

***The Influence of Workload and Work Environment on the Performance of Educators with Job Satisfaction as an Intervening Variable at SDN Kec. Jatiasih (In Implementing the Independent Learning Curriculum)"***

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***ABSTRACT***

*This research is a quantitative study, which aims to find out and prove the influence of work stress and work environment on the performance of educators with job satisfaction as a mediating variable. This research used civil servant educators/teachers from 10 elementary schools in Kec. Jatiasih is the population and there are 58 teaching staff. Where, the data analysis technique in this research uses SEM which is PLS based. Thus, the research results show that (1) Job stress has a positive and significant effect on the performance of teaching staff, (2) Work environment has a positive and significant effect on the performance of teaching staff, (3) Job satisfaction has a positive and significant effect on the performance of teaching staff, (4) ) Work stress has a positive and significant effect on the performance of teaching staff through job satisfaction as the mediation, (5) Work environment has a positive and significant effect on the performance of teaching staff through satisfaction as the mediation.*

***Keywords: Job Stress, Work Environment, Educator Performance, and Job Satisfaction***

**Pengaruh Beban Kerja Dan *Work Environment* Terhadap Kinerja Tenaga Pendidik Dengan Kepuasan Kerja Sebagai Variabel Intervening Di SDN Kec. Jatiasih (Dalam Menerapkan Kurikulum Merdeka Belajar)’’**

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**ABSTRAK**

Penelitian ini ialah sebuah penelitian secara kuantitatif, dimana bertujuan untuk dapat mengetahui serta membuktikan mengenai ‘’ Pengaruh Stress Kerja dan Work Environment Terhadap Kinerja Tenaga Pendidik Dengan Kepuasan Kerja Sebagai Variabel Mediasi. Penelitian ini, menggunakan tenaga pendidik/guru PNS dari 10 SDN di Kec. Jatiasih sebagai populasinya dan jumlahnya terdapat 58 tenaga pendidik. Dimana, Teknik analisis data pada penelitian ini menggunakan SEM yang dimana berbasis PLS. Sehingga, hasil penelitian menunjukkan bahwa (1) Stres kerja berpengaruh positif serta signifikan terhadap kinerja tenaga pendidik, (2) Work environment berpengaruh positif serta signifikan terhadap kinerja tenaga pendidik, (3) Kepuasan kerja berpengaruh positif serta signifikan terhadap kinerja tenaga pendidik, (4) Stres kerja berpengaruh positif serta signifikan terhadap kinerja tenaga pendidik melalui kepuasan kerja sebagai mediasinya, (5) Work environment berpengaruh positif serta signifikan terhadap kinerja tenaga pendidik melalui kepuasan sebagai mediasinya.

**Kata kunci: Stres Kerja, *Work Environment*, Kinerja Tenaga Pendidik, dan Kepuasan Kerja**