

Gambaran *Coping Stress* Pada Stres Kerja Guru TK di TK Swasta X

Intisari. Tujuan penelitian ini adalah menggambarkan *coping stress* pada guru TK Swasta X yang mengalami stres kerja akibat beban administrasi dan penyesuaian karir. Metode penelitian menggunakan kualitatif dengan pendekatan fenomenologi, dengan subjek tiga guru yang dipilih menggunakan teknik *purposive sampling*. Data dikumpulkan melalui wawancara, observasi, dan dokumentasi, kemudian dianalisis menggunakan model Miles dan Huberman. Hasil penelitian ini menunjukkan guru menggunakan strategi *problem focused coping*, antara lain antara lain perencanaan kerja, ketegasan dalam mengajar, dan penyelesaian administrasi secara bertahap. Selain itu, guru juga menerapkan *emotion focused coping* berupa pengelolaan emosi, dukungan rekan kerja, penilaian positif, serta eksplorasi hal baru. Strategi coping tersebut membantu guru bertahan dalam pekerjaan dengan motivasi utama tanggung jawab profesional dan pengembangan karir.

Kata Kunci: *coping stress, stres kerja*

An Overview of Stress Coping Among Kindergarten Teachers at Private Kindergarten X

Abstract. The purpose of this study was to describe stress coping among teachers at Private Kindergarten X who experienced work stress due to administrative burdens and career adjustments. The research method used was qualitative with a phenomenological approach, with three teachers selected as subjects using purposive sampling. Data were collected through interviews, observation, and documentation, then analyzed using the Miles and Huberman model. The results of this study indicate that teachers apply problem-focused coping strategies, including work planning, assertiveness in teaching, and gradual completion of administrative tasks. Additionally, teachers utilize emotion-focused coping strategies such as emotion management, support from colleagues, positive assessments, and the exploration of new ideas. These coping strategies help teachers persevere in their work with the main motivations of professional responsibility and career development.

Keyword: *stress coping, occupational stress*