

DETERMINAN PSIKOSOSIAL, LINGKUNGAN KERJA FISIK, DAN BEBAN KERJA TERHADAP KINERJA PEKERJA BAGIAN PRODUKSI DI PT X KOTA DEPOK TAHUN 2024

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Abstrak

Kinerja merupakan salah satu faktor untuk mendukung pencapaian tujuan perusahaan. Berbagai faktor seperti kondisi psikososial, lingkungan kerja, dan beban kerja berlebihan dapat berisiko memengaruhi kinerja karyawan. Penelitian ini bertujuan untuk menganalisis hubungan determinan psikososial, lingkungan kerja fisik, dan beban kerja terhadap kinerja pekerja bagian produksi di PT X Kota Depok tahun 2024 dengan menggunakan metode penelitian kuantitatif *cross-sectional*. Pengambilan sampel menggunakan total populasi sebanyak 61 pekerja. Instrumen penelitian berupa kuesioner IWPQ, *The Workplace Stress Scale*, MSQ, NASA-TLX, dan alat pengukur lingkungan kerja. Hasil menunjukkan bahwa determinan psikososial, yaitu stres kerja ($p=0,042$) dan kepuasan kerja ($p=0,013$) berhubungan dengan kinerja. Sedangkan, suhu ($p=0,620$), kelembaban ($p=0,213$), pencahayaan ($p=0,980$), beban kerja mental ($p=0,441$) dan beban kerja fisik ($p=0,451$) tidak berhubungan dengan kinerja. Perusahaan disarankan untuk mengadakan pelatihan atau workshop manajemen stres dan melakukan survey kepuasan kerja.

Kata Kunci: Kinerja Pekerja, Beban Kerja, Kepuasan Kerja, Lingkungan Kerja Fisik, Stres kerja

DETERMINANTS PSYCHOSOCIAL, PHYSICAL WORK ENVIRONMENT, AND WORKLOAD ON THE PERFORMANCE OF PRODUCTION WORKERS AT PT X DEPOK IN 2024

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Abstract

Performance is a critical factor in supporting the achievement of company goals. Various factors, such as psychosocial, the work environment, and excessive workload, can influence employee performance. This study aims to analyze the relationship between psychosocial determinants, the physical work environment, and workload on the performance of production workers at PT X Depok in 2024, using cross-sectional quantitative research. The sampling was conducted using a total population of 61 workers. The research instruments were the IWPQ, the Workplace Stress Scale, the MSQ, the NASA-TLX, and a work environment measuring instrument. The results revealed that psychosocial determinants, specifically work stress ($p=0.042$) and job satisfaction ($p=0.013$) were significantly associated with performance. However, temperature ($p=0.620$), humidity ($p=0.213$), lighting ($p=0.980$), mental workload ($p=0.441$), and physical workload ($p=0.451$) showed no significant relationship with performance. It is recommended that the company organize regular stress management training and conduct periodic job satisfaction surveys.

Keyword: Worker Performance, Workload, Job Satisfaction, Physical Work Environment, Work Stress