
**THE INFLUENCE OF JOB STRESS ON TEACHER PERFORMANCE AT STATE 2
NUNUKAN HIGH SCHOOL NUNUKAN DISTRICT, NORTH KALIMANTAN
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Abstract

This research aims to determine the effect of work stress on teacher performance at Nunukan 2 State High School, Nunukan Regency, North Kalimantan Province. The population in this study was all civil servant teachers and honorary teachers at State High School 2 Nunukan totaling 32 people. The type of research used is descriptive quantitative, the data sources used are primary and secondary data where the primary data comes from observations and questionnaires. Meanwhile, secondary data is obtained from documentation. The data analysis technique used is Simple Regression Analysis using statistical calculations via the Statistical Package for the Social Science (SPSS) version 27 application. The results of the research show that Job Stress (X) has a positive and significant influence on Teacher Performance (Y) seen from the results of the tcount > table (6.332 > 1,694) and the significant value = 0.00 < 0.05.

Keywords: Job Stress, Teacher Performance

INTRODUCTION

Human Resource Management (HRM) is a science that studies various ways so that humans can be integrated effectively. Management science is a very basic science for all groups. Every organization needs this knowledge to manage its organization according to the goals it wants to achieve (Erna Novitasari, 2017). The world of education is an institution that has an important role in improving the quality of Human Resources (HR). This role is related to efforts to create the nation's next generation who have reliable quality human resources. School is an alternative service institution in education. To carry out the vision and mission, to achieve pre-planned goals and carry out its functions, schools need professional staff, organizational work procedures and sources that support both financial and non-financial aspects.

According to Veithzal (2014) stress is a condition of tension that creates a physical and psychological imbalance that affects a person's emotions, thought processes and condition. According to Tika (2006), performance is the result of work functions/activities of a person or group in an organization which is influenced by various factors to achieve goals in an organization within a certain time period. Performance is also the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authority and responsibilities in order to achieve the goals of the organization concerned legally and without violating the law and in accordance with morals and ethics. Teachers are also one of the Human Resources (HR) in schools. The performance of teachers in the world of education plays a very important role, especially in efforts to shape the character of the nation's children through developing the desired personality and academic values. Therefore, education makes a major contribution to the progress of the nation both individually and socially. Not only does it

disrupt the nation's progress but it can also improve the status of society to become an intelligent society and ready to face the outside world in the future

Apart from that, there are other problems that are often faced by teachers at State High School 2 Nunukan, namely originating from within their students, the amount of work that must be done and completed by a teacher, role conflicts, relationships with colleagues, rapid curriculum changes, and the same work routine every day can cause work stress factors. Symptoms of work stress are characterized by the emergence of symptoms of impatience in dealing with students, irritability, and rarely attending teaching, which in the end can have an impact on one's performance as a teacher.

RESEARCH METHODS

This type of research is a quantitative approach using primary data sources and secondary data. The population in this study were all Nunukan 2 High School teachers, Nunukan Regency, North Kalimantan Province, both honorary teachers and civil servants, totaling 32 teachers. In this study, no sampling technique was used, because the population studied is the entire existing population or is called a saturated sample, therefore it is appropriate to take the whole as a sample without taking samples from a certain number of members. The data collection techniques that will be used in the research are observation, questionnaires and documentation.

RESULTS AND DISCUSSION

A. Results

1. Respondent Characteristics

Table.1 Respondent Characteristics

No	Gender	Frequency Respondents	Frequency (%)
1	Man	15	46,9
2	Woman	17	53,1
	Total	32	100

Primary data sources processed in 2024

It can be described that the characteristics of female respondents dominate in analyzing the influence of work stress on teacher performance at State High School 2 Nunukan, Nunukan Regency, North Kalimantan Province, of which the female gender is 17 respondents (53.1%), while the male gender numbered 15 respondents (46.9) or were below the female gender.

2. Data Quality Test
a. Validity Test

Table 2. Validity Test

No	Variabel Service quality	Item Statement/Question	r _{count}	r _{tabel}	Information
1	Job Stress	X1.1	0,922	0,296	Valid
		X1.2	0,878	0,296	Valid
		X1.3	0,858	0,296	Valid
		X1.4	0,736	0,296	Valid
		X1.5	0,922	0,296	Valid
		X1.6	0,878	0,296	Valid
		X1.7	0,848	0,296	Valid
		X1.8	0,777	0,296	Valid
		X1.9	0,689	0,296	Valid
		X1.10	0,771	0,296	Valid
		X1.11	0,771	0,296	Valid
2	Teacher Performance	Y1.1	0,748	0,296	Valid
		Y1.2	0,596	0,296	Valid
		Y1.3	0,713	0,296	Valid
		Y1.4	0,499	0,296	Valid
		Y1.5	0,529	0,296	Valid
		Y1.6	0,378	0,296	Valid
		Y1.7	0,500	0,296	Valid
		Y1.8	0,733	0,296	Valid
		Y1.9	0,742	0,296	Valid
		Y1.10	0,652	0,296	Valid
		Y1.11	0,456	0,296	Valid
		Y1.12	0,733	0,296	Valid

Data source : IBM SPSS statistic 27

Thus, from the results of table 2 above, variable (X) Job Stress (Y) Teacher performance after comparing the calculated r and the r table, it is known that all the calculated r values are greater than the r table, which means that all the questionnaire items are declared valid and can be used as a tool. data collector in the research conducted.

b. Reliability Test

Table 3. Reliability Test

Variable	Reliability Coefficient	Information
Job Stress (X)	0,950	Reliable
Teacher Performance (Y)	0,838	Reliable

Primary data sources processed in 2024

The table above shows that the Alpha value of variable X is 0.950 and Variable Y is 0.838. Based on the reliability coefficient value, it can be concluded that the alpha of variable research carried out.

3. Simple Linear Regression Analysis

Table 4. Simple Linear Regression Analysis

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	16.877	5.185		3.255	.003
Job Stress	.708	.112	.756	6.332	.000

Data Source : IBM SPSS statistic 27

It is known that the constant value of 16.877 is a constant value which means that if X is considered 0 it will increase public satisfaction by 16.877%. The Job Stress variable increases by 1 (one) unit, which will increase community satisfaction by 0.708 units or 70.8%.

The Partial test (t) is a significant test of 0.00, smaller than the standard value of 0.05 and the calculated t value = 6.332, while the t table value is 0.296, from these results it can be concluded that the Job Stress variable has a positive and significant effect on Teacher Performance. At Nunukan 2 State High School, Nunukan Regency, North Kalimantan Province.

4. Hypothesis testing
a. T test (Persial)

Table 5 Results of T Test Analysis

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	16.877	5.185		3.255	.003
Stres Kerja	.708	.112	.756	6.332	.000

Data Source : IBM SPSS statistic 27

From table 5, the results of the t(parseal) test above show that partially the Job Stress variable (X) shows a tcount value of 6.332 > ttable = 1.692. This means that the Job Stress variable has a positive and significant influence on Teacher Performance at Nunukan 2 State High School.

5. Determination Test

Table 6. Coefficient of Determination Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.756 ^a	.572	.558	4.164

Data Source : IBM SPSS statistic 27

Based on the provisions regarding the strength of the influence explained in the previous section, it can be explained as follows:

The R value in table 6 is 0.756, which indicates that there is an influence of work stress (X) on teacher performance (Y) of 75.6%. Meanwhile, the remaining 24.4% was influenced by other factors not explained in this study.

B. Discussion

Based on the results of the analysis regarding the Effect of Work Stress on Teacher Performance at State High School 2 Nunukan, Nunukan Regency, North Kalimantan Province:

Based on indicator testing using validity tests and reliability tests on the respondents' answers, the results show that Job Stress has an effect on Teacher Performance at Nunukan 2 State High School ,Nunukan Regency, North Kalimantan Province. This is proven by the t test, it was found that tcount > ttable (6.332 > 1,692). Statistically it is significant.

Based on the results of research conducted at State High School Nunukan 2, Nunukan Regency, North Kalimantan Province, it was found that there is an influence of work stress on teacher performance, which means that as stress increases, teacher performance can also increase, why is this because of the stress experienced by teachers at State High School Nunukan 2 is still at an optimal or moderate level of stress, where stress can stimulate a teacher to work more effectively and efficiently so as to increase enthusiasm and professionalism.

This is also supported by expert opinion, namely according to Bashir and Soleimanpour (2015) who state that work stress does not always have a negative effect or in other words work stress can have a positive effect where at a certain level of stress, stress is expected to encourage employees to be able to complete their work as well as possible. -good.

From the research results obtained and linked to previous research which is used as reference material and comparison material, the results of this research are consistent with the results conducted by Herdianti Husain (2019) with the title "The Effect of Work Stress on Employee Performance at the Makassar State Administrative Court Office ", based on research results, it shows that work stress has a positive effect on employee performance at the Makassar State Administrative Court office. With "The Effect of Work Stress on Teacher Performance at Junior High School 2 Muhammadiyah Semarang and Junior High School 3 Muhammadiyah Semarang" based on research results, it shows that there is a positive influence between work stress on teacher performance at Junior High School 2 and Junior High School 3 Muhammadiyah Semarang.

CONCLUSION

Based on the results of research and discussion regarding the influence of work stress on teacher performance at Nunukan 2 State High School, Nunukan Regency, North Kalimantan Province, it is concluded that the work stress variable has a positive and significant influence on teacher performance, because the work stress experienced by teachers is still high. at the Eustress level of stress or stress which can cause simultaneous and excitement, which can increase performance, creativity and enthusiasm at work.

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