

HUBUNGAN *HAZARD* PSIKOSOSIAL DAN DETERMINAN DEMOGRAFI TERHADAP STRES KERJA PADA PEKERJA PT. X TAHUN 2024

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Abstrak

Stres kerja terjadi ketika dihadapkan dengan tuntutan dan tekanan kerja yang tidak sesuai dengan pengetahuan dan kemampuan. Stres memburuk ketika pekerja merasa sedikit dukungan dari pengawas dan kolega, serta kendali atas proses kerja. Penelitian ini bertujuan untuk mengetahui faktor-faktor yang berkontribusi terhadap stres kerja. Penelitian ini menggunakan desain studi *cross-sectional*. Teknik sampel penelitian ini menggunakan teknik *total sampling* pada pekerja PT. X, yaitu 61 pekerja. Variabel penelitian meliputi usia, jenis kelamin, penghasilan, status pernikahan, masa kerja, tingkat pendidikan, beban kerja mental diukur dengan *Rating Scale Mental Effort* (RSME), dukungan sosial diukur dengan *Multidimensional Scale of Perceived Social Support* (MSPSS), hubungan sosial diukur dengan *Social Network Index* (SNI), iklim organisasi diukur dengan *Organizational Climate Questionnaire* (OCQ), *loneliness* diukur dengan *UCLA Loneliness* dan stres kerja diukur dengan *Perceived Stress Scale* (PSS-10). Dalam penelitian ini, analisis data dilakukan hingga tahap bivariat dengan menggunakan uji *chi-square*. Hasil penelitian menunjukkan bahwa terdapat 30 (49,2%) pekerja yang mengalami stres kerja dengan intensitas tinggi. Terdapat hubungan antara variabel jenis kelamin ($p\text{-value} = 0,048$) dan beban kerja mental ($p\text{-value} = 0,000$) dengan stres kerja pada pekerja PT. X tahun 2024. Disarankan kepada perusahaan menyediakan kegiatan untuk *refreshing* disela-sela pekerjaan, *reward* atau apresiasi, dan fasilitas konseling.

Kata kunci: Stres Kerja, Dukungan Sosial, Hubungan Sosial, *Loneliness*

THE RELATIONSHIP BETWEEN PSYCHOSOCIAL HAZARDS AND DEMOGRAPHIC DETERMINANTS IN RELATION TO WORK-RELATED STRESS AMONG PT. X EMPLOYEES IN 2024

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Abstract

Work stress occurs when faced with work demands and pressure that are not following knowledge and abilities. Stress worsens when workers feel little support from supervisors and colleagues and control over work processes. This research aims to determine the factors that contribute to work stress. This research uses a cross-sectional study design and a total sampling technique on 61 workers. Research variables include age, gender, income, marital status, length of service, education level, mental workload measured by the Rating Scale Mental Effort (RSME), social support measured by the Multidimensional Scale of Perceived Social Support (MSPSS), social relationships measured by Social Network Index (SNI), organizational climate was measured by the Organizational Climate Questionnaire (OCQ), loneliness measured by UCLA Loneliness and work stress measured by the Perceived Stress Scale (PSS-10). In this research, data analysis was carried out to the bivariate stage using the chi-square test. The research results showed that there were 30 (49.2%) workers who experienced high-intensity work stress. There is a relationship between gender (p -value = 0.048) and mental workload (p -value = 0.000) with work stress in PT. X workers in 2024. It is recommended that companies provide activities for refreshing between work, rewards or awards, and counseling facilities.

Keyword: Work Stress, Social Support, Social Network, Loneliness