

# Analisis hubungan tingkat stres kerja terhadap work ability index (WAI) pada pekerja di area lube oil blending plant PT. Pertamina Lubricants Production Unit Jakarta tahun 2014 = Relationship analysis between the level of job stress on work ability index (WAI) among workers in lube oil blending plant PT. Pertamina Lubricants Production Unit Jakarta 2014

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## Abstrak

Penelitian ini bertujuan untuk menganalisis hubungan tingkat stres kerja terhadap work ability index (WAI) pada pekerja di area Lube Oil Blending Plant PT. Pertamina Lubricants Production Unit Jakarta Tahun 2014. Desain penelitian yang digunakan adalah cross sectional. Penelitian dilakukan terhadap 107 pekerja pada periode Mei – Juni 2014. Pengambilan data dilakukan dengan menggunakan kuesioner. Hasil penelitian menunjukkan bahwa terdapat 51,4% pekerja mengalami stres berat dan 48,6% pekerja mengalami stres ringan, untuk WAI terdapat 49,5% pekerja dengan WAI buruk dan 50,5% pekerja dengan WAI baik. Hasil uji statistik menggunakan Chi Square menunjukkan tidak terdapat hubungan antara tipe manajemen ( $p$  value = 0,610), hubungan interpersonal ( $p$  value = 0,239), dan fokus karir ( $p$  value = 0,797) dengan tingkat stres kerja. Sebaliknya terdapat hubungan antara desain kerja ( $p$  value = 0,011) dan lingkungan kerja ( $p$  value = 0,005) dengan tingkat stres kerja. Selain itu terdapat hubungan yang signifikan antara tingkat stres kerja dengan WAI ( $p$  value = 0,015). Untuk meningkatkan kemampuan kerja pada pekerja PT. Pertamina Lubricants Production Unit Jakarta perlu membuat pelatihan yang dapat meningkatkan kemampuan kerja pekerja. Pemberian pelatihan dimaksudkan agar dapat memenuhi standar kerja yang telah ditetapkan oleh perusahaan.

The aim of this study is to analyze the relationship between the level of job stress among Work Ability Index (WAI) on workers in Lube Oil Blending Plant PT. Pertamina Lubricants Production Unit Jakarta 2014. The design of study was cross sectional. The study was conducted on 107 workers from May to June 2014. The data were collected by using a questionnaire. The result shows that 51.4% of workers are experiencing severe stress and 48.6% of workers experiencing mild stressed, furthermore, there are 49.5% workers with poor and 50.5% of workers with good WAI.

Chi Square result shows that there are no correlation between the type of management ( $p$  value = 0.610) with the level of work stress, interpersonal relationships ( $p$  value = 0.239), and career concerns ( $p$  value = 0.797). Otherwise, there is a significant correlation between the level of the design of tasks with work stress ( $p$  value = 0.011) and work environment ( $p$  value = 0.005). Moreover, there is a significant relationship between the level of work stress with WAI ( $p$  value = 0.015). To improve the skill of workers, PT. Pertamina Lubricants Production Unit Jakarta needs to make training, so that, they can improve the capability of their workers. The purpose of training is to fulfill the working standard which have been set by the company.