

INTISARI

Penelitian ini bertujuan untuk menguji pengaruh stres kerja terhadap keterlibatan kerja, pengaruh keterlibatan kerja terhadap kinerja secara parsial, pengaruh stres kerja terhadap kinerja secara parsial, seberapa besar pengaruh secara langsung stres kerja terhadap kinerja dengan pengaruh secara tidak langsung stres kerja terhadap kinerja melalui keterlibatan kerja.

Penelitian ini dilakukan di Sekolah Menengah Pertama di Kecamatan Pekalongan Barat, khususnya SMPN 04 Pekalongan, SMPN 11 Pekalongan dan SMPN 13 Pekalongan. Jumlah sampel dari penelitian ini adalah 72 guru yang sudah menjadi PNS. Hasil penelitian menunjukkan bahwa stres kerja tidak mempengaruhi keterlibatan kerja guru SMP di SMPN 04 Pekalongan, SMPN 11 Pekalongan dan SMPN 13 Pekalongan. Keterlibatan kerja disimpulkan mampu meningkatkan kinerja guru. Stress kerja mempengaruhi kinerja. Hasil penelitian juga menunjukkan bahwa pengaruh langsung stres kerja dengan kinerja lebih besar dibanding pengaruh tidak langsung stress kerja terhadap kinerja melalui mediasi keterlibatan kerja .

Kata Kunci: Stres Kerja, Keterlibatan Kerja, Kinerja

ABSTRACT

This study aims to examine the effect of work stress on work involvement, the influence of work involvement on performance partially, the effect of work stress on performance partially, how much influence directly work stress on performance with indirect effects of work stress on performance through work involvement.

This research was carried out in junior high schools in Pekalongan Barat sub-district, especially Pekalongan Junior High School 04, Pekalongan Junior High School 11 and Pekalongan Junior High School 13. The number of samples from this study were 72 teachers who had become civil servants. The results showed that work stress did not affect the involvement of junior high school teachers in Pekalongan 04 Middle School, Pekalongan 11 Middle School and Pekalongan Public High School 13. Job involvement is concluded to be able to improve teacher performance Job stress affects performance. The results also showed that the direct effect of work stress on performance was greater than the indirect effect of work stress on performance over the medium of work involvement.

Keywords: *Job Stress, Work Involvement, Performance*