

ANALISIS HUBUNGAN TINGKAT STRES KERJA DENGAN *WORK ABILITY* PADA PEGAWAI PT PLN (PERSERO) UID JAKARTA RAYA TAHUN 2024

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Abstrak

Kemampuan kerja merupakan kapasitas yang dimiliki oleh setiap pekerja dan bernilai seimbang antara sumber daya pribadi dan faktor pekerjaan. Kemampuan kerja dapat dipengaruhi oleh stres kerja karena mengganggu kesehatan individu dan berdampak pada perusahaan. Penelitian ini bertujuan untuk mengetahui hubungan tingkat stres kerja dengan *work ability* pada pegawai PT PLN (Persero) UID Jakarta Raya tahun 2024. Penelitian ini menggunakan desain studi *cross-sectional* dengan sampel penelitian berjumlah 99 responden didapatkan melalui teknik *simple random sampling*. Instrumen penelitian ini menggunakan *The Workplace Stress Scale* untuk mengukur stres kerja dan *Work Ability Index* untuk mengukur kemampuan kerja. Penelitian ini menggunakan analisis uji *chi-square* dan regresi logistik ganda. Hasil menunjukkan bahwa tingkat stres kerja berhubungan signifikan dengan *work ability* ($p = 0,003$; POR = 4,209; 95% CI = 1,708 - 10,369). Hasil analisis multivariat menunjukkan bahwa usia ($p = 0,017$; POR = 0,222; 95% CI = 0,065 - 0,761) dan rotasi kerja ($p = 0,000$; POR = 76,951; 95% CI = 12,524 - 472,811) merupakan variabel konfounding hubungan tingkat stres kerja dengan *work ability*. Dalam penelitian ini, variabel yang paling berhubungan terhadap *work ability* adalah rotasi kerja. Perusahaan dapat mempertimbangkan sebelum melakukan rotasi kerja terhadap pegawai serta memfasilitasi pelatihan di bidang-bidang khusus sehingga pegawai memiliki keterampilan di bidang terkait.

Kata kunci : stres kerja, kemampuan kerja, *work ability index*, pegawai kantor

ANALYSIS OF THE RELATIONSHIP BETWEEN WORK STRESS LEVELS AND WORK ABILITY IN EMPLOYEES OF PT PLN (PERSERO) UID JAKARTA RAYA IN 2024

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Abstract

Employability is the capacity possessed by every worker and is a balanced value between personal resources and work factors. Work ability can be affected by work stress because it disrupts individual health and has an impact on the company. This study aims to determine the relationship between work stress levels and work ability in employees of PT PLN (Persero) UID Jakarta Raya in 2024. This study used a cross-sectional study design with a research sample of 99 respondents obtained through simple random sampling technique. This research instrument uses The Workplace Stress Scale to measure work stress and the Work Ability Index to measure work ability. This study used chi-square test analysis and multiple logistic regression. The results showed that the level of work stress was significantly associated with work ability ($p = 0.003$; $POR = 4.209$; $95\% CI = 1,708 - 10,369$). The results of multivariate analysis showed that age ($p = 0.017$; $POR = 0.222$; $95\% CI = 0.065 - 0.761$) and job rotation ($p = 0.000$; $POR = 76.951$; $95\% CI = 12.524-472.811$) were confounding variables of the relationship between work stress level and work ability. In this study, the variable most related to work ability is job rotation. Companies can consider before rotating employees and facilitating training in specialized fields so that employees have skills in related fields.

Keyword : work stress, work ability, work ability index, office employee