

Persepsi pegawai tetap Dinas Kesehatan Kota Depok terhadap bahaya psikososial di tempat kerja tahun 2006

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Abstrak

Pendahuluan : Berkaitan dalam pelaksanaan pekerjaan perlu dipertimbangkan berbagai risiko atau potensi bahaya yang timbul dari pekerjaan tersebut. Hal ini bisa terjadi akibat sistem kerja atau cara kerja dari manusia, alat/mesin, bahan serta lingkungannya. Penelitian ini bertujuan untuk mengetahui persepsi pegawai tetap Dinas Kesehatan Kota Depok terhadap bahaya psikososial di tempat kerja tahun 2006.

Metode : Penelitian ini menggunakan desain deskripsi analitik dengan pendekatan cross sectional. Populasi penelitian adalah pegawai tetap Dinas Kesehatan Kota Depok sebanyak 100 responden, teknik pengambilan sampel adalah convenience sampling / quota sampling. Pengambilan data dengan observasi/pengamatan, wawancara dan penyebaran kuesioner. Analisis statistik SPSS 11.5 menggunakan univariat dan bivariat dengan uji Anova, uji Lanjutan Turkey dan uji T.

Hasil penelitian : Hasil penelitian ini diketahui bahwa persepsi pegawai tenaga 1 (I) secara umum persepsi pegawai yang dominan terhadap bahaya psikososial adalah Content of work atau isi kerja (2,39) dan secara khusus adalah kondisi lingkungan kerja (1,48) dipersepsikan paling rendah / negatif ; (2) perbedaan persepsi menurut status pegawai bahwa fungsi & budaya organisasi (2,30), peraturan organisasi (2,20), lingkungan & peralatan kerja (2,06) serta desain tugas (2,212) dipersepsikan paling rendah / negatif oleh CPNS; (3) perbedaan persepsi menurut lama kerja bahwa fungsi & budaya organisasi (2,55), peraturan organisasi (2,33), serta kondisi lingkungan kerja (1,70) dipersepsikan paling rendah / negatif oleh pegawai yang bekerja < 5 tahun; (4) perbedaan persepsi menurut jabatan bahwa fungsi & budaya organisasi (2,61) dan pengembangan karier (2,25) dipersepsikan paling rendah / negatif oleh staf; (5) perbedaan persepsi di bidang/bagian bahwa pengambilan keputusan (2,06) dipersepsikan paling rendah / negatif di bidang P2P & PL. Sedangkan kondisi lingkungan kerja (1,48) dan lingkungan & peralatan kerja (2,05) dipersepsikan paling rendah / negatif di bidang Binkesmas.

Kesimpulan : Persepsi pegawai secara umum yang dominan terhadap bahaya psikososial adalah content of work (isi kerja) meliputi lingkungan & peralatan kerja, desain tugas, jadwal kerja dan beban kerja.

Sedangkan untuk context of work (lingkup kerja) adalah kondisi lingkungan kerja, fungsi & budaya organisasi, peraturan organisasi, pengambilan keputusan dan pengembangan karier.

.....Preface : In relation to work implementation, it must be considered the risks or hazard of potential which come from it. These can happen because of the work system, people work methods, tools/machines, material and environment. This research is aimed at knowing perception of the Health District of Depok City Officials in toward Psychosocial Hazard at the Work Place in 2006.

Method : This research use analytic description design by cross sectional approach. Research population is 100 permanent official in the Health District of Depok City by using Convenience sampling/Quota sampling. The data was taken by observation, interview and questionnaire distribution to population.

Analytic Statistic with SPSS 11.5 uses univariat and bivariat by Anova Test, Turkey's Advanced Test and T Test.

Result of Research : Result of this research shows that the officials's perceptions are as follows : (1) In General the officials's perceptions which dominantly toward psychosocial hazard is Content of work (2,39) include work environment & work equipment, task design, work schedule and work load/workpace And specially, condition of work environment (1 ,48) is lowest/negative; (2) The different perception based on official status shows that organisational culture & function (2,30), role in organisation (2,20), work environment & work equipment (2,06) and task design (2,22) are perceived the lowest/negative by CPNS; (3) The different perception based on length of work shows that organisational culture & function (2,55), role in organisation (2,33), condition of work environment (1,70) are perceived the lowest/negative by the officials who have work less than five years; (4) The different perception based on level of work shows that organisation culture & function (2,61) and career development (2,25) are perceived the lowest/negative by the Staff; (5) The different perception based on the field/section of work shows that decision latitude/control (2,06) is perceived the lowest/negative in the field of P2P & PL, whereas condition of work environment (1,48) and work environment & work equipment (2,05) in the Held of Binkesmas.

Conclusion : The work characteristic of oHicials's perceptions which dominantly toward psychosocial hazard is Content of work include work environment & work equipment, task design, work schedule and workload I workpace. Whereas for context of work include condition of work environment, organisational culture & fimction, role in organisation, decision latitude/control, career development.