

ABSTRAK

**PENGARUH KONFLIK PERAN GANDA, STRESSOR PEKERJAAN,
DAN BUDAYA SEKOLAH TERHADAP KEPUASAN KERJA GURU
SMA NEGERI DI KOTA YOGYAKARTA**

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Penelitian ini bertujuan untuk menguji dan menganalisis: (1) pengaruh konflik peran ganda terhadap kepuasan kerja guru; (2) pengaruh stressor pekerjaan terhadap kepuasan kerja guru; (3) pengaruh budaya sekolah terhadap kepuasan kerja guru; dan (4) pengaruh konflik peran ganda, stressor pekerjaan, dan budaya sekolah terhadap kepuasan kerja guru. Penelitian ini merupakan penelitian eksplanatori. Penelitian ini dilaksanakan di SMA Negeri 2 Yogyakarta, SMA Negeri 7 Yogyakarta, SMA Negeri 8 Yogyakarta, SMA Negeri 9 Yogyakarta, dan SMA Negeri 10 Yogyakarta pada bulan Juli hingga Agustus 2019. Populasi dalam penelitian ini adalah guru SMA Negeri di Kota Yogyakarta sebanyak 260 guru. Teknik sampling yang digunakan adalah *purposive sampling*. Sampel penelitian sebanyak 158 guru. Teknik pengumpulan data menggunakan kuesioner. Teknik analisis data menggunakan analisis *regresi linear berganda*.

Hasil analisis data menunjukkan bahwa: (1) konflik peran ganda berpengaruh negatif terhadap kepuasan kerja guru; (2) stressor pekerjaan tidak berpengaruh terhadap kepuasan kerja guru; (3) budaya sekolah berpengaruh positif terhadap kepuasan kerja guru; dan (4) konflik peran ganda, stressor pekerjaan, dan budaya sekolah berpengaruh terhadap kepuasan kerja guru

Kata kunci: konflik peran ganda, stressor pekerjaan, budaya sekolah, kepuasan kerja guru.

ABSTRACT

**THE EFFECT OF DUAL ROLE CONFLICT,
JOB STRESSOR, AND SCHOOL CULTURE ON TEACHER JOB
SATISFACTION IN SMA NEGERI KOTA YOGYAKARTA**

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This research aimed to examine and analyze: (1) the effect of dual role conflict on teacher job satisfaction; (2) the effect of job stressor on teacher job satisfaction; (3) the effect of school culture on teacher job satisfaction; and (4) the effect of dual role conflict, job stressor, and school culture on teacher job satisfaction. This research is an explanatory study. This research was conducted at SMA Negeri 2 Yogyakarta, SMA Negeri 7 Yogyakarta, SMA Negeri 8 Yogyakarta, SMA Negeri 9 Yogyakarta, and SMA Negeri 10 Yogyakarta in August - September 2019. The research population were teachers of State Senior High School in Yogyakarta covered 260 teachers. The research sampling technique was a purposive sampling. The research sample consisted of 158 teachers. The data collection method was a questionnaire. The data analysis technique was a multiple linear regression.

The result of data analysis showed that: (1) dual role conflict had a negative effect on teacher job satisfaction; (2) job stressor had no effect on teacher job satisfaction; (3) school culture had a positive effect on teacher job satisfaction; and (4) dual role conflict, job stressor, and school culture had an effect on job satisfaction.

Keywords: *dual role conflict, job stressor, school culture, teacher job satisfaction.*