

**Peran *Transformational Leadership* Kepala Sekolah dan *Job Insecurity* terhadap
Psychological Well-Being pada Guru Honorer
Syukron Ramadhan¹, Sumaryono²**

^{1,2}*Fakultas Psikologi Universitas Gadjah Mada*

Abstrak

Kondisi *psychological well-being* guru perlu menjadi perhatian dikarenakan peran penting guru dalam dunia pendidikan. Terutama disebabkan kondisi rentan guru untuk terkena stres dan masalah kesehatan mental lainnya yang bersumber dari lingkungan kerja, juga termasuk pada guru honorer yang memiliki status tidak tetap. Penelitian ini bertujuan untuk mengetahui peran *transformational leadership* kepala sekolah dan *job insecurity* terhadap *psychological well-being* guru honorer. Sebanyak 163 orang guru honorer SMK yang berada di Kabupaten Solok berpartisipasi pada penelitian ini. Berdasarkan hasil analisis regresi berganda, ditemukan bahwa adanya peran positif *transformational leadership* kepala sekolah dan peranan negatif pada *job insecurity* terhadap *psychological well-being* guru honorer. Temuan ini tentunya memperkuat anggapan bahwa lingkungan kerja juga berperan dalam menentukan keadaan mental individu terutama keadaan *psychological well-being*.

Kata kunci: *psychological well-being, transformational leadership, job insecurity, guru honorer*

Abstract

The psychological well-being of teachers needs to be a concern because of the important role of teachers in the world of education. This is mainly due to the vulnerability of teachers on being exposed to stress and other mental health problems caused by the work environment, including honorary teachers who have non-permanent status. This study aims to determine the role of principals'

transformational leadership and job insecurity on the psychological well-being of honorary teachers. A total of 163 honorary vocational teachers in Solok Regency participated in this research. Based on the results of multiple regression analysis, it was found that there was a positive role of transformational leadership in school principals and a negative role in job insecurity on the psychological well-being of honorary teachers. This finding certainly strengthens the notion that the work environment also plays a role in determining the mental state of individuals, especially the state of psychological well-being.

Keywords: *psychological well-being, transformational leadership, job insecurity, honorary teachers.*