

**THE INTERPLAY OF MERDEKA CURRICULUM CHANGES ON
TEACHER CREATIVITY, PROFESSIONAL DEVELOPMENT, AND
TEACHER BURNOUT
AMONG INDONESIA EFL TEACHERS:
STRUCTURAL EQUATION MODELING (SEM)**

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Written by:

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ENGLISH LANGUAGE EDUCATION

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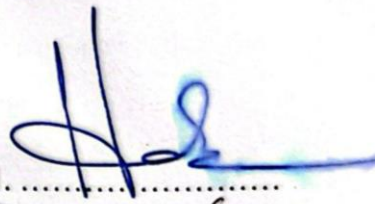
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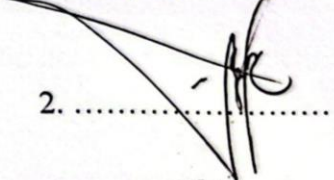
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MOTTO

– Just being beauty in my own different way –

DEDICATION

— “I dedicate this Thesis to my dearest sons,

Muhammad Zahir Arfakhsyadz

and

Muhammad Zayhan Asy-Syadziliy.

May all your dreams, the ones you hold in your hearts and the ones I whisper in
my prayers for you, come true.

Reach for the highest peaks of the world, and know that I will always be your
biggest support system, in every way.” —

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ABSTRACT

Widyawati, Tutut Indah. 2025. *The Interplay of Merdeka Curriculum Changes on Teacher Creativity, Professional Development, and Teacher Burnout Among Indonesia EFL Teachers: Structural Equation Modeling (SEM)*. Thesis. Postgraduate of English Language Education. State Islamic University (UIN) of Kediri. Advisors: Prof. Dr. Fathor Rasyid, M. Pd., and Dr. Ary Setya Budhi Ningrum, M.Pd.

Keywords: Merdeka Curriculum, Teacher Creativity, Professional Development and Teacher Burnout.

In the landscape of educational transformation, teachers serve not only as conveyors of knowledge, but as frontline actors who actively respond to and implement every shift in educational policy. This reality places them at the intersection of innovation and pressure—where the demand for greater creativity and ongoing professional development often aligns with increased risks of burnout. This study investigates the contribution of curriculum change—particularly the implementation of the Merdeka Curriculum—on teacher creativity, professional development, and burnout among EFL (English as a Foreign Language) teachers in Indonesia.

Utilizing Structural Equation Modeling (SEM) within a quantitative framework, the study surveyed 195 EFL teachers from various educational institutions across Indonesia to examine the contribution and relationships among the key variables to understand how educational reform influences teachers' professional experiences.

The findings indicate that the Merdeka Curriculum positively contributes to teacher creativity, professional development, with an estimate value of 0.877 and 0.769. However, in terms of teacher burnout it does not have a significant contribution with 0.126 only. Significant relationships were found between the four key variables and their respective indicators, showed p-values marked as *** ($p < 0.001$), indicating a very high level of statistical significance. The results also supported Major Hypotheses 3 and 4, which propose that there are both direct and indirect effects among the four latent variables. Furthermore, the proposed model exhibited a good fit, as evidenced by acceptable fit indices, confirming the strength and validity of the theoretical framework in explaining the interplay among the key variables. Future research should continue to focus on teachers as central figures in education, particularly in English language education, by exploring methods like Structural Equation Modeling (SEM), which can analyze complex relationships and provide deeper insights often missed by simpler analyses, thereby supporting meaningful improvements in education.

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