

Gambaran Tingkat Distres Dan Faktor-Faktor Yang Memengaruhi Pada Perawat Ruang Perawatan Di RSUD X Tembilahan Tahun 2022 = The Description of Distress Levels and Factors Affecting Nurses in Treatment Rooms at X Tembilahan Hospital in 2022

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Abstrak

Perawat merupakan salah satu profesi yang berisiko mengalami distres. Distres pada perawat dapat disebabkan oleh berbagai faktor seperti pada arena individu (jenis kelamin, usia, status pekerjaan dan masa kerja), arena kerja (ketaksaan peran, konflik peran, pengembangan karir, hubungan interpersonal, beban kerja dan lingkungan kerja), dan arena sosial (dukungan sosial dari supervisor dan dukungan sosial dari rekan kerja). Hal ini dapat memberikan dampak pada perawat seperti kelelahan, perilaku kasar, anxiety, peningkatan tekanan darah, kurangnya kepercayaan diri, penurunan efisiensi, dan lain-lain. Tujuan penelitian ini adalah menggambarkan tingkat distres dan menganalisis faktor-faktor yang memengaruhi tingkat distres pada perawat ruang perawatan di RSUD X Tembilahan. Penelitian ini menggunakan desain studi cross-sectional yang dilakukan pada Mei-Agustus 2022. Populasi dalam penelitian ini adalah seluruh perawat di ruang perawatan RSUD X Tembilahan. Distres diukur menggunakan kuesioner COPSOQ III dan NIOSH Generic Job. Data dianalisis menggunakan Chi-square dan regresi logistik ordinal. Ditemukan bahwa 28,9% perawat mengalami tingkat distres rendah, 68,9% perawat mengalami tingkat distress sedang, dan 2,2% perawat mengalami tingkat distress tinggi. Analisis regresi logistik ordinal menunjukkan bahwa perawat perempuan berisiko mengalami distres lebih tinggi dibandingkan perawat laki-laki (OR=4,03). Faktor risiko yang paling berpengaruh pada arena kerja dengan tingkat distress adalah konflik peran (OR=3,15) dan beban kerja (OR=3,8). Pengelolaan tingkat distres pada level organisasi dapat berupa melakukan pengawasan dalam pelaksanaan peraturan mengenai hak pekerja perempuan, memperhatikan deskripsi pekerjaan dan sumber daya manusia yang dibutuhkan, monitoring status kesehatan perawat, menyeimbangkan beban kerja dengan kapasitas kemampuan yang dimiliki perawat, dan mengupayakan sistem reward baik berupa materi maupun apresiasi terhadap hasil kerja untuk meningkatkan motivasi bagi perawat. Sedangkan pada level individu dapat berupa melaksanakan strategi perawatan diri yang sehat, work-life balance, dan melakukan relaksasi. Hal ini dibutuhkan untuk mencegah peningkatan tingkat distres pada perawat ruang perawatan di RSUD X Tembilahan.

.....Nursing is one of the stressful professions. Distress emerged on nurses due to various factors such as in the individual arena (gender, age, marital status and work experience), the work arena (role ambiguity, role conflict, career development, interpersonal relationships, workload and work environment), and the social arena (social support from supervisors and social support from colleagues). This can have an impact on nurses such as fatigue, harsh behavior, anxiety, increase of blood pressure, lack of self-confidence, decrease in efficiency, etc. This study aims to describe the level of distress and to analyze the factors affected with the level of distress on nurse in the treatment room at X Hospital Tembilahan. This study uses a cross-sectional study design that was conducted in May-August 2022. The population in this study were all inpatient nurse in X Hospital Tembilahan. The distress level is measured using the COPSOQ III and NIOSH Generic Job questionnaires. Data are analysed using chi-square and multiple logistic regression. such as in the individual

arena (gender, age, employment status and years of service), the work arena (role ambiguity, role conflict, career development, interpersonal relationships, workload and work environment), and the social arena (social support from supervisors and social support from colleagues). This can have an impact on nurses such as fatigue, rude behavior, anxiety, increased blood pressure, lack of confidence, decreased efficiency, and others. The purpose of this study was to describe the level of distress and to analyze the factors that influence the level of distress in nurses in the treatment room at X Tembilihan Hospital. This study used a cross-sectional study design which was conducted in May - August 2022. The population in this study were all nurses in the X Tembilihan Hospital. Distress was measured using the COPSOQ III and NIOSH Generic Job questionnaires. Data were analyzed using Chi-square and ordinal logistic regression. It was found that 28.9% of nurses experienced low levels of distress, 68.9% of nurses experienced moderate levels of distress, and 2.2% of nurses experienced high levels of distress. Ordinal logistic regression analysis showed that female nurses had a higher risk of experiencing distress than male nurses (OR=4.03). The most influential risk factors in the work arena with a level of distress are role conflict (OR=3.15) and workload (3.8). Management of the level of distress at the organizational level can be in the form of supervising the implementation of regulations regarding the rights of women workers, paying attention to job descriptions and human resources needed, monitoring the health status of nurses, balancing the workload with the capacities of nurses, and pursuing a reward system in the form of material as well as appreciation of work results to increase motivation for nurses. Meanwhile, at the individual level, it can be in the form of implementing healthy self-care strategies, work-life balance, and relaxation. This is needed to prevent an increase in the level of distress in nurses in the treatment room at X Tembilihan Hospital.