

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh kelelahan emosional, dukungan organisasi, dan keadilan prosedural terhadap kinerja individu dengan komitmen afektif sebagai variabel mediasi. Penelitian dilakukan pada guru-guru SMA Negeri di Daerah Istimewa Yogyakarta yang melakukan pembelajaran jarak jauh selama masa pandemi Covid-19. Penelitian merupakan penelitian kuantitatif dengan penyebaran kuesioner sebagai metode pengumpulan data. Analisis data pada penelitian ini menggunakan metode regresi linier sederhana dan regresi berganda. Responden dari penelitian ini berjumlah 206 guru dengan status pegawai negeri sipil di SMA Negeri di Daerah Istimewa Yogyakarta. Hasil penelitian menunjukkan kelelahan emosional memiliki pengaruh negatif terhadap kinerja individu guru, sedangkan dukungan organisasi dan keadilan prosedural memiliki pengaruh positif terhadap kinerja individu guru dengan komitmen afektif memediasi secara parsial pengaruh kelelahan emosional, dukungan organisasi, dan keadilan prosedural terhadap kinerja guru.

Kata kunci: kelelahan emosional, dukungan organisasi, keadilan prosedural, komitmen afektif, dan kinerja individu.

ABSTRACT

This study aims to examine the effect of emotional exhaustion, organizational support, and procedural justice on individual teacher performance with affective commitment as mediating variable. This research is a quantitative study using a questionnaire as a method of data collection. The respondents were 206 high school teachers in the Special Region of Yogyakarta in the Special Region of Yogyakarta who did distance learning due the Covid-19 pandemic. The data analysis used were simple linear regression and multiple regression methods. The results showed that emotional exhaustion has a negative effect on teacher's job performance, while organizational support and procedural justice has positive effect on teacher's job performance with affective commitment partially mediating the effect of emotional exhaustion, organizational support, and procedural justice on teacher's job performance.

Keywords: emotional exhaustion, organizational support, procedural justice, affective commitment, and job performance