

HUBUNGAN GAYA KEPEMIMPINAN TERHADAP STRES KERJA PEKERJA *WHITE COLLAR* DI PT. ANTAM TBK UBPE PONGKOR TAHUN 2024

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Abstrak

Manusia memegang peran krusial dalam implementasi strategi organisasi, dan penelitian ini berfokus pada pekerja *white collar*. Stres kerja merupakan respons fisik dan emosional akibat ketidakseimbangan antara tuntutan dan kemampuan individu. Stres kerja dapat menghambat pencapaian tujuan perusahaan. Penelitian ini bertujuan untuk mengetahui hubungan antara gaya kepemimpinan (otoriter, demokratis, dan *laissez-faire*) dan stres kerja pada pekerja *white collar* di PT. Antam Tbk UBPE Pongkor. Metode yang digunakan desain *cross-sectional*. Melibatkan 98 pekerja *white collar*. Variabel yang diteliti meliputi gaya kepemimpinan, karakteristik individu dan stres kerja. Data primer dikumpulkan melalui angket *workplace stress scale* dan gaya kepemimpinan. Hasil analisis bivariat menunjukkan tidak adanya hubungan signifikan antara gaya kepemimpinan dengan stres kerja. Namun, terdapat hubungan signifikan antara usia dan masa kerja dengan stres kerja, sedangkan jenis kelamin dan status pernikahan tidak menunjukkan hubungan yang signifikan. Gaya kepemimpinan demokratis adalah yang paling dominan, diikuti oleh otoriter dan *laissez-faire*. Mayoritas responden berusia 39 tahun, berjenis kelamin laki-laki, memiliki pendidikan tinggi, sudah menikah, dan memiliki masa kerja kurang dari 9 tahun. Hasil penelitian ini menunjukkan bahwa terdapat hubungan antara stres kerja dengan usia dan masa kerja. Penelitian ini diharapkan dapat memberikan wawasan untuk pengembangan strategi kepemimpinan yang efektif dalam mengurangi stres kerja di PT. Antam Tbk UBPE Pongkor.

Kata kunci: Gaya Kepemimpinan, Stres Kerja, dan *White collar*

THE RELATIONSHIP BETWEEN LEADERSHIP STYLE AND WORK STRESS OF WHITE COLLAR WORKER AT PT. ANTAM TBK UBPE PONGKOR IN 2024

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Abstract

People play a crucial role in the implementation of organisational strategy, and this research focuses on white collar workers. Job stress is a physical and emotional response due to an imbalance between demands and individual capabilities. Job stress can hinder the achievement of organisational goals. This study aims to determine the relationship between leadership style (authoritarian, democratic, and laissez-faire) and job stress in white collar workers at PT. Antam Tbk UBPE Pongkor. The method used was a cross-sectional design involving 98 white collar workers. The variables studied include leadership style, individual characteristics, and job stress. Primary data were collected through questionnaires on work stress and leadership style. The results of bivariate analysis showed no significant relationship between leadership style and job stress. However, there was a significant relationship between age and tenure and job stress, while gender and marital status showed no significant relationship. While leadership style can influence work outcomes, high levels of stress can negatively impact worker productivity. Democratic leadership style was the most dominant, followed by authoritarian and laissez-faire. The majority of respondents were 39 years old, male, had higher education, were married, and had less than 9 years of service. The results of this study indicate that there is a relationship between job stress and age and tenure. The research is expected to provide insight for the development of effective leadership strategies in reducing work stress at PT. Antam Tbk UBPE Pongkor.

Keywords: Leadership Style, Job Stress, and White Collar