

Gambaran konflik pekerjaan keluarga dan stress pada pegawai Direktorat Jenderal Kesehatan Masyarakat Kementerian Kesehatan Republik Indonesia di masa pandemi Covid-19 (Menggunakan skala persepsi stress-10) = Work family conflict and stress Among Employees of The Directorate General of Public health of the Indonesian ministry of health during the Covid-19 pandemic (Using the Perceived Stress Scale-10)

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Abstrak

Latar belakang : Pandemi Covid-19 telah menimbulkan perubahan dalam pola bekerja yaitu yang semula bekerja di kantor sepenuhnya menjadi kombinasi bekerja dari rumah dan bekerja di kantor. Perubahan ini berpotensi menyebabkan konflik pekerjaan keluarga dan stress pada pegawai. Penelitian ini bertujuan untuk mengetahui gambaran konflik pekerjaan keluarga dan stress yang dialami pegawai Ditjen Kesehatan Masyarakat, Kementerian Kesehatan di masa pandemi Covid-19.

Metode : Penelitian dilakukan di Ditjen Kesehatan Masyarakat, Kementerian Kesehatan dengan jumlah subyek penelitian 103 pegawai yang menjalani work from home minimal selama 6 bulan. Penelitian dilakukan dengan menggunakan kuesioner Skala Konflik Pekerjaan Keluarga dan Perceived Stress Scale-10 yang sudah divalidasi dalam Bahasa Indonesia.

Hasil : Dari hasil penelitian didapatkan bahwa responden yang memiliki persepsi stress berat adalah sebanyak 14.6%, yang mengalami stress sedang 59.2%. Prevalensi konflik pekerjaan keluarga yang dialami sebesar 67%. Secara statistik didapatkan hubungan yang bermakna antara konflik pekerjaan keluarga dan persepsi stress di mana pegawai yang mengalami konflik pekerjaan keluarga memiliki risiko 9,6 kali lebih tinggi untuk mengalami stres sedang (OR: 9,59, 95% CI: 2,42-37,98).

Kesimpulan : Sebagian besar subyek penelitian mengalami konflik pekerjaan keluarga dan stress sedang selama bekerja dengan pola kerja yang berubah di masa pandemi Covid-19; dan ternyata terdapat hubungan antara konflik pekerjaan keluarga dan stress.

.....Background: The Covid-19 pandemic has caused a change in work patterns, which were originally working in the office completely to a combination of working from home and working in the office. This change has the potential to cause work-family conflict and stress on employees. This study aims to describe the work-family conflict and stress experienced by employees of the Directorate General of Public Health, Ministry of Health during the Covid-19 pandemic.

Methods: The study was conducted at the Directorate General of Public Health, Ministry of Health with the number of research subjects 103 employees who underwent work from home for at least 6 months. The research was conducted using Work- Family Conflict Scale and Perceived Stress Scale-10 questionnaires which has been validated in Indonesian.

Results: It was found that respondents who had experienced severe stress were 14.6% and moderate stress were 59.2%. The prevalence of work-family conflict is 67%. Statistically, there was a significant relationship between work-family conflict and perceived stress where employees who experienced work-family conflict had a 9.6 times higher risk of experiencing moderate stress (OR: 9.59, 95% CI: 2.42-37, 98).

Conclusion: Most of the research subjects experienced work-family conflict and moderate stress while working with changing work patterns during the Covid-19 pandemic; and it turns out that there is a relationship between work-family conflict and stress.