

Analisis Faktor Psikososial terhadap Stres Kerja pada Pekerja Perkantoran Sebelum dan Saat Pandemi COVID-19 di DKI Jakarta Tahun 2022 = Analysis of Psychosocial Factors towards Work Stress against Office Workers Before and During the COVID-19 Pandemic in DKI Jakarta in 2022

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Abstrak

Dua tahun pandemi COVID-19, perusahaan mulai kembali memberlakukan WFO dan mulai mempertimbangkan sistem kerja baru yaitu remote working. Perubahan sistem kerja ini berdampak pada perubahan job context (hubungan interpersonal, home-work interface) dan job content (desain ruang kerja, beban kerja, durasi waktu kerja, sistem kerja) yang dapat menyebabkan bahaya psikososial. Penelitian ini bertujuan untuk menganalisis faktor psikososial terhadap stres kerja pada pekerja perkantoran sebelum dan saat pandemi COVID-19. Penelitian ini merupakan penelitian kuantitatif dengan desain studi cross sectional. Penelitian dilakukan pada pekerja perkantoran yang bekerja dengan sistem WFH dan hybrid (WFH+WFO) di DKI Jakarta pada bulan Juni sampai Juli 2022 dengan menyebarkan kuesioner secara online (google form) kepada 142 responden. Analisis yang digunakan dalam penelitian ini adalah Chi-Square dan t-test. Dari hasil analisis Chi-Square terdapat hubungan yang signifikan untuk variabel desain ruang kerja sebelum pandemi ($p < 0,005$), beban kerja sebelum pandemi ($p < 0,003$) dan saat pandemi ($p < 0,000$), serta durasi waktu kerja saat pandemi ($p < 0,050$) terhadap stres kerja. Dari hasil uji t-test terdapat peningkatan yang signifikan antara stres kerja sebelum dan saat pandemi (1,19; Sig.2-tailed 0,005), beban kerja sebelum dan saat pandemi (0,56; Sig.2-tailed 0,001), serta durasi waktu kerja sebelum dan saat pandemi (0,42; Sig.2-tailed 0,000). Kesimpulan dari penelitian ini bahwa variabel tersebut berpengaruh pada stres kerja yang dialami oleh pekerja perkantoran sebelum dan saat pandemi COVID-19 di DKI Jakarta.

.....Two years the COVID-19 pandemic, companies have started to re-enforce WFO and are starting to consider a new work system, namely remote working. This work system has an impact on changes in job context (interpersonal relations, home-work interface) and job content (workspace design, workload, working time duration, work system) which can cause psychosocial hazards. This study aims to analyze psychosocial factors on work stress in office workers before and during the COVID-19 pandemic. This research is a quantitative study with a cross-sectional study design. The research was conducted on office workers working with the WFH and hybrid systems (WFH+WFO) in DKI Jakarta from June to July 2022 by distributing questionnaires online (google form) to 142 respondents. The analysis used in this study is the Chi-Square and t-test. From the results of the Chi-Square analysis there is a significant relationship for workspace design variables before the pandemic ($p < 0.005$), workload before the pandemic ($p < 0.003$) and during the pandemic ($p < 0.000$), and working time duration during the pandemic ($p < 0.050$) to work stress. From the results of the t-test there was a significant increase between work stress before and during the pandemic (1.19; Sig.2-tailed 0.005), workload before and during the pandemic (0.56; Sig.2-tailed 0.001), and duration of working time before and during the pandemic (0.42; Sig.2-tailed 0.000). The conclusion from this study is that these variables affect the work stress experienced by office workers before and during the COVID-19 pandemic in DKI Jakarta.