



UNIVERSITAS ANDALAS

**DETERMINAN FAKTOR PEKERJAAN DAN FAKTOR INDIVIDU
TERHADAP STRES KERJA PADA PEGAWAI PUSKESMAS
MEDAN JOHOR TAHUN 2024**

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UNIVERSITAS ANDALAS

PADANG, 2025

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Skripsi, Juni 2025

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xvi + 150 halaman, 23 tabel, 2 gambar, 7 lampiran

ABSTRAK

Tujuan Penelitian

Menurut State of the Global Workplace Report dari Gallup, pada 2022 sebanyak 44% pekerja di seluruh dunia sering merasa stres. Hasil survei awal pada pegawai menunjukkan sebagian pegawai mengalami gejala stres seperti kelelahan dan sulit berkonsentrasi. Penelitian ini bertujuan untuk mengetahui hubungan antara faktor pekerjaan dan faktor individu dengan tingkat risiko stres kerja pada pegawai Puskesmas Medan Johor tahun 2024.

Metode

Penelitian dilakukan antara November 2024-Juni 2025 di UPT Puskesmas Medan Johor menggunakan desain kuantitatif cross-sectional. Populasi terdiri dari 61 orang, dan sampel diambil secara total sampling. Instrumen penelitian meliputi kuesioner OSI-RTM, NASA TLX dan Permenaker no 5 tahun 2018. Analisis bivariat menggunakan uji Pearson Chi-square, Uji Fisher Exact Test dan uji regresi dengan tingkat kepercayaan 95% ($\alpha = 0,05$).

Hasil

Sebanyak 62,3% responden mengalami stres kerja. Uji statistik menunjukkan hubungan signifikan antara ketaksaan peran ($p = 0,001, OR=3,818$), konflik peran ($p = 0,002, OR=2,448$), beban kerja mental ($p=0,026, OR=3,847$), dan persepsi kepuasan pendapatan ($p = 0,033, OR=4,000$) dengan risiko stres kerja. Namun, tidak ditemukan hubungan signifikan dengan usia ($p = 1,000$), jenis kelamin ($p = 0,551$), status pernikahan ($p = 0,896$) dan masa kerja ($p = 0,395$).

Kesimpulan

Ketaksaan peran, konflik peran, beban kerja mental, dan persepsi kepuasan pendapatan berhubungan dengan stres kerja pada pegawai Puskesmas Medan Johor. Disarankan agar puskesmas memperjelas pembagian tugas, meningkatkan koordinasi kerja, dan melakukan penyesuaian beban kerja guna menurunkan risiko stres pegawai.

Daftar Pustaka : 133 (1967-2025)

Kata Kunci : Stres kerja, Puskesmas, Tenaga Kesehatan

FACULTY OF PUBLIC HEALTH

ANDALAS UNIVERSITY

Undergraduate Thesis, June 2025

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**DETERMINANTS OF WORK-RELATED AND INDIVIDUAL FACTORS
AFFECTING JOB STRESS AMONG EMPLOYEES AT MEDAN JOHOR
PUBLIC HEALTH CENTER IN 2024**

xvi + 150 pages, 23 tables, 2 figures, 7 appendices

ABSTRACT

Objective

According to the State of the Global Workplace Report by Gallup, in 2022, 44% of workers worldwide frequently experienced stress. Preliminary survey results showed that some employees experienced symptoms of stress, such as fatigue and difficulty concentrating. This study aimed to examine the relationship between occupational and individual factors with the risk of job stress among employees at the Medan Johor Public Health Center in 2024.

Methods

This study was conducted from November 2024 to June 2025 at UPT Puskesmas Medan Johor using a quantitative cross-sectional design. The population consisted of 61 individuals, and the sample was selected using totally sampling. Research instruments included the OSI-RTM, NASA-TLX, and Ministry of Manpower Regulation No. 5 of 2018. Bivariate analysis was performed using Pearson Chi square test, Fisher's Exact test, and regression analysis with a 95% confidence level ($\alpha = 0.05$).

Results

A total of 62.3% of respondents experienced job stress. Statistical analysis showed significant associations between role ambiguity ($p = 0.001$, OR = 3.818), role conflict ($p = 0.002$, OR = 2.448), mental workload ($p = 0.026$, OR = 3.847), and perceived income satisfaction ($p = 0.033$, OR = 4.000) with risk of job stress. However, no significant associations were found with age ($p = 1.000$), gender ($p = 0.551$), marital status ($p = 0.896$), or years of service ($p = 0.395$).

Conclusion

Role ambiguity, role conflict, mental workload, and perceived income satisfaction are associated with job stress. It is recommended that the health center clarify job roles, improve work coordination, and adjust workloads to reduce employees' risk of stress.

Bibliography: 133 (1967–2025)

Keywords: Job stress, Public Health Center, Health Workers