

## ABSTRAK

### **Analisis Faktor yang Berhubungan dengan Stres Kerja pada Wanita Dosen di Universitas Airlangga**

Stres kerja merupakan kondisi ketegangan yang menciptakan ketidakseimbangan fisik dan psikis, mempengaruhi emosi, proses berpikir dan kondisi dikarenakan ketidaksesuaian beban kerja yang diterima dengan kemampuan diri. Stres mungkin disebabkan oleh faktor seperti kondisi kerja yang buruk, beban kerja berlebihan, kerja shift, jam kerja yang panjang, ambiguitas peran, konflik peran, hubungan yang buruk dengan pimpinan, kolega atau bawahan. Tujuan penelitian ini adalah menganalisis faktor yang berhubungan dengan stres kerja pada wanita dosen di Universitas Airlangga.

Jenis penelitian ini adalah observasional dengan rancang bangun *cross sectional*. Sampel penelitian sebanyak 97 orang. Variabel bebas yaitu tuntutan tugas (beban kerja mental, SKS dan jam kerja), tuntutan peran, iklim organisasi, hubungan interpersonal, pengembangan karir, usia, masa kerja, dan pendidikan, sedangkan variabel terikat yaitu stres kerja wanita dosen.

Hasil penelitian menunjukkan bahwa usia, masa kerja dan pendidikan tidak berhubungan dengan stres kerja. Beban kerja mental ( $p=0,000$ ), SKS ( $p=0,000$ ), jam kerja ( $p=0,003$ ), hubungan interpersonal ( $p=0,000$ ), pengembangan karir ( $p=0,003$ ), tuntutan peran ( $p=0,013$ ), dan iklim organisasi ( $p=0,008$ ) berhubungan dengan stres kerja wanita dosen di Universitas Airlangga.

Kesimpulan bahwa beban kerja mental, SKS, jam kerja, hubungan interpersonal, pengembangan karir, tuntutan peran, dan iklim organisasi berhubungan dengan stres kerja wanita dosen di Universitas Airlangga. Saran yang diberikan adalah relaksasi, manajemen kemarahan dan manajemen waktu dengan baik, Universitas Airlangga perlu menyediakan layanan konseling, merancang kembali pekerjaan untuk menyesuaikan dengan kemampuan diri, redesain lingkungan kerja, dan membentuk lingkungan sosial yang sehat agar terbentuk situasi nyaman.

**Kata Kunci:** *Karakteristik Individu, Stres Kerja, Tuntutan Tugas, Hubungan Interpersonal, Pengembangan Karir, Tuntutan Peran, Iklim Organisasi*

**ABSTRACT**

**Analysis of Factors Related to Job Stress in Female Lecturer At Universitas Airlangga**

Job stress was a state of tension that gives rise to physical and psychological imbalance, affects emotions, thought processes and one's condition due to the discrepancy between workload received and the ability of self. The stress may be caused by factors such as poor working condition, excessive workload, shift, lengthy work hours, role ambiguity, role conflict, poor relationship with superiors, peers and subordinates. This research aimed to analyze factors related to job stress in female lectures at Universitas Airlangga.

This research was an observational study with cross-sectional design. The respondents of this research as many as 97 respondents. Questionnaires as the tools that used to obtain the respondents data including: work demands (mental workload, Semester credit unit (SKS) workload per semester and work hours), role demands, organizational climate, interpersonal relationship, career development, age, years of service, education, and job stress of female lecturers.

The results of this study showed that individual factors include age, years of service and education did not correlate with female lecturer's job stress. Mental workload ( $p=0.000$ ), Semester credit unit (SKS) ( $p=0.000$ ), work hours ( $p=0.003$ ), interpersonal relationship ( $p=0.000$ ), career development ( $p=0.003$ ), role demands ( $p=0.013$ ) and organizational climate ( $p=0.008$ ) significantly correlate with job stress of female lecturers at Universitas Airlangga.

The conclusion of this study was mental workload, Semester credit unit (SKS), work hours, interpersonal relationship, career development, role demand and organizational climate correlate with job stress of female lecturers at Universitas Airlangga. The suggestion that given was the activities of relaxation and meditation as well as better anger and time management. Universitas Airlangga also needs to provide counseling services, redesign work to adjust one's abilities to the proportionate responsibilities, redesign the work environment, and establish a healthy social environment to manufacture a comfortable situation.

*Keywords: Individual Characteristics, Job Stress, Work Demands, Interpersonal Relationships, Career Development, Role Demands, Organizational Climate*