

Gambaran Faktor Psikososial dan Gejala Stres Kerja pada Karyawan Kantor Proyek Pembangunan X Tahun 2021 = The Description of Psychosocial Hazard and Occupational Stress Symptoms among Construction Project Staff X in 2021

Vania Widyadhari Haris Putri, author

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Abstrak

Skripsi ini membahas gambaran faktor psikososial dan gejala stres kerja pada karyawan kantor proyek pembangunan X. Penelitian bertujuan untuk mengetahui gambaran persepsi pekerja terhadap faktor psikososial konteks dan konten pekerjaan serta mengetahui gejala stres kerja yang dikeluhkan karyawan. Variabel dependen penelitian adalah gejala stres kerja (fisik, psikologis, kognitif, dan perilaku), sedangkan variabel independen adalah faktor karakteristik individu (usia, jenis kelamin, pendidikan, masa kerja, dan tipe kepribadian), faktor psikososial konteks pekerjaan (budaya dan fungsi organisasi, peran di organisasi, perkembangan karir, pengambilan keputusan dan kontrol, hubungan rumah-kantor) dan konten pekerjaan (lingkungan kerja, desain tugas, beban kerja/ritme kerja, dan jadwal kerja). Desain penelitian cross sectional, pengambilan data kuesioner via daring dan melibatkan seluruh karyawan sebanyak 51 orang. Analisis univariat menggunakan perangkat lunak. Persepsi faktor psikososial mengacu pada skor rata-rata, skor 1,00-3,00 tergolong buruk dan 3,01-5,00 tergolong baik. Hasil penelitian mendapatkan faktor psikososial konteks pekerjaan yang dipersepsikan buruk yaitu faktor pengambilan keputusan/kontrol (2,92) dan hubungan rumah-kantor (2,34), sedangkan faktor psikososial konten pekerjaan yang dipersepsikan buruk yaitu faktor lingkungan kerja (2,21), beban kerja/ritme kerja (2,63), dan jadwal kerja (2,03). Kategori stres mengacu pada skor rata-rata, skor 1,00-2,33 tergolong ringan, 2,34-3,67 tergolong sedang, dan 3,68-5,00 tergolong tinggi. Gejala stres kerja fisik, psikologis, kognitif, dan perilaku termasuk dalam kategori ringan dengan skor 2,14; 2,22; 2,33; 2,0 secara berurutan dan gejala yang tergolong sedang-tinggi dialami oleh 33,3%, 47,1%, 45,1%, dan 36,3% secara berurutan. Secara keseluruhan, faktor psikososial di kantor proyek pembangunan X tergolong buruk dengan keluhan gejala stres kerja ringan.

.....This thesis describes the psychosocial factors and symptoms of occupational stress among construction project staff X. The study aims to describe the perception of workers on psychosocial factors (context to work and content of work) and to find out the symptoms of occupational stress among the staff. The dependent variables are the symptoms of occupational stress (physical, psychological, cognitive, and behavioral), while the independent variables are individual characteristics (age, gender, education, tenure, and personality type), context to work (organizational culture and function, role in organisation, career development, decision latitude control, home-work interface) and content of work (work environment, task design, workload/work pace, and work schedule). The research design is cross sectional, using online questionnaire and involving all 51 employees as sample of the study. Univariate analysis is using computer software. Perception of psychosocial factors refers to the average score, 1.00-3.00 is classified poor and 3.01-5.00 is good. The results showed that psychosocial factors in context to work were perceived as poor, namely decision latitude and control (2.92) and home-work interface (2.34), while psychosocial factors in content of work perceived as poor, namely work environment (2.21), workload and work pace (2.63), and work schedule (2.03). Level of occupational stress refers to the average score, 1.00-2.33 is classified as

mild, 2.34-3.67 is moderate, and 3.68-5.00 is high. Level of occupational stress symptoms that manifested on physical, psychological, cognitive, and behavioral are classified as mild with average score 2.14; 2.22; 2.33; and 2.0 respectively, and occupational stress that were classified as moderate-high were experienced by 33.3%, 47.1%, 45.1%, and 36.3% respectively. Overall, the psychosocial factors in the construction project X office is classified as poor with complaints of mild occupational stress symptoms.