

PENGARUH PELATIHAN *POSITIVE THINKING* TERHADAP *QUALITY OF WORK LIFE* GURU DI SEKOLAH X YOGYAKARTA

ABSTRAK

Quality of work life penting bagi guru dalam menghadapi berbagai situasi dan kondisi di sekolah. Penelitian ini bertujuan untuk mengetahui peningkatan *quality of work life* melalui pelatihan *positive thinking*. Subjek penelitian ini adalah 14 orang guru Sekolah X Yogyakarta. Desain yang digunakan adalah *pretest- posttest control group design*. Pengumpulan data skala *quality of work life* dianalisis menggunakan uji *Wilcoxon* dan uji *Mann-Whitney*. Berdasarkan hasil uji *Wilcoxon* ditemukan $Z = -2,200$ ($p < 0,05$), artinya ada perbedaan tingkat *quality of work life* guru pada kelompok eksperimen (KE) sebelum diberikan pelatihan *positive thinking* dengan setelah diberikan pelatihan *positive thinking*. Berdasarkan hasil uji *Mann-Whitney* ditemukan $Z = -3,148$ ($p < 0,05$), artinya terdapat perbedaan yang signifikan antara kelompok eksperimen (KE) dan kelompok kontrol (KK). *Gain score* pada kelompok eksperimen (KE) dengan menggunakan uji *Mann-Whitney* di dapat nilai $p = 0,001$ ($p < 0,01$), artinya kelompok eksperimen (KE) memiliki perubahan yang signifikan dibandingkan kelompok kontrol (KK). Kelompok eksperimen (KE) memiliki nilai *quality of work life* yang lebih tinggi ($mean = 71,71$) dibandingkan kelompok kontrol ($mean = 59,14$). Kesimpulannya adalah pelatihan *positive thinking* dapat meningkatkan *quality of work life* guru di Sekolah X Yogyakarta.

Kata kunci: Pelatihan *positive thinking*, *Quality of Work Life*

THE EFFECT OF POSITIVE THINKING TRAINING ON TEACHERS' QUALITY OF WORK LIFE IN HIGH SCHOOL X YOGYAKARTA

ABSTRACT

Quality of work life is important for teachers for facing various situations and conditions at school. This study aims to determine the improvement of quality of work life through positive thinking training. The subject of this research is 14 teachers in X high school Yogyakarta. The design used was Pre-test-Post-test Control Group. The data was collected using the quality of work life scale then analyzed using Wilcoxon test and Mann whitney test. Based on the Wilcoxon test results found $Z = -2,200$ ($p < 0.05$), meaning there is a difference in the quality of work life scores between before being given positive thinking training and after being given positive thinking training. Based of Mann-Whitney test result found $Z = -3, 148$ ($p < 0,05$), meaning there is a difference in scores between experimental groups and the control group. The gain score in the experimental group using the Mann-Whitney test was $p = 0.001$ ($p < 0.01$), meaning that the experimental group had a significant change compared to the control group. The experimental group had a higher quality of work life value (mean = 71.71) than the control group (mean = 59.14). The results is positive thinking training can improve the teachers' quality of work life of in high school X Yogyakarta.

Keywords: Positive Thininking Training, Quality of Work Life