

ANALISIS FAKTOR RISIKO KEJADIAN STRES AKIBAT KERJA PADA PEKERJA SEKTOR FORMAL DI KOTA SEMARANG

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ABSTRAK

Latar belakang: Stres kerja adalah kondisi tertekan yang dialami pekerja dalam menyelesaikan pekerjaannya dan dapat mempengaruhi respon emosional, proses berpikir serta kondisi fisik pekerja yang berakibat pada penurunan performa, efisiensi dan produktivitas bekerja. Data menunjukkan stress akibat kerja dapat mengakibatkan gangguan tidur dan sakit kepala, jantung koroner dan hipertensi, absensi atau tidak masuk kerja serta timbulnya kecelakaan di lingkungan kerja. Pada bulan februari 2012 sebanyak 120,4 juta pekerja Indonesia mengalami stres kerja.

Metode: Penelitian ini merupakan studi observasional analitik dengan pendekatan cross sectional. Alat ukur yang digunakan adalah kuisioner NASA-TLX untuk mengukur beban kerja mental dan kuisioner Life Event Scale untuk mengukur stres kerja. Data diambil pada bulan November-Desember 2017. Sampel diambil dengan teknik cluster random sampling yang sesuai dengan kriteria inklusi dan eksklusi yaitu sebanyak 30 PNS Kantor Kecamatan Semarang Selatan, 15 anggota polri bagian staff Polrestabes Semarang dan 15 TNI bagian staff Kantor Oditurat Militer II-10 Semarang. Analisis bivariat menggunakan uji rank spearman dan uji chi-square. Analisis multivariat menggunakan uji regresi ordinal.

Hasil: Uji rank spearman dan uji chi-square didapatkan variabel usia ($p=0,000$), masa kerja ($p=0,000$), beban kerja mental ($p=0,000$) dan hubungan interpersonal ($p=0,002$) memiliki hubungan yang bermakna dengan kejadian stres akibat kerja, sedangkan variabel peran individu ($p=0,103$) dan pengembangan karir ($p=0,893$) tidak ada hubungan dengan kejadian stres akibat kerja. Variabel masa kerja adalah variabel yang paling berpengaruh terhadap kejadian stres akibat dengan nilai $p=0,024$ dan nilai $OR\ exp(1,521) = 4,576$.

Kesimpulan: Terdapat hubungan yang bermakna antara usia, masa kerja, beban kerja mental dan hubungan interpersonal terhadap kejadian stres akibat kerja. Tidak ada hubungan antara peran individu dan pengembangan karir terhadap kejadian stres akibat kerja. Masa kerja merupakan variabel yang paling berpengaruh terhadap kejadian stres akibat kerja.

Kata kunci: Stres kerja, PNS, polri, TNI.

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RESEARCH FACTORS ANALYSIS OF STRESS ISSUES TO THE FORMAL SECTOR EMPLOYEES IN SEMARANG CITY

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ABSTRACT

Background of Study: Job stress is a condition experienced by workers in completing their work so that it affects the emotional response, thinking process and physical condition of workers resulting in poor performance, inefficiency and unproductive work. The data showed that work stress could make people got some impact such as sleep disorder and headache, coronary heart and hypertension, absenteeism or regularly staying away from work and the accidents in the working environment. In February 2012, there were 120,4 workers in Indonesia was dealing with work stress.

Methods: This research was an observational analytic study with cross sectional approach. The measuring tool used was NASA-TLX questionnaire to measure mental work load and Life Event Scale questionnaires to measure work stress. The data was taken during November-December 2017. The samples were taken by cluster random sampling technique in accordance with the inclusion and exclusion criteria of 30 civil servants in South Semarang Sub-district Office, 15 members of Indonesian National Police (Polri) staff of Police Headquarter in Semarang and 15 Indonesian National Armed Forces (TNI) officers of the Military Oditurat II-10 Semarang. Bivariate analysis using spearman test and chi-square test. Multivariate analysis using ordinal regression test.

Result: Rank spearman test and chi-square test showed that the variable of age ($p=0,000$), work period ($p=0,000$), mental workload ($p=0,000$) and interpersonal relation ($p=0,002$) had significant relation with work stress incident, whereas individual role ($p=103$) and career development ($p=0,893$) had no relation with work stress occurrence. The variable of working period was the most influential variable of stress incidence with the value of $p = 0,024$ and OR value of $\exp(1,521) = 4,576$.

Conclusion: There is a meaningful relation between age, work period, mental workload and interpersonal relationships to work-related stress events. There is no relationship between individual roles and career development to workplace stress issue. The variable of working period is the most influential variable of the occurrence on work-related stress.

Keywords: work stress, civil servant, police, Indonesian National Armed Forces (TNI).

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