

INTISARI

Latar belakang: Berdasarkan survei awal yang dilakukan oleh peneliti, terdapat masalah-masalah ergonomi pada Pegawai Negeri Sipil (PNS) wanita antara lain: Umur PNS wanita banyak berusia lebih tua. Sebagian besar PNS wanita ke kantor tidak sarapan pagi. Meja dan kursi kerja di rancang dengan model yang tidak ergonomi. Penataan ruang kerja yang tidak teratur dan sempit. Suhu dan pencahayaan ruangan di tempat kerja yang tidak sesuai. Sehingga masalah-masalah tersebut berdampak pada beban kerja.

Tujuan: Tujuan dari penelitian ini adalah untuk mengetahui pengaruh faktor ergonomi terhadap beban kerja pada PNS wanita di kantor Pemerintah Daerah Kota Sorong.

Metode: Metode yang digunakan adalah survei analitik dengan rancangan *cross sectional*. Teknik pengambilan sampel adalah stratifikasi random *sampling*, dengan jumlah sampel sebanyak 104 orang. Pengambilan data menggunakan kuesioner. Analisis data meliputi *univariat*, *bivariat* dan *multivariat* dengan menggunakan uji Chi Square (X^2) dan analisis *multivariat* dengan regresi logistik.

Hasil penelitian: Hasil uji *bivariat* menunjukkan ada pengaruh faktor umur ($p=0.002$), status gizi ($p=0.002$), sikap kerja, ($p=0.003$), tata letak peralatan ($p=0.001$), lingkungan kerja ($p=0.001$) terhadap beban kerja. Analisis *multivariat* dengan regresi logistik menunjukkan koefisien determinasi nilai $R^2=0.1556$; $p<0,05$). Ada pengaruh secara bersama-sama antara status gizi ($p=0.01$), lingkungan kerja ($p=0.02$), umur ($p=0.03$), tata letak peralatan ($p=0.04$), terhadap beban kerja pada pegawai negeri sipil wanita di kantor Pemerintah Daerah Kota Sorong.

Kesimpulan: Ada pengaruh faktor ergonomi, umur, status gizi, sikap kerja, tata letak peralatan kerja, lingkungan kerja terhadap beban kerja pada PNS wanita di kantor Pemerintah Daerah Kota Sorong.

Kata Kunci: Faktor Ergonomi, Beban Kerja, PNS Wanita.

ABSTRACT

Background: Based on the initial survey conducted by researchers, ergonomic problems were found in the female Civil Government Employees (Pegawai Negeri Sipil, PNS), including the fact that most female Civil Government Employees are old. Most female Civil Government Employees went to the office without having breakfast. The desks and chairs at work were not designed ergonomically. The work station was located in the fourth floor without an escalator, causing fatigue. The room temperature and lighting are unfitting. These problems are disadvantageous for their workloads.

Objectives: The objective of this research is to find out the influence of ergonomic factors on female Civil Employees' workloads in the Local Government Offices of Sorong City.

Methods: The method applied in this research is the analytical survey with a cross-sectional design. The applied sampling method was random sampling stratification, with 104 samples. The data is collected using questionnaires. The data analysis includes univariate, bivariate, and multivariate, applying the Chi Square (X^2) test and multivariate analysis with logistic regression.

Research Results: The bivariate test result shows that workloads are influenced by the following factors: age ($p=0.002$), nutritional status ($p=0.002$), working behavior ($p=0.003$), tools layout ($p=0.001$), working environment ($p=0.001$). Multivariate analysis with logistic regression shows coefficient determination value of $R^2=0.16$. There are also collective effects between age ($p=0.03$), nutritional status ($p=0.01$), tools layout ($p=0.04$), working environment ($p=0.02$), and workloads on the female Civil Employees in the Government Offices of Sorong.

Conclusion: There are influences from ergonomic factors of age, nutritional status, working behavior, tools layout, working environment on the workloads of the female Civil Employees in the Local Government Offices of Sorong.

Keywords: Ergonomic Factors, Workloads, Female Civil Government Employee.