

THE INFLUENCE OF JOB CONFLICT AND JOB STRESS ON TEACHER PERFORMANCE (STUDY ON MUTIARA BUNDA KINDERGARTEN TEACHERS KARANGANYAR REGENCY)

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ABSTRACT

This study aims to determine the effect of job conflict and job stress on the performance of Mutiara Bunda Kindergarten teachers, the independent variable in this study is job conflict and job stress and the dependent variable is teacher performance. This research method used is using quantitative methods with an associative research level of explanation, namely to determine the effect between variables, the data source is primary data and secondary data in the form of questionnaires. The statistical methods used are the normality test, linearity test, multicollinearity test, heteroscedasticity test, autocorrelation analysis, multiple regression analysis, partial correlation analysis, and determination analysis. Based on the calculation of the hypothesis test, the F-count value is 54.858 while the F-table is 3.49 ($54.858 > 3.49$), meaning that H_0 is rejected and H_a is accepted, meaning that there is a positive and significant influence between work conflict and work stress on the performance of Mutiara Bunda Kindergarten teachers in Karanganyar Regency.

KEYWORDS

Keywords: Job conflict, job stress, and performance



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INTRODUCTION

Labor or teachers are very important human resources in an education unit because, without teachers, the education unit cannot run well. Teachers are the main capital for the education unit. Teachers need to be managed to remain productive. However, management is not an easy thing, because teachers have heterogeneous thoughts, status, and backgrounds (not the same). Therefore, the leader of the education unit must be able to encourage them to remain productive in carrying out their respective duties, by continuously improving teacher morale. So that the education unit can maintain teacher loyalty to achieve the objectives of the education unit.

Conflict in an organization can occur for various reasons, for example, communication that is not going well, unclear structure or work, and problems related to

the personality of each or different groups. Conflicts that occur in an organization in general will influence the work atmosphere, especially teacher performance. If the conflict has a deep impact on teacher performance, the performance of the education unit will be affected. Conflict is not a bad thing, conflict can have a positive impact. Conflict can make someone more motivated to achieve and compete healthily. For the education unit, this will certainly provide benefits where teacher performance will increase, thereby improving the quality of the education unit and increasing public confidence in the education unit concerned.

Work stress is a situation that may be experienced by humans in general and teachers in particular in an organization or education unit. Work stress is an important issue because this situation can affect teacher performance, so it needs to be handled to achieve the goals of the education unit. Many causes of stress come from the organization. Decreased work productivity is one of the causes of stress that results in losses for the education unit. Teacher performance can be seen from the dimensions of ability, mastery, responsibility, managing time, creativity, and teacher cooperation in completing a task or job.

As mandated in Law Number 14 of 2005 concerning Teachers and Lecturers Article 1, teachers are professional educators with the main task of educating, teaching guiding, directing, training, assessing, and evaluating students in education.

The position of teachers in the world of education is at the forefront and central to the implementation of the learning process. Teachers have an important role in teaching and learning activities because teachers are educational personnel who are directly related to students, so teachers are required to have good performance to create students who have good quality as well. Teacher performance can be defined as the level of teacher success in carrying out educational tasks by their responsibilities and authority based on predetermined performance standards during a certain period to achieve educational goals. Performance has certain specifications/criteria. Teacher performance can also be seen and measured based on the criteria/specifications of competencies that teachers must have. In teacher performance, there are 4 competencies, namely pedagogical competence, personal competence, social competence, and professional competence (Barnaw and Arifin, 2012: 98).

Along with the development determined by the government on policy, it also supports government activities by making policies in education programs. It is undeniable that the education unit must experience conflict and work stress experienced by its teachers. Therefore, of course, the education unit must be able to overcome work conflict and work stress that occurs in its teachers so that later it can increase teacher job satisfaction.

This study aims to explain the description of job conflict, job stress, and performance and to explain the effect of job conflict variables (X1), and job stress (X2) on performance (Y) both partially and simultaneously.

RESEARCH METHOD

This study used explanatory research with a quantitative approach. Faisal (2008:21), "explanatory research is to test the relationship between hypothesized variables". This study found that work conflict and work stress have a significant influence on teacher performance at Mutiara Bunda Kindergarten, Karanganyar Regency. The analysis techniques used were determination analysis, multiple linear regression analysis, t-test (partial), and F test (simultaneous).

RESULT AND DISCUSSION

(1) Determination Analysis

Table 1. Determination Analysis

Model		Coefficients ^a			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	5,247	3,408		1,540	,141
	Job Conflict	,857	,084	,923	10,212	,000

a. Dependent Variable: Performance

Source: Primary Data Processed in 2023

The coefficient of determination (R^2) is used to explain the proportion of the dependent variable, which can be explained by variations in the independent variable. The coefficients of determination were $0 < R^2 < 1$. A correct R^2 value indicates the ability of the independent variables to provide almost all of the information needed to predict the dependent variable. The fundamental weakness of using the coefficient of determination is that a number of dependent variables are usually included in the model.

A multiple coefficient of determination (R^2) R Square value of 0.866 was obtained. This can be interpreted as the variables of work conflict and work stress affecting 86.6% of performance, while the remaining 13.4% were influenced by other factors.

(2) Hypothesis Test Results X1 to Y

To test the significance of whether the originally set hypothesis is accepted or rejected, by comparing t table with t count. The results obtained from spss v.24 give the t count of the work conflict variable (X1) on teacher performance (Y) in the table below:

(a) Hypothesis Test X1 against X2

Based on the above table, the regression equation $Y = 5.247 + 0.857X$ was obtained. While the hypothesis test resulted in t count $10.212 > t$ table 1.72472, it can be concluded that there is a significant influence between work conflict and kindergarten teacher performance. Mutiara Bunda Karanganyar Regency.

When viewed from the results of the regression equation above, namely $Y = 5.247 + 0.857X$, namely if the conflict increases performance also increases, it has been proven by the number of questionnaire weights on the highest work conflict variable, namely "interaction between groups in competition triggers conflict" with a total weight of 88, and the number of questionnaire weights on the highest performance variable, namely "performance is the final result obtained as a group" It can be concluded that conflict and performance increase simultaneously because the resulting output increases because of competition between groups who want to get ahead of other groups. It has also been described by the results of interviews in the background of the problem, namely that there is a drop in each other between teachers in order to look better in the eyes of superiors.

In addition, reinforced by the theory of Marwansyah (2010:308), one can encourage people to find a more appropriate approach to obtain better results.

(b) X2 Hypothesis Test Results on Y

Table 3. X2 Hypothesis Test on Y

Model		Coefficients ^a			t	Sig.
		Unstandardized Coefficients	Std. Error	Standardized Coefficients		
		B		Beta		
1	(Constant)	39,884	8,780		4,542	,000
	Stress Kerja	-,004	,237	-,004	-,015	,988

a. Dependent Variable: Performance

Source: Data Processed Year 2023

Based on the above table, the resulting regression equation was $Y = 39.884 + (-0.004)$. While the hypothesis test resulted in t count $-0.015 < t$ table 1.72472, because the t count is smaller than the t table, H_0 is accepted and H_a is rejected. This proves that there is no significant relationship between job stress and teacher performance in Mutiara Bunda Kindergarten and Karanganyar Regency.

(c) Simultaneous Hypothesis Test Results

To test the significance of whether the originally set hypothesis is accepted or rejected, we compare the f count with the f table. The results obtained from SPSS v.24 provide counts of work conflict variables (X1) and work stress (X2) on teacher performance (Y) in the table below:

Table 4. Simultaneous Test

Model		ANOVA ^a				Sig.
		Sum of Squares	Df	Mean Square	F	
1	Regression	420,583	2	210,291	54,858	,000b
	Residual	65,167	17	3,833		
	Total	485,750	19			

a. Dependent Variable: Performance

b. Predictors: (Constant), Job Stress, Job Conflict

Based on the above table, the resulting regression equation was $Y = 39.884 + (-0.004)$. While the hypothesis test resulted in t count $-0.015 < t$ table 1.72472, because the t count is smaller than the t table, H_0 is accepted and H_a is rejected. This proves that there is no significant relationship between job stress and teacher performance in Mutiara Bunda Kindergarten and Karanganyar Regency.

(d) Simultaneous Hypothesis Test Results

To test the significance of whether the originally set hypothesis is accepted or rejected, we compare the f count with the f table.

The results of the statistical calculations show that the value of f count is $54.858 > f$ table 3.49. Thus, it can be concluded that there is a significant influence between work conflict and work stress on teacher performance at Mutiara Bunda Kindergarten in Karanganyar Regency.

RESULT AND DISCUSSION

In the t-test, there are results of $t_{count} > t_{table}$ ($10.212 > 1.72472$), and it can be concluded that there is a significant influence between job conflict and teacher performance at Mutiara Bunda Kindergarten, Karanganyar Regency.

In the t-test, there are results of $t_{count} < t_{table}$ ($-0.015 < 1.72472$). Because the t count is smaller than the t table, H_0 is accepted, and H_a is rejected. This proves that there is no significant influence between job stress and teacher performance at Mutiara Bunda Kindergarten, Karanganyar Regency.

The results of the statistical calculations show the value of $f_{count} > f_{table}$ ($54.858 > 3.59$), and it can be concluded that there is a significant influence between work conflict and work stress on teacher performance at Mutiara Bunda Kindergarten, Karanganyar Regency.

CONCLUSIONS

(1) In the X^2 variable test (job conflict), the t-count was 10.212, while the t-table was 1.72472. Because $t_{count} > t_{table}$, it can be concluded that there is a significant influence between job conflict and teacher performance at Mutiara Bunda Kindergarten in Karanganyar Regency; (2) In the t test, the t result is -0.015, while the t table is 1.72472 because $t_{count} < t_{table}$, H_0 is accepted, and H_a is rejected; thus, variable X^2 (work stress) has no positive and significant effect on teacher performance at Mutiara Bunda Kindergarten, Karanganyar Regency; (3) In the statistical calculations, $f_{count} > f_{table}$, which is $54.858 > 3.49$, it can be concluded that there is a significant influence between work conflict and work stress on teacher performance at Mutiara Bunda Kindergarten, Karanganyar Regency.

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