

HUBUNGAN FAKTOR INDIVIDU DAN FAKTOR PEKERJAAN TERHADAP *PRESENTEEISM* PADA KARYAWAN KANTOR PUSAT PT. X TAHUN 2024

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Abstrak

Presenteeism merupakan fenomena karyawan tetap hadir untuk bekerja meskipun mempunyai keluhan kesehatan. *Presenteeism* dapat berdampak negatif bagi karyawan dan perusahaan karena berkaitan erat dengan penurunan kesehatan dan produktivitas kerja. Penelitian ini bertujuan untuk mengetahui hubungan antara faktor individu dan faktor pekerjaan terhadap *presenteeism* pada karyawan kantor pusat PT. X Tahun 2024. Penelitian dilaksanakan dari bulan Mei hingga Juni 2024 menggunakan desain studi *cross-sectional*. Penelitian ini menggunakan *purposive sampling* dengan jumlah sampel sebanyak 114 karyawan. Data yang digunakan berupa data primer yang diperoleh menggunakan kuesioner *online* berisi identitas serta gabungan skala penelitian *job demands*, *job insecurity*, *co-worker support*, dan *presenteeism*. Berdasarkan analisis data menggunakan uji *Chi-Square*, terdapat satu variabel faktor individu dan dua variabel faktor pekerjaan yang memiliki hubungan dengan *presenteeism*, yaitu masa kerja ($P = 0.000$), *job insecurity* ($P = 0,023$), dan *co-worker support* ($P = 0,040$). Sedangkan variabel usia, jenis kelamin, status pernikahan, dan *job demand* tidak memiliki hubungan yang signifikan terhadap *presenteeism* ($P > 0.05$). Oleh karena itu perusahaan dapat menjadi fasilitator dalam membentuk program promosi kesehatan guna menciptakan lingkungan kerja yang sehat dan suportif sehingga dapat menurunkan proporsi *presenteeism* dan meningkatkan produktivitas kerja.

Kata kunci : *Presenteeism, Job Demands, Job Insecurity, Co-worker Support*

THE RELATIONSHIP BETWEEN INDIVIDUAL AND WORK FACTORS ON PRESENTEEISM AMONG PT X HEAD OFFICE EMPLOYEES IN 2024

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Abstract

Presenteeism is the phenomenon of employees continuing to attend work despite having health complaints. Presenteeism can harm employees and companies because it is closely related to decreased health and work productivity. This study aims to determine the relationship between individual and work factors on presenteeism in PT X head office employees in 2024. The research was conducted from May to June 2024 using a cross-sectional study design. This study used purposive sampling with a sample size of 114 employees. The data used is primary data obtained using an online questionnaire containing identity and a combination of job demands, job insecurity, co-worker support, and presenteeism research scales. The Chi-Square test revealed that there is one individual factor variable and two work factor variables that have a relationship with presenteeism. These are tenure ($P = 0.000$), job insecurity ($P = 0.023$), and co-worker support ($P = 0.040$). In contrast, the variables of age, gender, marital status, and job demand do not appear to have a significant relationship with presenteeism ($P > 0.05$). It would therefore seem prudent for the company to provide healthy working conditions and a good working environment, such as health promotion programmes, in order to reduce presenteeism and increase productivity.

Keyword : Presenteeism, Job Demands, Job Insecurity, Co-worker Support