ADLN - Perpustakaan Universitas Airlangga

RINGKASAN

PENGARUH *ENVIRONMENTAL STRESSOR* TEHADAP STRES KERJA PEGAWAI SATPOL PP SEKSI OPERASI PEMERINTAH KOTA SURABAYA

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Ada dua faktor utama yang berkaitan langsung dengan stres, yaitu perubahan lingkungan dan diri manusianya sendiri. Faktor perubahan lingkungan merupakan faktor stres kerja yang berada di sekitar lingkungan kerja individu, sedangkan diri manusia sendiri merupakan perbedaan antar individu baik secara afektif, kognitif, perilaku maupun demografis. Faktor eksternal disebut juga *environmental stressor* merupakan faktor stres kerja yang mencakup hal-hal yang berada di sekitar lingkungan kerja individu. Untuk memahami sumber stres kerja, kita harus melihat stres kerja ini sebagai interaksi dari beberapa faktor, yaitu stres di pekerjaan itu sendiri sebagai faktor eksternal, dan faktor internal seperti karakter dan persepsi dari karyawan itu sendiri.

Sebagai salah satu lembaga pemerintahan yang dibentuk oleh pemerintah daerah di mana salah satu tugas Satpol PP (Satuan Polisi Pamong Praja) adalah menegakkan peraturan daerah, akan tetapi pelanggaran terus terjadi meski penertiban terus dilakukan. Dalam setiap pelaksanaan tugas, lingkungan kerja pegawai Satpol PP khususnya seksi operasi merupakan salah satu faktor pemicu stres kerja.

Tujuan dari penelitian ini adalah (1) Untuk mengetahui pengaruh *environmental stressor* secara simultan terhadap tingkat stres kerja pegawai seksi operasi Satpol PP Pemerintah Kota Surabaya. (2) Untuk mengetahui pengaruh *environmental stressor* yang dominan terhadap stres kerja pegawai seksi operasi Satpol PP Pemerintah Kota Surabaya.

Penelitian ini menggunakan rancangan penelitian survei, sedangkan jenis penelitian ini adalah penelitian eksplanatif yaitu penelitian yang bertujuan untuk menjelaskan hubungan antara *environmental stressor* dengan stres kerja pegawai seksi operasi Satpol PP Pemerintah Kota Surabaya. Analisa data dilakukan dengan menggunakan uji regresi linier berganda dan pengujian hipotesis penelitian menggunakan uji F

Hasil penelitian adalah sebagai berikut: (1)variabel kondisi pekerjaan, hubungan dalam pekerjaan dan pengembangan karir secara bersama-sama mempunyai pengaruh terhadap stres kerja pegawai Satpol PP Seksi Operasi Pemerintah Kota Surabaya. Berdasarkan hasil uji regresi linier berganda didapatkan persamaan regresi: $Y = 4{,}670 + 0{,}240X_1 - 0{,}011X_2 + 0{,}537X_3$ dengan nilai nilai F hitung sebesar 6,531 pada tingkat signifikansi 0,000 dan lebih kecil dari *level of significant* 5% menunjukkan bahwa variabel bebas kondisi pekerjaan (X_1), hubungan dalam pekerjaan (X_2) dan pengembangan karir (X_3) secara bersama-sama mempunyai pengaruh yang signifikan terhadap stres kerja pegawai bagian operasional Satpol PP Pemerintah Kota Surabaya. Dengan demikian hipotesis penelitian terbukti. (2) variabel pengembangan karir mempunyai nilai koefisisen sebesar 0,537 lebih

besar daripada nilai koefisien variabel kondisi pekerjaan dan hubungan dalam pekerjaan. Dengan demikian variabel pengembangan karir mempunyai pengaruh dominan di antara variabel lainnya terhadap stres kerja pegawai

SUMMARY

THE INFLUENCE OF ENVIRONMENTAL STRESSOR TOWARD EMPLOYEE'S JOB STRESS AT OPERATION SECTION OF SATPOL PP OF LOCAL GOVERNMENT IN SURABAYA

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There are two direct interconnected factors with stress, the environment alteration and human being. The environment alteration is a job stress factor in the working environment of individual, while human being is the difference between individuals as affective, cognitive, act and demographic. The external factor called environmental stressor is a job stress factor included things around the individual work environment. To comprehend source of job stress, we have to consider a job stress as an interaction between some factors that is job as external factor and internal factor such as character and employee's perception.

As one of government's institutions which established by the local government in which duty is to uphold the regulation law, but collision continuously happened even though the regulation has been straighten up continuously. In every duty implementation, work environment is one of stressor sources of Satpol PP's employees especially operation section.

The research aims are to analyze: (1) The influence of environmental stressor simultaneously on job stress (2) The most dominant environmental stressor which affect the job stress.

This research applied survey research and the research type is explanative research that is a research which explained the relation between environmental stressor and employee's job stress. Data analysis conducted by using Multiple Rank Regressions and hypotheses conducted by using F test and R^2 test (coefficient of determination).

The finding shows that: (1) Based on regressions equation: $\mathbf{Y = 4{,}670 + 0{,}240X_1 - 0{,}011X_2 + 0{,}537X_3}$ with $F_{calculation}$ 6,531 on significant level 0,000 and it is smaller than level of significant 5% shows that work condition (X_1), relation in work (X_2) and career development (X_3) affect job stress simultaneously. (2) Career development has the most dominant affects on job stress with coefficient regressions 0,537

ABSTRACT

THE INFLUENCE OF ENVIRONMENTAL STRESSOR TOWARD EMPLOYEE'S JOB STRESS AT OPERATION SECTION OF SATPOL PP OF LOCAL GOVERNMENT IN SURABAYA

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The research aims are to analyze the influence of environmental stressor toward employee's job stress at Operation Section of Satpol PP of Local Government in Surabaya and to analyze what is the most dominant environmental stressor which affects the employee's job stress.

This explanatory research tests the hypotheses statistically and offers an explanation of the relationship among variables. The population of the research is employees at Operation Section of Satpol PP of Local Government in Surabaya where 139 employees chosen purposively as samples. Data collection has been conducted by distributing questioners to 139 employees and returned 123 (88,48%) questioners. This research uses Multiple Rank Regression as data analysis technique, while hypotheses conducted by using F test and R^2 test (coefficient of determination).

The finding shows that: (1) Based on regressions equation: $\mathbf{Y = 4{,}670 + 0{,}240X_1 - 0{,}011X_2 + 0{,}537X_3}$ with F calculate 6,531 on significant level 0,000 and it is smaller than level of significant 5% shows that work condition (X_1), relation in work (X_2) and career development (X_3) affect job stress simultaneously. (2) Career development has the most dominant affects on job stress with coefficient regressions 0,537

Key words: environmental stressor, job stress.