

Analisis faktor risiko yang berhubungan dengan stres kerja pegawai di unit 'x' Badan Litbang Kesehatan = Analysis of risk factors related to work stress of employee in unit x national institute of health research and development

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Abstrak

[ABSTRAK

Stres kerja merupakan salah satu masalah kesehatan dan keselamatan kerja yang dapat dialami oleh pekerja di semua sektor dan berpotensi menimbulkan gangguan psikosomatik. Faktor-faktor yang dapat menyebabkan stres kerja adalah kondisi pekerjaan berupa konten dan konteks pekerjaan, karakteristik individu, dan kondisi situasional. Studi ini bertujuan untuk menganalisis faktor risiko yang berhubungan dengan stres kerja pegawai di lingkungan Unit 'X' Badan Litbang Kesehatan. Populasi pegawai dibedakan berdasarkan perbedaan jabatan, yaitu fungsional umum dan fungsional peneliti yang memiliki tugas, tanggung jawab, dan tekanan pekerjaan yang berbeda. Desain penelitian adalah cross sectional. Metode yang digunakan adalah sequential explanatory, yaitu pengumpulan data kuantitatif melalui kuesioner terstruktur dan pengumpulan data kualitatif dengan wawancara mendalam. Hasil penelitian menemukan perbedaan prevalensi tingkat stres yang signifikan antara pegawai fungsional umum dan fungsional peneliti. Dari pegawai yang mengalami stres, lebih banyak 3,7 kali fungsional umum dibandingkan fungsional peneliti. Faktor karakteristik individu yang berhubungan dengan stres kerja adalah usia dan jabatan. Faktor karakteristik pekerjaan dan situasional yang berhubungan dengan stres kerja pegawai fungsional umum adalah beban kerja, jam kerja, gaya manajemen, hubungan interpersonal, ergonomi, dan perjalanan, sedangkan pada pegawai fungsional peneliti adalah beban kerja, rutinitas, gaya manajemen, aturan kerja, ergonomi, interaksi antara keluarga dan pekerjaan, dan perjalanan. Hal yang berkaitan dengan konteks pekerjaan juga dapat menyebabkan stres kerja pegawai. Diperlukan penanggulangan stres yang komprehensif untuk pegawai dan instansi untuk mengurangi tingkat stres pegawai.

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ABSTRACT

Work stress is one of occupational problems that can be experienced in any sector of job and potentially cause psychosomatic disorder to employees. Factors that related to work stress are job conditions, individual characteristics, and situational conditions. The aim of this study is to analyze risk factors related to work stress of employee in Unit 'X' National Institute of Health Research and Development. Population of this study is divided into two different work functions with different tasks, responsibilities, and work pressures, i.e. administrative and research. The design of this study is cross sectional. The method of data collection is sequential explanatory. Quantitative data was collected using structured questionnaire and qualitative data was obtained through in depth interview. The result found significant difference of stress level prevalence between administrative staff and researcher. Adinistrative staff has 3.7 higher ratio of work stress. Individual factors related to work stress are age and function. Situational and job factors related to work stress of administrative staff are work load, work hour, management style, interpersonal relationship, ergonomy, and trip to office while in researchers are work load, rutinity, management style, work rules, ergonomy, work-

family interaction , and trip to office. Job contexts were also indicated and give contribution to stress of employee. Comprehensive stress coping is needed for worker and organization in order to reduce stress problem., Work stress is one of occupational problems that can be experienced in any sector of job and potentially cause psychosomatic disorder to employees. Factors that related to work stress are job conditions, individual characteristics, and situational conditions. The aim of this study is to analyze risk factors related to work stress of employee in Unit 'X' National Institute of Health Research and Development. Population of this study is divided into two different work functions with different tasks, responsibilities, and work pressures, i.e. administrative and research. The design of this study is cross sectional. The method of data collection is sequential explanatory. Quantitative data was collected using structured questionnaire and qualitative data was obtained through in depth interview. The result found significant difference of stress level prevalence between administrative staff and researcher. Administrative staff has 3.7 higher ratio of work stress. Individual factors related to work stress are age and function. Situational and job factors related to work stress of administrative staff are work load, work hour, management style, interpersonal relationship, ergonomy, and trip to office while in researchers are work load, rutinity, management style, work rules, ergonomy, work-family interaction , and trip to office. Job contexts were also indicated and give contribution to stress of employee. Comprehensive stress coping is needed for worker and organization in order to reduce stress problem.]