

**HUBUNGAN IKLIM KESELAMATAN PSIKOSOSIAL DENGAN KEJADIAN
STRES KERJA PADA PERAWAT DI RSUD X JAKARTA TIMUR TAHUN
2026**

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Abstrak

Stres kerja merupakan kondisi psikologis yang banyak dialami perawat akibat tingginya tuntutan pekerjaan dan berpotensi memengaruhi kesehatan serta kualitas pelayanan keperawatan. Salah satu faktor organisasi yang berperan dalam menurunkan risiko stres kerja adalah iklim keselamatan psikososial (PSC), yaitu persepsi pekerja terhadap komitmen organisasi dalam menjaga kesehatan psikologis di tempat kerja. Penelitian ini bertujuan menganalisis hubungan iklim keselamatan psikososial, faktor individu, dan beban kerja dengan stres kerja pada perawat instalasi rawat inap RSUD X Jakarta Timur. Penelitian ini menggunakan desain studi *cross-sectional* dengan pendekatan kuantitatif. Sebanyak 88 responden dipilih menggunakan teknik *stratified random sampling*. Data dikumpulkan menggunakan *Workplace Stress Scale* (WSS), *Psychosocial Safety Climate* (PSC-12), serta kuesioner beban kerja mental dan fisik, kemudian dianalisis menggunakan uji Chi-Square. Hasil penelitian menunjukkan bahwa iklim keselamatan psikososial ($p = 0,020$) dan beban kerja fisik ($p < 0,001$) berhubungan signifikan dengan stres kerja. Sebaliknya, usia ($p = 0,683$), jenis kelamin ($p = 0,734$), masa kerja ($p = 0,764$), durasi kerja ($p = 0,271$), dan beban kerja mental ($p = 0,138$) tidak berhubungan signifikan. Temuan ini menunjukkan bahwa penguatan iklim keselamatan psikososial dan pengelolaan beban kerja fisik perlu menjadi prioritas rumah sakit untuk menurunkan risiko stres kerja serta mendukung kesehatan psikologis perawat.

Kata kunci: Stres Kerja, Iklim Keselamatan Psikososial, Perawat, Beban Kerja

THE RELATIONSHIP BETWEEN PSYCHOSOCIAL SAFETY CLIMATE AND WORK STRESS AMONG NURSES AT RSUD X EAST JAKARTA IN 2026

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Abstract

Work stress is a common psychological problem among nurses due to high job demands and may adversely affect their health and the quality of nursing care. One organizational factor that may reduce work stress is the Psychosocial Safety Climate (PSC), defined as employees' perceptions of their organization's commitment to protecting psychological health in the workplace. This study aimed to analyze the association between psychosocial safety climate, individual factors, workload, and work stress among inpatient nurses at RSUD X, East Jakarta. A quantitative study with a cross-sectional design was conducted among 88 nurses selected using stratified random sampling. Data were collected using the Workplace Stress Scale (WSS), Psychosocial Safety Climate (PSC-12), and questionnaires on mental and physical workload, then analyzed using the Chi-square test. The results showed that psychosocial safety climate ($p = 0.020$) and physical workload ($p < 0.001$) were significantly associated with work stress. In contrast, age ($p = 0.683$), sex ($p = 0.734$), years of service ($p = 0.764$), working hours ($p = 0.271$), and mental workload ($p = 0.138$) were not significantly associated. Strengthening PSC and managing physical workload should therefore become priorities to reduce work stress and promote nurses' psychological well-being.

Keywords: *Work Stress, Psychosocial Safety Climate, Nurses, Workload*