

HUBUNGAN FAKTOR INDIVIDU DAN FAKTOR PEKERJAAN DENGAN *PRESENTEEISM*: PERSPEKTIF KESEHATAN KERJA PADA PEKERJA KANTOR DI PT.X JAKARTA TAHUN 2026

Agnis Ika Pratiwi

Abstrak

Presenteeism merupakan perilaku hadir bekerja meskipun mengalami masalah kesehatan yang dapat berdampak terhadap penurunan kesehatan dan produktivitas kerja. Penelitian ini bertujuan menganalisis hubungan faktor individu dan faktor pekerjaan dengan *presenteeism* pada pekerja kantor Di PT. X Jakarta Tahun 2026 serta menyusun rekomendasi kesehatan kerja sebagai upaya pencegahan dan pengendalian *presenteeism*. Penelitian ini menggunakan desain *cross sectional* dengan pendekatan kuantitatif pada 59 pekerja melalui teknik *total sampling*. Data yang digunakan berupa data primer yang diperoleh menggunakan kuesioner berisi identitas diri serta skala penelitian *job demands*, *co-worker support*, *job insecurity*, dan *presenteeism*. Analisis data dilakukan secara univariat dan bivariat menggunakan uji *chi-square*. Hasil analisis menunjukkan terdapat satu variabel faktor individu dan dua variabel faktor pekerjaan yang berhubungan signifikan dengan *presenteeism*, yaitu masa kerja ($P=0,036$), *job demands* ($P=0,003$), dan *co-worker support* ($P=0,036$). Sedangkan variabel usia, jenis kelamin, status pernikahan, tingkat pendidikan dan *job insecurity* tidak memiliki hubungan yang signifikan dengan *presenteeism* ($P>0.05$). Perusahaan disarankan untuk menerapkan upaya kesehatan kerja meliputi promosi kesehatan, program aktivitas fisik, buddy system, pengaturan beban kerja, serta penguatan dukungan sosial di tempat kerja untuk meningkatkan kesehatan dan kesejahteraan psikologis pekerja serta mencegah dan mengendalikan perilaku *presenteeism*.

Kata Kunci: *Presenteeism*, Faktor individu, Faktor Pekerjaan, Kesehatan Kerja

***RELATIONSHIP BETWEEN INDIVIDUAL AND WORK
FACTORS WITH PRESENTEEISM: OCCUPATIONAL HEALTH
PERSPECTIVE AMONG OFFICE WORKERS AT PT.X JAKARTA
2026***

Agnis Ika Pratiwi

Abstract

Presenteeism is the behavior of attending work despite experiencing health problems, which may reduce employees' health and work productivity. This study aimed to analyze the association between individual factors and work-related factors with presenteeism among office workers at PT. X Jakarta in 2026 and to develop occupational health recommendations for the prevention and control. A quantitative cross-sectional study was conducted among 59 office workers selected using total sampling. Primary data were collected using a structured questionnaire consisting of respondents' demographic characteristics and validated scales measuring job demands, co-worker support, job insecurity, and presenteeism. Data were analyzed using univariate and bivariate analyses with the chi-square test. The results showed that one individual factor and two work-related factors were significantly associated with presenteeism, namely length of service ($p=0.036$), job demands ($p=0.003$), and co-worker support ($p=0.036$). In contrast, age, sex, marital status, educational level, and job insecurity were not significantly associated with presenteeism ($p>0.05$). The company is recommended to implement occupational health interventions, including health promotion, physical activity programs, a buddy system, workload management, and strengthening social support in the workplace to improve employees' health and psychological well-being and to prevent and control presenteeism.

Keyword: *Presenteeism , Individual Factors, Work factors, Occupational Health*