

# Hubungan antara aspek psikososial dengan kelelahan multidimensi akibat kerja pada pekerja migas Daerah Operasi Bagian Utara (DOBU) PT. XYZ di Kalimantan Timur selama pandemi COVID-19 tahun 2020-2021 = Associations of psychosocial aspect and multidimensional work-related fatigue amongst upstream oil and gas workers in the northern operations area (DOBU) PT. XYZ in East Kalimantan during the 2020-2021 COVID-19 pandemic

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## Abstrak

Hubungan antara kelelahan dengan sekelompok aspek psikososial dalam industri hulu migas sampai sekarang relatif belum banyak diteliti. Sejak akhir tahun 2019, terdapat beberapa kebijakan terkait pandemi COVID-19, yang berdampak pada aspek psikologis pekerja dalam merespon kondisi-kondisi yang berubah secara acak tersebut. Tujuan penelitian ini adalah mengetahui hubungan aspek psikososial dengan kelelahan multidimensi akibat kerja diantara pekerja instalasi migas baik onshore maupun offshore selama pandemi Covid-19 tahun 2020-2021. Penelitian ini merupakan penelitian analitik kuantitatif dengan disain studi potong lintang. Penelitian dilakukan di salah satu instalasi hulu migas di Kalimantan Timur, Indonesia. Aspek psikososial diukur menggunakan kuesioner 3rd Version of Copenhagen Psychosocial Questionnaire (COPSOQ III), sedangkan kelelahan akibat kerja diukur dengan Multidimensional Fatigue Inventory-20 (MFI-20). Analisis regresi linier multivariabel digunakan untuk menganalisa hubungan dan interaksi pada keduanya. Hasil Penelitian ini menunjukkan bahwa seluruh aspek psikososial kepuasan dipersepsikan baik (tinggi) oleh pekerja. Sedangkan untuk aspek psikososial ketidakpuasan berada pada tingkat menengah saat Pandemi Covid-19, sementara itu tingkat kelelahan multidimensi akibat kerja cenderung berada pada tingkat rendah. Setelah mengendalikan variabel perancu, penghargaan, kepuasan kerja, dan konflik keluarga-pekerjaan ditemukan berhubungan dengan kelelahan total di area onshore, sedangkan aspek kepuasan kerja merupakan satu satunya aspek psikososial yang berhubungan dengan kelelahan total di area offshore. Perusahaan perlu memusatkan program pencegahan kelelahan di masa depan yang terkait dengan pengurangan konflik pekerjaan dan keluarga serta peningkatan hal-hal yang dapat membangun makna kepuasan dalam bekerja.

.....The relationship between fatigue and psychosocial aspects in the upstream oil and gas industry is still relatively not widely studied. Since end of 2019, there have been several policies related to the COVID-19 pandemic, which impact to the psychological aspects of the workers in response to those unexpected changing situations. The aim of this study was to determine the relationship between psychosocial aspects and the multidimensional work-related fatigue both onshore and offshore upstream oil and gas during the 2020-2021 Covid-19 pandemic. This study is a quantitative analytic study with a cross sectional study design. This study was conducted at one of the upstream oil and gas in East Kalimantan, Indonesia. Psychosocial aspects were measured by using the 3rd Version of Copenhagen Psychosocial Questionnaire (COPSOQ III) questionnaire, whilst work-related fatigue were measured by using the Multidimensional Fatigue Inventory-20 (MFI-20). Multivariable linear regression analysis was used to examine the associations and interactions. The result of study revealed all satisfaction subscales of psychosocial aspects

were perceived as good (high level) by workers. Meanwhile dissatisfaction subscales were at medium level during the COVID-19 pandemic. The work-related fatigue tended to be at low level. After the confounding variables were controlled, the Recognition, Job Satisfaction and Work Life Conflict aspects were found to have association with total fatigue in Onshore, whereas the job satisfaction is the only psychosocial aspect that is related to the total fatigue in offshore area. Company is encouraged to concentrate the future fatigue prevention programs particularly on reducing the Work Life Conflicts and developing proactive measures which may improve the meaning of satisfaction at work.