

**PENGARUH *INDIVIDUAL ADAPTABILITY* TERHADAP *JOB PERFORMANCE* PADA GURU SEKOLAH DASAR
DI KABUPATEN LUMAJANG**

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INTISARI

Tuntutan adaptasi dalam dunia pendidikan kini meningkat seiring dinamika perubahan metode pembelajaran, di mana guru sekolah dasar dihadapkan pada tuntutan peran yang semakin kompleks akibat penerapan metode *deep learning* dalam Kurikulum Merdeka. Penelitian ini bertujuan mengetahui pengaruh *individual adaptability* terhadap *job performance* pada guru sekolah dasar di Kabupaten Lumajang. Subjek penelitian berjumlah 365 guru sekolah dasar aktif terdaftar di data pokok pendidikan dasar dan menengah yang telah bekerja minimal 5 tahun, ditentukan melalui teknik *proportionate sampling*. Skala yang digunakan yaitu skala *Individual Adaptability* (54 item; $\alpha=0.790$) dan skala *Job Performance* (11 item; $\alpha=0.943$), dianalisis dengan regresi linear sederhana. Hasil analisis menunjukkan bahwa terdapat pengaruh signifikan dari *individual adaptability* terhadap *job performance* pada guru sekolah dasar di Kabupaten Lumajang ($R: 0,759$; $0,001$; $p < 0,05$). Koefisien regresi menunjukkan $0,179$, Dimana setiap kenaikan *individual adaptability* sebesar $0,179$ maka diikuti dengan kenaikan *job performance* sebesar $0,179$. Variabel *individual adaptability* memberikan kontribusi sebesar $57,6\%$ ($R^2 = 0,576$) terhadap variansi *job performance*, sedangkan $42,4\%$ sisanya dipengaruhi oleh faktor lain di luar penelitian. Dengan demikian, *job performance* dibentuk oleh kemampuan dan kesiapan adaptasi individu dalam menghadapi situasi kerja yang tidak pasti, perubahan kebijakan, serta dinamika lingkungan yang berjalan beriringan.

Kata kunci: Adaptasi Individu, Guru Sekolah Dasar, Kinerja Kerja, Pembelajaran Mendalam

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**THE EFFECT OF INDIVIDUAL ADAPTABILITY ON JOB
PERFORMANCE OF ELEMENTARY SCHOOL TEACHERS IN
LUMAJANG REGENCY**

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ABSTRACT

The demand for adaptability in the field of education is now increasing in line with the dynamic changes in teaching methods, where elementary school teachers are faced with increasingly complex role demands due to the implementation of deep learning methods in the Merdeka Curriculum. This study aims to determine the effect of individual adaptability on job performance among elementary school teachers in Lumajang Regency. The study sample consisted of 365 active elementary school teachers registered in the basic and secondary education master database who had been working for at least 5 years, selected using proportionate sampling. The scales used were the Individual Adaptability Scale (54 items; $\alpha = 0.790$) and the Job Performance Scale (11 items; $\alpha = 0.943$), analyzed using simple linear regression. The results of the analysis indicate that there is a significant effect of individual adaptability on job performance among elementary school teachers in Lumajang Regency ($R: 0.759$; 0.001 ; $p < 0.05$). The regression coefficient is 0.179, meaning that for every 0.179 increase in individual adaptability, there is a corresponding 0.179 increase in job performance. The individual adaptability variable accounts for 57.6% ($R^2 = 0.576$) of the variance in job performance, while the remaining 42.4% is influenced by other factors outside the scope of this study. Thus, job performance is shaped by an individual's ability and readiness to adapt to uncertain work situations, policy changes, and concurrent environmental dynamics.

Keywords: *Individual Adaptability, Teacher Of Elementary School, Job Performance, Deep Learning*

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