

**ANALISIS BEBAN KERJA TERHADAP TENAGA PENDIDIK
DI SMAN 3 BABELAN DENGAN METODE NASA-TLX,
MODIFIED COOPER HARPER SCALE, DAN *RATING SCALE
MENTAL EFFORT***

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ABSTRAK

Kelelahan kerja merupakan masalah yang semakin umum di lingkungan kerja modern, terutama di kalangan tenaga pendidik yang memiliki tanggung jawab kompleks. Penelitian ini mengeksplorasi beban kerja mental di SMA Negeri 3 Babelan, Bekasi, yang memiliki akreditasi A dan jumlah siswa yang besar. Berdasarkan observasi dan survei awal terhadap 10 tenaga pendidik, ditemukan bahwa 70% merasakan beban kerja mental tinggi dan 30% sangat tinggi, diukur dengan NASA-TLX. Analisis lebih lanjut menggunakan tiga metode: NASA-TLX, *Modified Cooper Harper Scale*, dan *Rating Scale Mental Effort*. Hasilnya menunjukkan bahwa dengan NASA-TLX, 28 responden mengalami beban kerja sangat tinggi, 25 responden mengalami beban kerja tinggi, dan 1 responden mengalami beban kerja agak tinggi. *Modified Cooper Harper Scale* menunjukkan 1 responden dengan kategori besar, 48 responden masuk kategori sedang, dan 5 responden masuk kategori ringan, dengan *average* bobot dari 5 variabel sebesar 54.3%, 54.6%, 51.7%, 55.2%, 55.4%. dengan klasifikasi bobot *Optimal Load*. Pada metode *Rating Scale Mental Effort*, 6 responden masuk kategori sangat besar, 22 responden masuk kategori besar, 21 responden masuk kategori cukup besar, 2 responden masuk kategori agak besar, dan 3 responden masuk kategori ringan. Temuan ini menyoroti tingginya beban mental yang dialami oleh tenaga pendidik namun bukan dipengaruhi oleh tugas pokok tenaga pendidik, melainkan faktor lain seperti perubahan kurikulum dan kebijakan yang cepat, kesulitan dalam mengembangkan materi ajar, kurangnya dukungan dan penghargaan dari manajemen sekolah.

Kata Kunci: Beban Kerja, Tenaga Pendidik, NASA-TLX, *Modified Cooper Harper Scale*, *Rating Scale Mental Effort*

**ANALYSIS OF WORKLOAD ON TEACHERS AT SMAN 3
BABELAN USING NASA-TLX METHOD, MODIFIED
COOPER HARPER SCALE, AND MENTAL EFFORT RATING
SCALE**

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ABSTRACT

Job burnout is an increasingly common problem in the modern work environment, especially among teaching staff who have complex responsibilities. This research explores the mental workload at SMA Negeri 3 Babelan, Bekasi, which has A accreditation and a large number of students. Based on initial observations and surveys of 10 teaching staff, it was found that 70% felt the mental workload was high and 30% felt very high, as measured by NASA-TLX. Further analysis used three methods: NASA-TLX, Modified Cooper Harper Scale, and Mental Effort Rating Scale. The results show that with NASA-TLX, 28 respondents experienced a very high workload, 25 respondents experienced a high workload, and 1 respondent experienced a somewhat high workload. The Modified Cooper Harper Scale shows that 1 respondent is in the large category, 48 respondents are in the moderate category, and 5 respondents are in the light category, with an average weight for the 5 variables of 54.3%, 54.6%, 51.7%, 55.2%, 55.4%. with the Optimal Load weight classification. In the Mental Effort Rating Scale method, 6 respondents were in the very large category, 22 respondents were in the large category, 21 respondents were in the quite large category, 2 respondents were in the somewhat large category, and 3 respondents were in the light category. These findings highlight the high mental burden experienced by teaching staff, but it is not influenced by the main duties of teaching staff, but other factors such as rapid changes in curriculum and policies, difficulties in developing teaching materials, lack of support and appreciation from school management.

Keywords: *Workload, Educator Staff, NASA-TLX, Modified Cooper Harper Scale, Mental Effort Rating Scale*