

## Peran Locus of Control terhadap kejadian stres kerja = The role of Locus of Control in incidence of occupational stress

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### Abstrak

#### [<b>ABSTRAK</b><br>

Penelitian ini bertujuan menguji hubungan antara locus of control dengan kejadian stres kerja, serta peran faktor risiko stres lainnya terhadap kejadian stres kerja. Penelitian dilakukan di instansi pemerintahan bidang pengawasan keuangan dengan subjek penelitian 150 pekerja. Penelitian berlangsung November sampai Desember 2014. Penelitian dilakukan dengan kuesioner Survey Diagnostic Stress (SDS), Self Reporting Questionnaire 20 (SRQ-20), Work Locus of Control dan pengukuran Heart Rate Variability (HRV). Stres kerja ditentukan dari hasil penggabungan SRQ-20, HRV dan SDS. Analisis univariat dilakukan untuk variabel bebas. Analisis bivariat dengan uji Chi-Square untuk menetapkan variable bebas dengan kandidat yang ditentukan pada uji multivariate berdasarkan nilai  $p < 0.25$ . Faktor determinan berdasarkan korelasi antar variable bebas dengan stres kerja didapatkan dengan analisis regresi logistik ganda. Distribusi responden locus of control internal sebanyak 39,3% dan eksternal 60,7%. Risiko LoC eksternal dapat menyebabkan terjadinya stres kerja lebih tinggi dibandingkan dengan LoC internal ( $RR = 0,950$ ;  $p = 0,459$ ). Data tingkat stres kerja menunjukkan 72,7% responden tidak terdapat stres kerja. Tingkat pendidikan ditemukan sebagai faktor determinan kejadian stres kerja ( $RR = 1,504$ ;  $p = 0,000$ ). Locus of control tidak berperan banyak dalam terjadinya stres kerja di instansi pemerintahan bidang pengawasan keuangan. Tingkat pendidikan mempunyai hubungan bermakna dalam menentukan stres kerja, dimana tingkat pendidikan tinggi memiliki korelasi dengan tingkat stres yang rendah.

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#### <b>ABSTRACT</b><br>

This study was aimed to determine the relationship between LoC and incidence of occupational stress, as well as examine the relationship of other stress risk factors with the incidence of occupational stress. This research was conducted during November-December 2014 in a government financial institution with 150 workers as research subjects. The research was using Survey Diagnostic Stress (SDS), Self Reporting Questionnaire 20 (SRQ-20), Work Locus of Control and Heart Rate Variability (HRV) measurement. Occupational stress was determined by combination of SRQ-20, HRV and SDS. Univariate analysis was performed for independent variables. Bivariate analysis using Chi-square test was done to determine independent variables with the defined candidates in the multivariate analysis based on  $p < 0.25$ . Determinant factors based on the correlation between the independent variables with occupational stress were obtained by using multiple logistic regression analysis. The LoC respondents distribution was 39.3% in the internal group and 60.7% in the external group. The result also showed that the risk for external LOC group is higher for incidence of occupational stress when compared to internal LOC group ( $RR = 0.950$ ;  $p = 0.459$ ). Occupational stress level data showed 72.7% of respondents did not have occupational stress. Level of education was found to be the sole determinant factor of occupational stress ( $RR = 1.504$ ;  $p = 0.000$ ). LoC did not have a significant role in the onset of occupational stress in government financial

institution. Level of education has a significant correlation with occupational stress, where high level of education is associated with low level of occupational stress., Introduction: Occupational stress can be caused by many factors, from external as well as from internal perspectives. In dealing with occupational stress, LoC is an individual characteristic that could serve as determining factor for occupational stress.

Aim: This study was aimed to determine the relationship between LoC and incidence of occupational stress, as well

as examine the relationship of other stress risk factors with the incidence of occupational stress.

Methods: This research was conducted during November-December 2014 in a government financial institution with

150 workers as research subjects. The research was using Survey Diagnostic Stress (SDS), Self Reporting Questionnaire 20 (SRQ-20), Work Locus of Control and Heart Rate Variability (HRV) measurement.

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the defined candidates in the multivariate analysis based on  $p < 0.25$ . Determinant factors based on the correlation

between the independent variables with occupational stress were obtained by using multiple logistic regression analysis.

Results and Discussions: The LoC respondents distribution was 39.3% in the internal group and 60.7% in the

external group. The result also showed that the risk for external LOC group is higher for incidence of occupational

stress when compared to internal LOC group ( $RR = 0.950$ ;  $p = 0.459$ ). Occupational stress level data showed 72.7%

of respondents did not have occupational stress. Level of education was found to be the sole determinant factor of

occupational stress ( $RR = 1.504$ ;  $p = 0.000$ ).

Conclusion: LoC did not have a significant role in the onset of occupational stress in government financial institution. Level of education has a significant correlation with occupational stress, where high level of education is associated with low level of occupational stress. ]