

EKSPLORASI RESILIENSI GURU TERKAIT PROGRAM PLATFORM MERDEKA MENGAJAR (PMM) BERDASARKAN FAKTOR USIA DAN PENGALAMAN KERJA

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ABSTRAK

Guru sekolah dasar menghadapi berbagai kendala dalam mengimplementasikan Program Platform Merdeka Mengajar (PMM), seperti keterbatasan akses teknologi, kurangnya pelatihan teknis, serta perbedaan kemampuan adaptasi akibat faktor usia dan pengalaman kerja. Kondisi ini menuntut adanya resiliensi agar guru mampu beradaptasi, tetap produktif, dan mendukung keberhasilan program. Penelitian ini bertujuan mengeksplorasi resiliensi guru sekolah dasar dalam menghadapi PMM ditinjau dari faktor usia dan pengalaman kerja. Penelitian menggunakan pendekatan deskriptif kuantitatif dengan teknik sampling jenuh, melibatkan 48 guru SD di Gugus IV Kecamatan Abang, namun hanya 33 guru yang berpartisipasi melalui pengisian angket *Google Form*. Instrumen penelitian berupa kuesioner resiliensi berdasarkan tujuh dimensi Reivich dan Shatté, yang telah teruji validitas dan reliabilitasnya. Hasil penelitian menunjukkan bahwa resiliensi guru terkait PMM berada pada kategori tinggi dengan rata-rata skor 3,04 (68,99%). Ditinjau dari usia, guru 35–50 tahun memiliki resiliensi tertinggi (3,08 atau 77,08%), diikuti guru <35 tahun (3,02 atau 75,57%), dan >50 tahun (3,00 atau 75,00%). Berdasarkan pengalaman kerja, guru dengan masa kerja <10 tahun dan 10–20 tahun memiliki skor sama (3,05 atau $\pm 76\%$), sedangkan >20 tahun sedikit lebih rendah (2,96 atau 74%). Secara umum, guru menunjukkan kemampuan adaptasi, optimisme, dan ketangguhan yang baik dalam menghadapi tantangan implementasi PMM. Implikasi penelitian ini menekankan pentingnya pelatihan berkelanjutan, dukungan kepala sekolah, serta kebijakan pemerintah yang responsif terhadap kebutuhan guru dengan karakteristik berbeda.

Kata Kunci: Resiliensi guru, Platform Merdeka Mengajar, Usia, Pengalaman kerja

**EXPLORING TEACHER RESILIENCE RELATED TO THE
INDEPENDENT TEACHING PLATFORM (PMM) PROGRAM BASED
ON AGE AND WORK EXPERIENCE**

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ABSTRACT

Elementary school teachers face various obstacles in implementing the Independent Teaching Platform (PMM) Program, such as limited access to technology, lack of technical training, and differences in adaptability due to age and work experience. These conditions require resilience to enable teachers to adapt, remain productive, and support the program's success. This study aims to explore elementary school teacher resilience in facing PMM in light of age and work experience. The study used a quantitative descriptive approach with a saturated sampling technique, involving 48 elementary school teachers in Cluster IV, Abang District. However, only 33 teachers participated by completing a Google Form questionnaire. The research instrument was a resilience questionnaire based on the seven dimensions of Reivich and Shatté, which has been tested for validity and reliability. The results showed that teacher resilience related to PMM was in the high category, with an average score of 3.04 (68.99%). In terms of age, teachers aged 35–50 years had the highest resilience (3.08 or 77.08%), followed by teachers aged <35 years (3.02 or 75.57%), and those over 50 years (3.00 or 75.00%). In terms of work experience, teachers with <10 years and 10–20 years of service scored similarly (3.05 or ±76%), while those with over 20 years scored slightly lower (2.96 or 74%). Overall, teachers demonstrated good adaptability, optimism, and resilience in facing the challenges of PMM implementation. The implications of this study emphasize the importance of ongoing training, principal support, and government policies that are responsive to the needs of teachers with diverse characteristics.

Keywords: *Teacher resilience, Merdeka Mengajar Platform, Age, Work experience*