

**PENGARUH KEPUASAN KERJA DAN KELELAHAN EMOSIONAL
TERHADAP KINERJA GURU DENGAN LINGKUNGAN KERJA
SEBAGAI VARIABEL MODERASI**

**(STUDI KASUS PADA GURU SEKOLAH DASAR DI KECAMATAN
MUARA PAWAN KABUPATEN KETAPANG)**

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ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis Pengaruh Kepuasan Kerja dan Kelelahan Emosional Terhadap Kinerja Guru Sekolah Dasar di Kecamatan Muara Pawan Kabupaten Ketapang dengan lingkungan kerja sebagai variabel moderasi. Dalam penelitian ini populasinya yaitu 151 orang guru. Sampel dalam penelitian ini berjumlah 100 orang guru sekolah dasar di Kecamatan Muara Pawan Kabupaten Ketapang dengan teknik penarikan sampel yaitu *probability sampling* dan model analisis data yang digunakan adalah Analisis Regresi Moderasi (MRA).

Hasil penelitian menunjukkan bahwa: (1) Kepuasan Kerja berpengaruh positif dan signifikan terhadap Kinerja Guru Sekolah Dasar di Kecamatan Muara Pawan Kabupaten Ketapang, (2) Kelelahan Emosional berpengaruh negatif dan tidak signifikan terhadap Kinerja Guru Sekolah Dasar di Kecamatan Muara Pawan Kabupaten Ketapang, (3) Lingkungan Kerja mampu memoderasi pengaruh Kepuasan Kerja terhadap Kinerja Guru Sekolah Dasar di Kecamatan Muara Pawan Kabupaten Ketapang, (4) Lingkungan Kerja mampu memoderasi pengaruh Kelelahan Emosional terhadap Kinerja Guru Sekolah Dasar di Kecamatan Muara Pawan Kabupaten Ketapang.

Kata Kunci: Kepuasan Kerja, Kelelahan Emosional, Lingkungan Kerja, Kinerja Guru

**THE EFFECT OF JOB SATISFACTION AND EMOTIONAL
EXHAUSTION ON TEACHER PERFORMANCE WITH THE WORK
ENVIRONMENT AS A MODERATION VARIABLE**

**(CASE STUDY OF ELEMENTARY SCHOOL TEACHER IN MUARA
PAWAN DISTRICT, KETAPANG DISTRICT)**

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ABSTRACT

This study aims to examine and analyze the effect of job satisfaction and emotional exhaustion on the performance of elementary school teachers in Muara Pawan District, Ketapang Regency with the work environment as a moderating variable. In this study the population is 151 teachers. The sample in this study was 100 elementary school teachers in Muara Pawan District, Ketapang Regency. The sampling technique was probability sampling and the data analysis model used was Moderation Regression Analysis (MRA).

The results showed that: (1) Job satisfaction has a positive and significant effect on the performance of elementary school teachers in Muara Pawan District, Ketapang Regency, (2) Emotional fatigue has a negative and insignificant effect on Elementary School Teacher Performance in Muara Pawan District, Ketapang Regency, (3)) The work environment is able to moderate the effect of job satisfaction on elementary school teacher performance in Muara Pawan District, Ketapang Regency, (4) The work environment is able to moderate the effect of emotional exhaustion on elementary school teacher performance in Muara Pawan District, Ketapang Regency.

Keywords: Job Satisfaction, Emotional Exhaustion, Work Environment, Teacher Performance