

INTISARI

Latar belakang: Stres kerja sampai saat ini masih menjadi salah satu permasalahan yang sering dikeluhkan oleh pekerja di berbagai sektor industri. Stres kerja selain berdampak negatif bagi kesehatan pekerja, juga akan menghambat kegiatan produksi di suatu industri. Secara umum, penyebab stres kerja di industri berkaitan dengan faktor pekerjaan dan faktor individual dari pekerja.

Tujuan penelitian: Penelitian ini bertujuan untuk menganalisis pengaruh faktor individual (jenis kelamin, umur, masa kerja) dan faktor pekerjaan (jadwal kerja, beban kerja, konflik peran, konflik interpersonal) terhadap stres kerja pada pekerja di PT. Borneo Melintang Buana Export.

Metode penelitian: Penelitian kuantitatif studi *cross sectional* dengan menggunakan kuesioner stres kerja dari *National Institute of Occupational Safety and Health* sebagai alat ukur penelitian.

Hasil penelitian: Berdasar hasil analisis *chi-square* dengan taraf signifikansi ($p \leq 0,05$), variabel independen yang berpengaruh terhadap stres kerja adalah jenis kelamin ($p = 0,00$), jadwal kerja ($p = 0,00$), konflik peran ($p = 0,00$), serta konflik interpersonal ($p = 0,00$), sedangkan untuk variabel independen yang tidak berhubungan dengan stres kerja adalah umur ($p = 0,28$), masa kerja ($p = 0,35$), serta beban kerja ($p = 0,61$).

Kesimpulan: Berdasarkan hasil di atas, dapat disimpulkan bahwa variabel jenis kelamin, jadwal kerja, konflik peran, dan konflik interpersonal berpengaruh terhadap stres kerja, sedangkan umur, masa kerja, dan beban kerja tidak berpengaruh terhadap stres kerja.

Kata kunci: stres kerja, faktor individual, faktor pekerjaan

ABSTRACT

Background: Work stress is still be one of problems which often expressed by workers in various industrial sectors. Besides that, work also inhibit the production activities in the industry. In general, causes of work stress in the industry relate to occupational factors and individual factors of the workers.

Objective: This study aimed to analyze the influence of individual factors (gender, age, length of employment) and occupational factors (work schedules, workload, role conflict, and interpersonal conflict) against work stress on workers at PT. Borneo Melintang Buana Export.

Methods: The method which was used in this study was a quantitative cross-sectional study, by using National Institute of Occupational Safety and Health Generic Job Stress Questionnaire as a measuring tool in research.

Results: The results of chi-square analysis using the significance level ($p \leq 0.05$), showed that the independent variables associated with work stress were; gender ($p = 0.00$), work schedule ($p = 0.00$), role conflict ($p = 0.00$), and interpersonal conflict ($p = 0.00$). As for the independent variables that were not related work stress, namely; age ($p = 0.286$), working period ($p = 0.353$), and workload ($p = 0.611$). The results of the multivariate analysis with logistic regression test which indicate that the most dominant independent variable influenced work stress was interpersonal conflict with odds ratio value of 13.145. Pseudo R^2 value of 0.5124 means that the independent variables were included in the study affected the dependent variable in the amount of 51.24%.

Conclusion: Based on the explanation above, it can be concluded that the independent variables such as gender, work schedules, role conflict and interpersonal conflict affect work stress. While the independent variables such as age, working period, and workload do not affect work stress.

Keywords: work stress, individual factors, occupational factors