

ABSTRAK

Aini, Nur (2025) Pengaruh Budaya Organisasi, Komitmen Kerja, Dan Iklim Kerja Terhadap Stress Kerja Dan Dampaknya Terhadap Kinerja Guru Penggerak Di SMP Negeri Kota Jambi. Prof. Dr. Dra. Muazza, M.Si. Dr. Ir. Denny Denmar, M.P.

Kata Kunci: Budaya Organisasi, Komitmen Kerja, Iklim Kerja, Stres Kerja, Kinerja Guru Penggerak.

Penelitian ini bertujuan untuk mengetahui, meneliti serta melihat gambaran pengaruh budaya organisasi, komitmen kerja, dan iklim kerja terhadap stres kerja serta implikasinya terhadap kinerja guru penggerak di SMP Negeri Kota Jambi. Penelitian menggunakan metode kuantitatif dengan pendekatan survei dan teknik pengumpulan data menggunakan angket/kuesioner, selanjutnya penelitian ini menggunakan teknik analisis data yakni analisis deskriptif menggunakan SPSS 23.0 dan analisis inferensial menggunakan aplikasi Smart-PLS. Sampel berjumlah 73 guru penggerak yang terdaftar pada BGP (Balai Guru Penggerak) Provinsi Jambi. Hasil analisis menunjukkan bahwa budaya organisasi ($p = 0,003$), komitmen kerja ($p = 0,041$), dan iklim kerja ($p = 0,015$) berpengaruh signifikan terhadap stres kerja. Stres kerja juga terbukti berpengaruh negatif signifikan terhadap kinerja guru penggerak ($p = 0,001$), dengan nilai koefisien determinasi R^2 sebesar 0,412, yang berarti 41,2% variasi kinerja guru dijelaskan oleh stres kerja. Hasil analisis regresi linier berganda menunjukkan bahwa budaya organisasi, komitmen kerja, dan iklim kerja berpengaruh signifikan terhadap tingkat stres kerja guru. Selanjutnya, stres kerja terbukti memiliki dampak langsung dan tidak langsung terhadap kinerja guru penggerak. Temuan ini menegaskan bahwa lingkungan kerja yang kondusif, dukungan organisasi yang kuat, dan komitmen kerja yang tinggi merupakan faktor penting dalam menurunkan stres serta mendorong peningkatan kinerja profesional guru. Penelitian ini memberikan kontribusi praktis bagi manajemen sekolah dalam membangun strategi berbasis organisasi untuk mendukung peran guru penggerak sebagai agen transformasi pendidikan melalui pengelolaan lingkungan kerja yang sehat dan produktif.

ABSTRACT

Aini, Nur (2025) The Influence of Organizational Culture, Work Commitment, and Work Climate on Work Stress and Its Impact on the Performance of Leading Teachers at Junior High School in Jambi City. Prof. Dr. Dra. Muazza, M.Si. Dr. Ir. Denny Denmar, MP

Keywords: Organizational Culture, Work Commitment, Work Climate, Work Stress, Performance of Leading Teachers.

This study aims to determine, examine and see the picture of the influence of organizational culture, work commitment, and work climate on work stress and its implications for the performance of leading teachers at SMP Negeri Kota Jambi. The study used a quantitative method with a survey approach and data collection techniques using questionnaires, then this study used data analysis techniques, namely descriptive analysis using SPSS 23.0 and inferential analysis using the Smart-PLS application. The sample consisted of 73 leading teachers registered with the BGP (Balai Guru Penggerak) of Jambi Province. The results of the analysis showed that organizational culture ($p = 0.003$), work commitment ($p = 0.041$), and work climate ($p = 0.015$) had a significant effect on work stress. Work stress was also proven to have a significant negative effect on the performance of leading teachers ($p = 0.001$), with a coefficient of determination R^2 of 0.412, which means that 41.2% of the variation in teacher performance is explained by work stress. Work stress was also proven to have a significant negative effect on the performance of the driving teacher ($p = 0.001$), with a coefficient of determination R^2 of 0.412, which means that 41.2% of the variation in teacher performance is explained by work stress. The results of multiple linear regression analysis showed that organizational culture, work commitment, and work climate had a significant effect on the level of teacher work stress. Furthermore, job stress was proven to have a direct and indirect impact on the performance of the driving teacher. These findings confirm that a conducive work environment, strong organizational support, and high work commitment are important factors in reducing stress and encouraging increased teacher professional performance. This study provides a practical contribution to school management in building organizational-based strategies to support the role of driving teachers as agents of educational transformation through the management of a healthy and productive work environment.