

ABSTRAK

Lonjakan kasus Covid-19 di Indonesia mendorong pemerintah untuk menerapkan Pemberlakuan Pembatasan Kegiatan Masyarakat (PPKM). Berdasarkan ketentuan pemerintah yang berubah-ubah, guru dituntut untuk cepat beradaptasi pada lingkungan kerja. Ketidakmampuan beradaptasi terhadap lingkungan dengan diliputi rasa waspada memicu timbulnya frustrasi, konflik dan gelisah. Penelitian ini bertujuan untuk menganalisis stres kerja Guru berdasarkan dari lingkungan kerja fisik dan non fisik saat PPKM. Sampel penelitian ini adalah 100 guru di Kota Malang, 55 guru SD, 29 guru SMP dan 16 guru SMA. Penelitian ini menggunakan metode kuantitatif. Data responden didapatkan melalui penyebaran kuesioner dan dianalisis menggunakan uji asumsi klasik, regresi linear berganda, koefisien determinasi, dan dilanjutkan pada uji F dan uji T. Hasil analisis data menunjukkan bahwa lingkungan kerja fisik dan non fisik berpengaruh negatif signifikan terhadap stres kerja guru di Kota Malang. Selain itu, hasil pengujian *R square* menunjukkan nilai kontribusi sebesar 0,181, yang berarti variabel lingkungan kerja fisik dan non fisik memiliki pengaruh sebesar 18,1% terhadap variabel stres kerja, sementara 81,9% lainnya dipengaruhi oleh faktor lain yang tidak dimasukkan dalam penelitian ini.

Kata kunci: lingkungan kerja fisik, lingkungan kerja non fisik, stres kerja

ABSTRACT

The surge in Covid-19 cases in Indonesia has prompted the government to implement Pemberlakuan Pembatasan Kegiatan Masyarakat (PPKM). Based on government regulations that change, teachers are required to quickly adapt to the work environment. The inability to adapt to the environment with a sense of alertness triggers frustration, conflict and anxiety. This study aims to analyze teacher work stress based on the physical and non-physical work environment during PPKM. Sample of this study was 100 teachers in Malang, 55 elementary school teachers, 29 junior high school teachers and 16 high school teachers. This study uses quantitative methods. Respondent data was obtained through questionnaires and analyzed using classical assumption test, multiple linear regression, coefficient of determination, and continued on the F test and T test. The results of data analysis showed that the physical and non-physical work environment had a significant negative effect on teacher work stress in Malang City. In addition, the results of the R square test show a contribution value of 0.181, which means that the physical and non-physical work environment variables have an influence of 18.1% on the work stress variable, while the other 81.9% is influenced by other factors not included in this study. .

Keywords: *physical work environment, non-physical work environment, work stress*