

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis secara empiris pengaruh ketidakjelasan peran dan stres kerja terhadap kinerja guru dengan motivasi berprestasi sebagai variabel intervening pada Yayasan Islam Hasan Anwar (Yasiha) Gubug. Populasinya adalah seluruh guru tetap yang bekerja di sekolah Yayasan Islam Hasan Anwar (Yasiha) yang berkedudukan di Kabupaten Grobogan sebesar 106 guru, sehingga penelitian ini merupakan penelitian sensus. Alat analisisnya adalah path analysis, dimana sebelumnya dilakukan uji validitas dan reliabilitas serta uji asumsi klasik.

Hasil pengujian menunjukkan bahwa ketidakjelasan peran dan stres kerja berpengaruh negatif dan signifikan terhadap motivasi berprestasi. Ketidakjelasan peran dan stres kerja berpengaruh negatif dan signifikan terhadap kinerja guru. Motivasi berprestasi berpengaruh positif dan signifikan terhadap kinerja guru. motivasi berprestasi mampu menjadi variabel intervening antara ketidakjelasan peran terhadap kinerja guru.

Kata Kunci : Ketidakjelasan peran, stres kerja, motivasi berprestasi dan kinerja guru.

ABSTRACT

This study aims to examine and analyze empirically the effect of role ambiguity and work stress on teacher performance with achievement motivation as an intervening variable for the Hasan Anwar Islamic Foundation (Yasiha) Gubug. The population is all permanent teachers who work at the Hasan Anwar Islamic Foundation school (Yasiha), which is located in Grobogan District, amounting to 106 teachers, so this research is a census study. The analytical tool is path analysis, where previously validity and reliability tests and classical assumptions were tested.

The test results show that role ambiguity and work stress have a negative and significant effect on achievement motivation. The role ambiguity and work stress have a negative and significant effect on teacher performance. Achievement motivation has a positive and significant effect on teacher performance. Achievement motivation can be an intervening variable between role ambiguity on teacher performance.

Keywords: role ambiguity, work stress, achievement motivation and teacher performance