

**HUBUNGAN ANTARA RESILIENSI DENGAN STRES KERJA  
PADA GURU SLB DI SEMARANG**

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**ABSTRAK**

Dilatarbelakangi oleh penelitian sebelumnya yang jarang menyoroti peran resiliensi dalam mengurangi stres kerja pada guru SLB, serta adanya temuan yang kontradiktif mengenai hubungan antara resiliensi dan stres kerja, penelitian ini bertujuan untuk mengkaji hubungan antara resiliensi dan stres kerja pada guru SLB di Semarang. Sebanyak 79 subjek, terdiri dari 60 perempuan dan 19 laki-laki, dipilih dari lima instansi melalui *cluster random sampling*. Data dikumpulkan melalui kuesioner yang terdiri dari skala resiliensi (33 item,  $\alpha = .896$ ) dan skala stres kerja (34 item,  $\alpha = .910$ ). Analisis menggunakan uji Spearman's rho menunjukkan adanya korelasi negatif signifikan antara kedua variabel dengan kekuatan korelasi yang kuat ( $r = -.63, p < .001$ ), yang berarti semakin tinggi tingkat resiliensi, semakin rendah tingkat stres kerja, dan sebaliknya, semakin rendah tingkat resiliensi, semakin tinggi tingkat stres kerja. Penelitian ini juga menunjukkan mayoritas tingkat stres kerja pada guru SLB di Semarang termasuk kategori rendah dengan frekuensi 77.2%. Sementara itu, mayoritas tingkat resiliensi masuk kategori tinggi dengan frekuensi 82.3%. Implikasi dari penelitian ini adalah pentingnya pengembangan program peningkatan resiliensi untuk mengurangi stres kerja dan meningkatkan kesejahteraan guru SLB.

**Kata kunci:** resiliensi, stres kerja, guru, SLB

**RELATIONSHIP BETWEEN RESILIENCE AND JOB STRESS AMONG  
SPECIAL EDUCATION TEACHERS IN SEMARANG**

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**ABSTRACT**

Based on previous research that rarely highlights the role of resilience in mitigating job stress among special education teachers, as well as the presence of contradictory findings regarding the relationship between resilience and job stress, this study aims to examine the relationship between resilience and job stress among special education teachers in Semarang. A total of 79 subjects, consisting of 60 women and 19 men, were selected from five institutions through cluster random sampling. Data were collected through a questionnaire comprising a resilience scale (33 items,  $\alpha = .896$ ) and a job stress scale (34 items,  $\alpha = .910$ ). The Spearman's rho test revealed a significant negative correlation between the two variables, with a strong correlation coefficient ( $r = -.63$ ,  $p < .001$ ). This indicates that higher resilience is linked to lower job stress, and conversely, lower resilience is linked to higher job stress. The study also found that most special education teachers in Semarang experience low levels of job stress, with a frequency of 77.2%, while most have high levels of resilience, with a frequency of 82.3%. The implications of this study underscore the importance of developing resilience enhancement programs to reduce job stress and improve the well-being of special education teachers.

***Keyword:*** *resilience, job stress, special education teacher*