

ABSTRAK

HUBUNGAN BEBAN KERJA, STRES, DAN KUALITAS TIDUR DENGAN TINDAKAN TIDAK AMAN KARYAWAN *OUTSOURCING* KESELAMATAN, KESEHATAN KERJA, DAN LINGKUNGAN DI PT. X

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Latar Belakang : Karyawan *outsourcing* merupakan mitra kerja yang diberikan delegasi sebagian pekerjaan. Bekerja di industri minyak dan gas erat kaitannya dengan beban kerja dan stres kerja yang tinggi, serta menurunnya kualitas tidur. Tindakan tidak aman merupakan salah satu penyebab langsung terjadinya kecelakaan kerja dan dapat diartikan sebagai suatu hal yang dilakukan karyawan yang melanggar prosedur keselamatan di tempat kerja dan dapat menimbulkan bahaya. Penelitian ini bertujuan untuk menganalisis hubungan beban kerja, stres kerja, dan kualitas tidur dengan tindakan tidak aman pada karyawan *outsourcing* fungsi K3L di PT. X.

Metode : Penelitian ini merupakan jenis penelitian *mixed methods* dengan desain penelitian *concurrent embedded* dengan 57 orang karyawan *outsourcing* fungsi K3L sebagai sampel penelitian. Data kuantitatif didapatkan menggunakan metode FTE dan memberikan kuesioner Survey Diagnosis Stres Kerja, PSQI, dan kuesioner Tindakan Tidak Aman. Data kualitatif didapatkan melalui *in-depth interview* dari 4 informan utama dan 2 informan tambahan. Data kuantitatif dianalisis menggunakan korelasi *Rank Spearman*, sedangkan data kualitatif dianalisis menggunakan aplikasi *Open Code*. Selanjutnya, dilakukan integrasi hasil kuantitatif dan temuan kualitatif.

Hasil : Beban kerja tidak signifikan dengan tindakan tidak aman ($p = 0,598$). Empat elemen stres kerja signifikan dengan tindakan tidak aman, yaitu ketaksaan peran ($p = 0,002$), beban berlebih kuantitatif ($p = 0,002$), beban berlebih kualitatif ($p = 0,020$), dan pengembangan karir ($p = 0,011$). Kualitas tidur tidak signifikan dengan tindakan tidak aman ($p = 0,119$). Terdapat temuan kualitatif mengenai persepsi terhadap beban kerja, stres kerja, kualitas tidur, tindakan tidak aman, lingkungan kerja, serta persepsi terhadap aturan dan fasilitas perusahaan.

Kesimpulan : Tidak ada hubungan antara beban kerja dan kualitas tidur dengan tindakan tidak aman. Sebaliknya, sebagian elemen stres kerja berhubungan dengan tindakan tidak aman. Temuan kualitatif menunjukkan adanya keluhan mengenai beban kerja, stres kerja, kualitas tidur, tindakan tidak aman, lingkungan kerja, serta aturan dan fasilitas perusahaan.

Kata Kunci : beban kerja; stres kerja; kualitas tidur; tindakan tidak aman

ABSTRACT

THE RELATIONSHIP BETWEEN WORKLOAD, STRESS, AND SLEEP QUALITY WITH UNSAFE ACTIONS AMONG OUTSOURCING EMPLOYEES OF HEALTH, SAFETY, SECURITY, AND ENVIRONMENT AT PT. X

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Background : Outsourcing employees are work partners who are delegated a portion of the work. Working in the oil and gas industry is closely related to high workload and job stress, as well as decreased sleep quality. Unsafe actions are one of the direct causes of work accidents and can be interpreted as something done by employees that violates safety procedures in the workplace and may pose a hazard. This study aims to analyze the relationship between workload, job stress, and sleep quality with unsafe acts among outsourcing employees in the HSSE department at PT. X.

Methods : This research is a mixed methods study with a concurrent embedded research design, involving 57 outsourcing employees in the HSSE department as research subjects. Quantitative data were obtained using the FTE method and by distributing the Job Stress Diagnosis Survey, PSQI, and Unsafe Actions Questionnaire. Qualitative data were obtained through in-depth interviews with 4 main informants and 2 additional informants. Quantitative data were analyzed using Spearman's Rank correlation, while qualitative data were analyzed using Open Code application. Afterwards, the integration of quantitative results and qualitative findings was carried out.

Results : Workload was not significantly associated with unsafe actions ($p = 0.598$). Four elements of job stress were significantly associated with unsafe actions, namely role ambiguity ($p = 0.002$), quantitative overload ($p = 0.002$), qualitative overload ($p = 0.020$), and career development ($p = 0.011$). Sleep quality was not significantly associated with unsafe actions ($p = 0.119$). There were qualitative findings regarding perceptions of workload, job stress, sleep quality, unsafe acts, work environment, as well as perceptions of company rules and facilities.

Conclusion : There is no relationship between workload and sleep quality with unsafe actions. On the other hand, several elements of job stress are associated with unsafe actions. Qualitative findings show complaints about workload, job stress, sleep quality, unsafe acts, work environment, as well as company rules and facilities.

Keywords : workload; job stress; sleep quality; unsafe actions