

**PENGARUH STRES KERJA DAN MOTIVASI KERJA TERHADAP
KEPUASAN KERJA GURU PENDIDIKAN ANAK USIA DINI (PAUD)
GUGUS 5 DI KECAMATAN BULELENG**

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ABSTRAK

Tujuan dari dilakukannya penelitian ini yaitu agar dapat diketahui pengaruh parsial serta simultan dari stres kerja dan motivasi kerja terhadap kepuasan kerja guru PAUD Gugus 5 di Kecamatan Buleleng. Desain Penelitian kuantitatif kausal merupakan desain penelitian yang digunakan pada penelitian ini. Guru PAUD Gugus 5 di Kecamatan Buleleng digunakan sebagai subjek pada penelitian ini, kemudian stres kerja, motivasi kerja, dan kepuasan kerja merupakan objek dari penelitian ini. Sampel penelitian yang digunakan yaitu berjumlah 35 orang. Data yang dikumpulkan menggunakan kuesioner dan dianalisis menggunakan analisis jalur. Penelitian yang dilaksanakan mendapatkan hasil, (1) stres kerja memberikan pengaruh negatif dan signifikan terhadap kepuasan kerja guru PAUD Gugus 5 di Kecamatan Buleleng, (2) motivasi memberikan pengaruh secara positif dan signifikan terhadap kepuasan kerja guru PAUD Gugus 5 di Kecamatan Buleleng, (3) stres kerja memberikan pengaruh secara negatif dan signifikan terhadap motivasi kerja guru PAUD Gugus 5 di Kecamatan Buleleng, serta (4) motivasi kerja memediasi pengaruh stres kerja terhadap kepuasan kerja guru PAUD Gugus 5 di Kecamatan Buleleng.

Kata Kunci: Stres Kerja, Motivasi Kerja, Kepuasan Kerja

***THE EFFECT OF WORK STRESS AND WORK MOTIVATION ON JOB
SATISFACTION OF EARLY CHILDHOOD EDUCATION TEACHERS
(PAUD) CLUSTER 5 IN BULELENG DISTRICT***

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ABSTRACT

The purpose of this research is to know the partial and simultaneous effect of work stress and work motivation on job satisfaction of PAUD Cluster 5 teachers in Buleleng District. Causal quantitative research design is the research design used in this study. Cluster 5 PAUD teachers in Buleleng District were used as subjects in this study, then work stress, work motivation, and job satisfaction were the objects of this study. The research sample used is 35 people. Data were collected using a questionnaire and analyzed using path analysis. The research carried out obtained the results, (1) work stress had a negative and significant effect on the job satisfaction of PAUD Cluster 5 teachers in Buleleng District, (2) motivation had a positive and significant impact on job satisfaction of Cluster 5 PAUD teachers in Buleleng District, (3) work stress has a negative and significant effect on the work motivation of PAUD Cluster 5 teachers in Buleleng District, and (4) work motivation mediates the effect of work stress on job satisfaction of Cluster 5 PAUD teachers in Buleleng District.

Keyword: Job Stress, Work Motivation, Job Satisfaction