

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh stres kerja dan *job insecurity* terhadap kinerja Guru dengan prestasi kerja sebagai variabel intervening menggunakan data primer yang diperoleh dengan menyebarkan kuesioner kepada 40 orang Guru sebagai responden yaitu pada SD Swasta Excellent Kota Buittinggi. Dalam penelitian ini menggunakan alat analisis *Structural Equation Modeling (SEM)* dengan menggunakan *Partial Least Square (PLS)*. Hasil penelitian menunjukkan bahwa (1) Terdapat pengaruh positif yang signifikan stres kerja terhadap prestasi kerja, (2) Terdapat pengaruh positif dan signifikan *job insecurity* terhadap prestasi kerja, (3) Tidak terdapat pengaruh positif stres kerja terhadap kinerja Guru (4) Tidak terdapat pengaruh positif dan signifikan *job insecurity* terhadap kinerja Guru, (5) Terdapat pengaruh positif dan signifikan prestasi kerja terhadap kinerja Guru, (6) Terdapat pengaruh kerja positif yang signifikan stres kerja dimediasi oleh prestasi kerja terhadap kinerja Guru, (7) Tidak terdapat pengaruh positif dan tidak signifikan *Job insecurity* dimediasi oleh prestasi kerja terhadap kinerja Guru.

Kata kunci: *Stres Kerja, Job Insecurity, Prestasi Kerja, Kinerja Guru*

ABSTRACT

This research aims to test how much influence work stress and job insecurity have on teacher performance with work performance as an intervening variable using primary data obtained by distributing questionnaires to 40 teachers as respondents, namely at the Excellent Private Elementary School in Bukittinggi City. In this research, Structural Equation Modeling (SEM) analysis tools were used using Partial Least Square (PLS). The results of the research show that (1) There is a significant of job stress on job performance, (2) There is a positive and significant influence of job insecurity on job performance, (3) There is no positive influence of job stress on teacher performance (4) There is no positive influence positive and significant job insecurity on teacher performance, (5) There is a positive and significant influence of job performance on teacher performance, (6) There is a significant positive influence of job stress mediated by job performance on teacher performance, (7) There is no positive and significant influence of job insecurity on teacher performance. Job insecurity is not significant mediated by job performance on teacher performance.

Keywords: *Job Stress, Job Insecurity, Job Performance, Teacher Performance*