

ABSTRAK

PENGARUH WORK LIFE BALANCE, BEBAN KERJA, DAN LINGKUNGAN KERJA TERHADAP KINERJA GURU WANITA DENGAN STRES KERJA SEBAGAI MEDIASI **Studi pada Guru Wanita di SMA Kecamatan Golewa Raya**

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh secara langsung *work life balance* terhadap kinerja guru wanita, (2) pengaruh secara langsung beban kerja terhadap kinerja guru wanita, (3) pengaruh secara langsung lingkungan kerja terhadap kinerja guru wanita, (4) pengaruh *work life balance* terhadap kinerja guru wanita dengan dimediasi oleh stres kerja, (5) pengaruh beban kerja terhadap kinerja guru wanita dengan dimediasi oleh stres kerja, (6) pengaruh lingkungan kerja terhadap kinerja guru wanita dimediasi oleh stres kerja. Teknik pengambilan sampel menggunakan *non probability sampling*. Data diperoleh dengan membagikan kuesioner tentang *work life balance*, beban kerja, lingkungan kerja, stres kerja, dan kinerja guru kepada 74 guru wanita di SMA Kecamatan Golewa raya yang sudah menikah. Analisis data menggunakan *SmartPLS 4.0*. Hasil penelitian menunjukkan bahwa: (1) *work life balance* secara langsung berpengaruh positif terhadap kinerja guru wanita, (2) beban kerja secara langsung berpengaruh negatif terhadap kinerja guru wanita, (3) lingkungan kerja berpengaruh positif terhadap kinerja guru wanita, (4) *work life balance* tidak berpengaruh terhadap kinerja guru wanita dengan dimediasi oleh stres kerja, (5) beban kerja tidak berpengaruh terhadap kinerja guru wanita dengan dimediasi oleh stres kerja, (6) lingkungan kerja tidak berpengaruh terhadap kinerja guru wanita dengan dimediasi oleh stres kerja.

Kata Kunci: *work life balance*, beban kerja, lingkungan kerja, stres kerja, kinerja guru

ABSTRACT

THE INFLUENCE OF WORK LIFE BALANCE, WORKLOAD, AND WORK ENVIRONMENT ON FEMALE TEACHER PERFORMANCE WITH WORK STRESS AS A MEDIATOR **A Study on Female Teachers in Senior High Schools in Golewa Raya District**

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This study aims to determine: (1) the direct influence of work – life balance on female teacher performance, (2) the direct influence of workload on female teacher performance, (3) the direct influence of work environment on female teacher performance, (4) the influence of work – life balance on female teacher performance mediated by work stress, (5) the influence of workload on female teacher performance mediated by work stress, (6) the influence of work environment on female teacher performance mediated by work stress. The sampling technique used was non – probability sampling. Data were obtained by distributing a questionnaire about work – life balance, workload, work environment, work stress, and teacher performance to 74 married female teachers in Senior High Schools in Golewa Raya District. The data analysis was conducted using SmartPLS 4.0. The result of the study indicate that: (1) work – life balance directly positively influences female teacher performance, (2) workload directly negatively influences female teacher performance, (3) work environment positively influences female teacher performance, (4) work – life balance does not influence female teacher performance mediated by work stress, (5) workload does not influence female teacher performance mediated by work stress, (6) work environment does not influence female teacher performance mediated by work stress.

Keywords: work – life balance, workload, work environment, work stress, teacher performance

