

# Pengaruh program latihan fisik untuk peningkatan kebugaran (nilai VO2 max) terhadap Sickness Absence pekerja perusahaan di Indonesia = Effect of physical training program for fitness improvement on Sickness Absence of workers at chemical company in Indonesia

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## Abstrak

Latar Belakang. Selain hasil produksi, kebugaran, health cost dan sickness absence merupakan parameter produktivitas yang penting bagi perusahaan. Salah satu yang mempengaruhi sickness absence adalah individu pekerja itu sendiri berupa gaya hidup tidak sehat seperti kurangnya aktivitas fisik, pola makan yang buruk, merokok dan stress. Oleh sebab itu, saat ini banyak berkembang program wellness di tempat kerja, sebagai upaya meningkatkan kesehatan dan kebugaran pekerja. Tujuan penelitian ini adalah menilai pengaruh suatu program yang dikemas dalam bentuk kompetisi latihan fisik untuk meningkatkan kebugaran terhadap penurunan sickness absence pekerja.

Metode. Penelitian dengan desain cohort retrospektif dengan total sampling dilakukan di perusahaan kimia A, kota Cilegon pada bulan Mei-Juni 2019. Pada penelitian diamati hasil program latihan fisik yang dilakukan di perusahaan selama tahun 2018. Pencatatan latihan fisik dilakukan kolektif melalui aplikasi smartphone, dan evaluasi kebugaran periodik menggunakan test jalan Rockport untuk mengukur kadar VO2 max. Data sickness absence dihitung berdasarkan total hari kerja hilang selama satu tahun berjalan setelah program dimulai. Analisis data menggunakan SPSS Statistik versi 22.0.

Hasil. Sebanyak 91 subjek, peserta program latihan fisik, dianalisis data programnya untuk mencari peningkatan kebugaran dan penurunan sickness absence berdasarkan data latihan fisiknya selama satu tahun. Analisis menunjukkan bahwa ada perbedaan yang signifikan antara Active Group (AG) dan Inactive Group (IG) dalam meningkatkan kebugaran (adjusted RR 4,821, 95% CI 1,544-15,052) dan penurunan sickness absence (adjusted RR 3,458, CI 95% 1,034-11,572). Probabilitas penurunan sickness absence tidak berbeda antara yang mengalami peningkatan kebugaran dan yang tidak. Selain itu, ditemukan bahwa peserta dengan berat badan normal lebih berpeluang untuk meningkatkan kebugaran dibandingkan dengan peserta dengan kelebihan berat badan lebih/obesitas (adjusted RR 3,565, 95% CI 1,093-11,635).

Simpulan. Keaktifan dalam program latihan fisik terbukti meningkatkan kebugaran (nilai VO2 max) dan menurunkan sickness absence. Seseorang dengan status gizi normal lebih berpeluang untuk meningkatkan kebugaran dibandingkan status gizi lebih.

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Background. Besides production, employee fitness status, health costs and sickness absence are important productivity parameters for the company. One of the contributing factors of sickness absence is an individual factor, with unhealthy lifestyle such as an unhealthy diet, lack of exercise, smoking and stress. Therefore, there are many wellness programs developed in the workplace, as an effort to improve worker's health and fitness. The aim of this study was to assess effect of physical exercise program for fitness improvement (value vo2 max) on sickness absence.

Methods. Study with a retrospective cohort design and total sampling was carried out in chemical company A, Cilegon in May-June 2019. This study was conducted by observing the results of the workers' physical

training program in the company during 2018. Records of physical exercise were carried out collectively through a smartphone application, and fitness evaluation periodically use the Rockport walking test to measure VO2 max levels. The sickness absence data is calculated based on the total lost working days during the current year after the program starts. Data analysis using SPSS Statistics version 22.0.

**Result.** Data from 91 subjects of this study were observed to look for improvement in fitness and decrease in sickness absence based on one year's exercise data. 35 (38.5%) subjects increased their fitness (VO2 max value) and 31 (34.1%) subjects decreased in sickness absence. The factors that influence both of these are active physical exercise that carried out by 21 (23.1%) subjects. The analysis showed that there was a significant difference between Active Group (AG) and Inactive Group (IG) in improving fitness (adjusted RR 4.821, CI 95% 1.544-15.052) and decreasing sickness absence (adjusted RR 3.458, CI 95% 1.034-11.572). The probability of decreasing sickness absence does not differ between those who improve their fitness and those who do not. In addition, it was found that participants with normal weight were more likely to increase fitness compared to participants with overweight/obesity (adjusted RR 3.565, 95% CI 1.093-11.635).

**Conclusion.** Being active in a physical training program has been shown to improve fitness level and reduce sickness absence. And normal nutritional status is more likely to improve fitness than overweight or obesity.