

FAKTOR RISIKO STRESS KERJA PADA PEGAWAI PUSKESMAS TAMBUN SELAMA MASA PANDEMI COVID-19

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Abstrak

Stress kerja disebabkan oleh berbagai macam faktor seperti beban kerja yang berlebih, kondisi lingkungan pekerjaan, tekanan pekerjaan, konflik di tempat kerja, dan kelelahan kerja. Pandemi COVID-19 juga menyebabkan berbagai kecemasan yang bisa mengakibatkan terjadinya stress. Menurut Badan Pusat Statistik (2014) terdapat sekitar 11,6%-17,4% dari 150 juta orang dewasa mengalami stress kerja. Tujuan penelitian ini adalah untuk mengetahui faktor risiko yang berhubungan dengan stress kerja pada pegawai Puskesmas Tambun selama masa Pandemi COVID-19. Penelitian ini adalah penelitian kuantitatif analitik dengan desain penelitian *cross-sectional*. Sampel dalam penelitian ini berjumlah 40 orang yang diambil dengan teknik *purposive sampling*. Variabel yang diuji adalah umur, jenis kelamin, status pernikahan, beban kerja, konflik interpersonal, kecemasan terhadap Pandemi COVID-19, dan kelelahan kerja. Analisis bivariat dilakukan dengan menggunakan uji *chi-square* ($\alpha=0,05$). Hasil analisis bivariat didapatkan hasil hubungan stress kerja dengan umur ($p=0,009$, OR=8,5), jenis kelamin ($p= 1$, OR=0,808), status pernikahan ($p=0,033$), beban kerja ($p=0,000$, OR=44,33), konflik interpersonal ($p=0,870$, OR=0,72), kecemasan terhadap Pandemi COVID-19 ($p=0,004$, OR=10,29), kelelahan kerja ($p=0,03$, OR= 6,0). Simpulan dari penelitian ini yaitu sebagian besar pegawai Puskesmas Tambun mengalami stress kerja sedang dan faktor yang berpengaruh terhadap stress kerja yaitu usia, status pernikahan, beban kerja, kecemasan terhadap Pandemi COVID-19, serta kelelahan kerja. Disarankan agar pegawai melakukan kegiatan yang dapat meringankan gejala stress yang dirasa seperti melakukan aktivitas fisik setiap hari dan menerapkan protokol kesehatan secara benar.

Kata Kunci: faktor risiko, pandemi COVID-19, stress kerja

RISK FACTORS OF WORK STRESS IN TAMBUN PRIMARY HEALTH CARE EMPLOYEES DURING THE COVID-19 PANDEMIC

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Abstract

Work stress is caused by various factors such as excessive workload, work environment conditions, work pressure, conflicts in the workplace, and work fatigue. The COVID-19 pandemic has also caused various events that can lead to stress. According to Badan Pusat Statistik (2014), around 11.6% -17.4% of 150 million adults had experienced work stress. The purpose of this study was to determine risk factors associated with work stress in Tambun Public Health Center employees during the COVID-19 pandemic. This research is a quantitative analytic study with a cross-sectional research design. The sample has amounted to 40 people that were taken by the purposive sampling technique. The variables studied are age, gender, marital status, workload, interpersonal conflicts, the fear of the COVID-19 Pandemic, and work fatigue. Bivariate analysis was performed using the chi-square test ($\alpha = 0.05$). The results of the bivariate analysis showed that the correlation work stress with age ($p = 0.009$, OR = 8.5), gender ($p = 1$, OR = 0.808), marital status ($p = 0.033$), workload ($p = 0.000$, OR = 44.33), interpersonal conflict ($p = 0.870$, OR = 0.72), anxiety about the COVID-19 pandemic ($p = 0.004$, OR = 10.29), work fatigue ($p = 0.03$, OR = 6, 0). The conclusion from this research is that most of the Tambun Health Center employees experience moderate work stress and factors that affect work stress are age, marital status, workload, the fear of COVID-19 Pandemic, and work fatigue. To reduce the stress the employees are recommended to carry out activities that can relieve stress symptoms such as doing physical activities every day and keep adhere the COVID-19 protocols.

Keyword: risk factors, COVID-19 Pandemic, work stress