicate that workload, job stress, and work environment have a positive and significant effect on teachers' performance. Furthermore, workload, job stress, and work environment also have a positive and significant effect on work motivation. Work motivation has a positive and significant effect on teachers' performance and is proven to mediate the relationship between workload, job stress, and work environment on teachers' performance. These findings suggest that improving teachers' performance can be achieved through effective workload management, proper management of job stress, the creation of a supportive work environment, and continuous enhancement of teachers' work motivation.

Keywords: workload, job stress, work environment, work motivation, teachers' performance.