

ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui bagaimana peran *job crafting* terhadap kinerja guru di masa pandemi *Covid* melalui *burnout* dan *work life balance*. Responden dalam penelitian ini adalah 211 guru SMA di wilayah Jawa Barat yang dipilih menggunakan metode *purposive sampling* dengan kriteria sampel adalah guru yang telah mengajar minimal selama 1 semester pada masa pandemi. Pengumpulan data dalam penelitian ini menggunakan metode *survey* dengan menyebarkan kuesioner secara kuesioner *online*. Metode analisis yang digunakan adalah *Structural Equation Model* (SEM). Berdasarkan hasil analisis disimpulkan bahwa *job crafting* berpengaruh positif terhadap kinerja dan *work life balance*, sedangkan terhadap *burnout* berpengaruh negatif. Kinerja guru dipengaruhi secara negatif oleh *burnout* dan dipengaruhi positif oleh *work life balance*. *Burnout* dan *work life balance* terbukti memediasi secara parsial hubungan antara *job crafting* terhadap kinerja guru, namun pengaruh *job crafting* terhadap kinerja guru lebih baik secara langsung tanpa melalui *burnout* dan *work life balance*.

Kata kunci: *Job Crafting*, *Work Life Balance*, *Burnout*, Kinerja, Guru SMA.

ABSTRACT

This study aims to explore how the role of job crafting on teacher performance during the pandemic through burnout and work life balance. The sample in this study was 211 high school teachers in the West Java region who were selected using the purposive sampling method with the sample criteria being teachers who had taught at least 1 semester during the pandemic. Collecting data by distributing questionnaires via online questionnaires and Structural Equation Model (SEM) as a method of analysis. The results of this research show that job crafting has a positive and significant effect on performance and work life balance. Job crafting has a negative and significant effect on burnout, burnout has a negative and significant effect on performance, work life balance has a positive and significant effect on teacher performance, burnout and work life balance partially mediate the relationship between job crafting on teacher performance. The direct effect of job crafting on performance is still better without going through burnout and work life balance.

Keywords: Job Crafting, Work Life Balance, Burnout, Teacher Performance

