ABSTRAK

Pendidikan merupakan salah satu kebutuhan dasar manusia untuk meningkatkan kualitas sumber daya manusia guna mencapai taraf hidup yang semakin tinggi. Kinerja guru memegang peranan penting dalam pendidikan dan menjadi faktor penentu tinggi rendahnya mutu pendidikan sehingga perlu perhatian khusus terhadap guru untuk terus meningkatkan kinerjanya.

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *Job Crafting*, Stres Kerja dan Lingkungan Kerja terhadap Kinerja Guru SMA Wachid Hasyim 1 Surabaya.

Jenis penelitian ini menggunakan penelitian kuantitatif. Teknik pengambilan sampel yang digunakan pada penelitian ini adalah sampling jenuh yang merupakan pengambilan sampel dengan menggunakan seluruh populasi guru SMA Wachid Hasyim 1 Surabaya sebanyak 42 responden. Data dikumpulkan dengan menggunakan kuesioner. Analisis data dalam penelitian ini menggunakan SPSS versi 26. Pengujian data yang digunakan meliputi analisis statistik deskriptif, uji asumsi klasik, analisis regresi linear berganda, uji kelayakan model, uji koefisien korelasi, uji koefisien determinasi parsial dan uji parsial (uji t).

Hasil penelitian ini menunjukkan bahwa *Job Crafting*, Stres Kerja dan Lingkungan Kerja berpengaruh positif signifikan terhadap Kinerja Guru SMA Wachid Hasyim 1 Surabaya.

Kata Kunci : *Job Crafting*, Stres Kerja, Lingkungan Kerja, Kinerja Guru

ABSTRACT

Education is one of the basic human needs which used to improve the quality of human resources in order to achieve a higher standard of living. Moreover, the teacher's performance has an important role in education and as the determining factor of the high and low quality of education. Therefore, the education requires certain attention from the teacher to improve the performance.

This research aimed to examine and analyze the effect of job crafting, work stress, and work environment on the teacher's performance at Wachid Hasyim 1 Senior High School Surabaya.

The research was quantitative. Furthermore, the data collection technique used saturated sampling. In line with that, there were 40 respondents of the total teachers' population at Wachid Hasyim 1 Senior High School Surabaya. as the sample Additionally, the instrument in the data collection technique was questionnaire. The data analysis technique used descriptive statistic analysis, classical assumption test, multiple linear regression analysis, proper model test, correlation coefficient test, partial determination coefficient test, and partial test (t-test).

The result showed that all variables (job crafting, work stress, and work environment) had positively and significantly affected the teacher's performance at Wachid Hasyim 1 Senior High School Surabaya.

Keywords: *Job Crafting, Work Stress, Work Environment Teacher's Performance.*

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