

**Pengaruh Konflik Peran Ganda (*Work Family Conflict*) Dan Stres Kerja
Terhadap Kinerja Guru
(Studi Kasus Guru TK Se-Kecamatan Mojowarno)**

ABSTRAK

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Tujuan penelitian ini adalah untuk menjelaskan pengaruh variabel Konflik Peran Ganda (*Work Family Conflict*) dan Stres Kerja terhadap Kinerja Guru pada Guru TK Wanita yang sudah menikah di Kecamatan Mojowarno pada Gugus Soeharto. Pengumpulan data dilakukan dengan angket, wawancara, observasi, dan dokumentasi. Penelitian ini menggunakan pendekatan kuantitatif, metode *explanatory survey* yang dilaksanakan melalui pengumpulan data lapangan. Populasi yang dipergunakan yaitu Guru TK Kecamatan Mojowarno pada Gugus Soeharto yang berjumlah 37 guru. Teknik pengambilan sampel menggunakan teknik sampel jenuh. Metode analisis data menggunakan analisis regresi linier berganda, pengujian hipotesis, dan koefisien determinansi dengan bantuan aplikasi SPSS Versi 16. Berdasarkan hasil penelitian menunjukkan bahwa: 1. Konflik Peran Ganda (*Work Family Conflict*) berkontribusi terhadap Kinerja Guru tetapi tidak mampu meningkatkan kinerja guru. Tingginya konflik peran ganda (*work family conflict*) yang dialami Guru TK Kecamatan Mojowarno akan menyebabkan penurunan kinerja guru. 2. Stres Kerja berkontribusi terhadap Kinerja Guru tetapi tidak mampu meningkatkan kinerja guru. Tingginya konflik peran ganda (*work family conflict*) yang dialami Guru TK Kecamatan Mojowarno akan menyebabkan penurunan kinerja guru.

**Kata Kunci : Konflik Peran Ganda (*Work Family Conflict*), Stres Kerja,
Kinerja Guru.**

**The Effect Dual Role Conflicts And Work Stress On Teacher Performance
(Case Study On Teacher Kindergarten In Mojowarno In The Suharto
Cluster)**

ABSTRACT

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The purpose of this study was to explain the effect of the variable Work Family Conflict and Work Stress on Teacher Performance in married Female Kindergarten Teachers in Mojowarno District in the Soeharto Cluster. Data collection was carried out by means of a questionnaire, interview, observation, and documentation. This research uses a quantitative approach, an explanatory survey method which is carried out through field data collection. The population used was the kindergarten teacher in Mojowarno district in the Suharto cluster, amounting to 37 teachers. The sampling technique uses saturated sampling technique. The data analysis method uses multiple linear regression analysis, hypothesis testing, and the coefficient of determination with the help of the SPSS Version 16 application. Based on the results of the study, it shows that: 1. Work Family Conflict contributes to teacher performance but is unable to improve teacher performance. The high work family conflict experienced by Kindergarten Teachers in Mojowarno District will cause a decrease in teacher performance. 2. Job stress contributes to teacher performance but is unable to improve teacher performance. The high work family conflict experienced by Kindergarten Teachers in Mojowarno District will cause a decrease in teacher performance.

Keywords: Dual Role Conflict (Work Family Conflict), Job Stress, Teacher Performance.

