

Peran Adaptabilitas Sebagai Mediator dalam Hubungan Antara Perilaku Kerja Inovatif dan Efektivitas guru SMA Saat Pembelajaran Jarak Jauh (PJJ) = The Role of Adaptability as a Mediator in the Relationship Between Innovative Work Behavior and Teacher Effectiveness among Senior High School Teachers During the Distance Learning

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Abstrak

Perubahan sistem pembelajaran dari tatap muka menjadi Pembelajaran Jarak Jauh (PJJ) menyebabkan efektivitas guru menurun. Salah satu faktor yang memengaruhi efektivitas guru adalah perilaku kerja inovatif guru. Akan tetapi, penelitian terdahulu masih menunjukkan adanya inkonsistensi antara hubungan keduanya. Adaptabilitas dipilih sebagai variabel mediator. Perilaku kerja inovatif dapat memengaruhi adaptabilitas dan adaptabilitas dapat memengaruhi efektivitas guru. Penelitian ini bertujuan untuk menguji peran adaptabilitas sebagai mediator antara hubungan perilaku kerja inovatif dan efektivitas guru. Efektivitas guru diukur menggunakan *Teacher Effectiveness Scale* (TSE), perilaku kerja inovatif diukur menggunakan Skala Perilaku Kerja Inovatif, dan adaptabilitas diukur menggunakan *The Adaptability Scale*. Pengambilan data penelitian dilakukan menggunakan kuesioner daring dan cetak kepada guru SMA di wilayah Jabodetabek yang sedang menjalani Pembelajaran Jarak Jauh (PJJ). Analisis data penelitian dilakukan dengan model regresi mediasi menggunakan program makro PROCESS oleh Hayes. Hasil penelitian menunjukkan bahwa adaptabilitas memediasi hubungan antara perilaku kerja inovatif dan efektivitas guru. Oleh karena itu, penting bagi guru untuk meningkatkan perilaku kerja inovatifnya agar dapat meningkatkan adaptabilitas yang diikuti dengan peningkatan efektivitas guru.

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The change in the learning system to distance learning causes teachers to lack effectiveness. One of the factors that predicted teacher effectiveness is innovative work behavior. However, the previous studies found an inconsistency between the relationship of innovative work behavior and teacher effectiveness. Adaptability was selected as the mediator variable. Innovative work behavior could predict adaptability and adaptability could predict teacher effectiveness. This study examines the role of adaptability as a mediator in the relationship between innovative work behavior and teacher effectiveness among senior high school teachers in the distance learning context. Teacher effectiveness was measured by Teacher Effectiveness Scale (TES), innovative work behavior was measured by Skala Perilaku Kerja Inovatif, and adaptability was measured by The Adaptability Scale. The respondents of this study are senior high school teachers in Jabodetabek area who were undergoing distance learning which acquired through an online and paper-based questionnaire. A regression mediation analysis model was conducted to test the study's hypothesis using macro program PROCESS by Hayes. The result of the analysis shows that adaptability mediating the relationship between innovative work behavior and teacher effectiveness. Therefore, innovative work behavior is important to be possessed by teachers in order to improving teacher's adaptability and eventually followed by the improvement of teacher effectiveness.