

ABSTRAK

Latar Belakang: DIY adalah provinsi ke-4 yang memiliki perusahaan *startup* terbanyak di Indonesia. Salah satu jenis perusahaan *startup* yang mendominasi di DIY adalah *software house*. Pekerja di *software house* memiliki beban kerja yang tinggi dan pekerjaannya selalu menggunakan komputer sehingga dapat menimbulkan beberapa PAK yang dapat memengaruhi performa kerja, yaitu *MSDs* dan stres kerja.

Tujuan: Mengetahui faktor-faktor risiko performa kerja pada pekerja *software house* Yogyakarta.

Metode Penelitian: Penelitian menggunakan metode observasi analitik dengan desain studi potong lintang. Pengambilan sampel menggunakan metode *cluster sampling* dengan hasil sebanyak 7 *software house*. Pengambilan data dilakukan dengan pengisian kuesioner *online*. Data yang didapat akan dianalisis menggunakan analisis bivariat dengan uji *Chi Square* dan *Fisher's Exact* dan analisis multivariat dengan uji regresi logistik.

Hasil: Dari 82 responden, sebanyak 20,73% responden mengalami *MSDs*, 53,66% mengalami stres kerja tinggi, dan 54,88% berperforma kerja rendah. Hasil analisis bivariat menunjukkan bahwa terdapat hubungan antara *MSDs*, stres kerja, jenis kelamin, status menikah, jumlah anak, dan pendapatan terhadap performa kerja. Hasil analisis multivariat menunjukkan bahwa pekerja perempuan berisiko 9 kali lipat, pekerja yang mengalami stres kerja tinggi berisiko 7 kali lipat, dan pekerja dengan pendapatan kurang dari 3 juta berisiko 4 kali lipat berperforma kerja rendah.

Kesimpulan: Terdapat hubungan stres kerja, jenis kelamin, dan pendapatan terhadap performa kerja pada pekerja *software house* Yogyakarta, sedangkan *MSDs* tidak memiliki hubungan terhadap performa kerja.

Kata kunci: jenis kelamin, *musculoskeletal disorders*, performa kerja, *software house*, stres kerja.

ABSTRACT

Background: Special Region of Yogyakarta is the 4th province that has the most startup companies in Indonesia, which the most types of startup companies are software house. Workers in software house usually pose by some high job demands, and the work characteristic is using computers all the time. This condition can cause some Work Related Disease, such as Musculoskeletal Disorders (MSDs) and work stress

Objective: This study aimed to analyze the risk factors of work performance among software house's workers.

Research Method: This study used the analytical observation method using a cross-sectional study design. The sampling method using *cluster sampling* with 7 software houses as the total samples. Data were collected by online questionnaire. The data obtained will be analyzed using bivariate analysis with Chi Square and Fisher's Exact test, also multivariate analysis with logistic regression test.

Results: From 82 respondent, 20,73% was suffered from MSDs, 53,66% had high work stress, and 54,88% had a low work performance. The bivariate analysis showed that there was a relation between MSDs, work stress, sex, marriage status, number of children, and salary toward the work performance. The result from multivariate analysis indicated that female workers are 9 times more likely to have a low work performance, workers with high stress are 7 times more likely to have a low work performance, and workers with a salary of less than 3 million are 3 times more likely to have a low work performance.

Conclusion: There is a relation between sex, work stress, and salary toward work performance among software house's workers in Yogyakarta, however MSDs doesn't have any relation with work performance.

Keyword: musculoskeletal disorders, software house, work performance, work stress, sex.