

ABSTRAK

Stres kerja merupakan salah satu isu penting dalam dunia industri yang dapat berdampak negative pada produktivitas dan kesehatan kerja. Pekerja sering kali menghadapi tekanan yang dapat berasal dari karakteristik individu seperti usia, tingkat pendidikan, dan status pernikahan, serta dari faktor lingkungan seperti iklim kerja. Kondisi ekstrem di tempat kerja dapat melampaui kemampuan adaptasi manusia, menyebabkan stres kerja yang signifikan. Penelitian ini bertujuan untuk mengetahui hubungan karakteristik individu dan iklim kerja dengan stres kerja pada pekerja *finishing* di Proyek Pembangunan Apartemen Westown View. Proyek Apartemen Westown View merupakan apartemen gubahan PP Properti yang dibangun diatas lahan seluas 7 hektar yang berlokasi di Kecamatan Wiyung, Surabaya, Jawa Timur. Penelitian ini menggunakan metode observasional analitik dengan pendekatan cross-sectional, melibatkan 20 pekerja *finishing* sebagai subjek penelitian. Data karakteristik individu diperoleh melalui kuesioner, sedangkan iklim kerja diukur menggunakan *The QUESTemp° 32 Area Heat Stress Monitors* dan stres kerja diukur dengan kuesioner Survey Diagnosis Stres (SDS) Permenaker No. 5 Tahun 2018. Analisis data dilakukan dengan uji rank spearman dan koefisien kontingensi. Hasil penelitian menunjukkan mayoritas pekerja berusia 17-25 tahun (45%), tingkat pendidikan mayoritas SMA (90%), dan sudah menikah (55%). Sebagian besar pekerja dalam iklim kerja yang tidak melebihi NAB (80%) dan mayoritas memiliki stres kerja beban berlebih kuantitatif (65%). Analisis statistik menunjukkan hubungan cukup kuat antara iklim kerja dan stres kerja. Berdasarkan hasil tersebut, disarankan untuk menerapkan program pengukuran tingkat stres kerja sesuai Permenaker 5 Tahun 2018, melaksanakan program promosi kesehatan psikologis, meningkatkan hubungan interpersonal, memastikan istirahat yang cukup, dan mempertahankan penggunaan alat pelindung diri yang telah disediakan.

Kata Kunci: Iklim Kerja, Karakteristik Individu, Stres Kerja

ABSTRACT

Job stress is a significant issue in the industrial world, negatively impacting worker productivity and health. Workers often face high pressures stemming from individual characteristics such as age, education level, and marital status, as well as environmental factors like work climate. Extreme conditions at the workplace can exceed human adaptation capabilities, leading to significant job stress. The objective of this study was to examine the relationship between individual characteristics and work climate with job stress among finishing workers in the Westown View Apartment Development Project. Westown View Apartment, developed by PP Properti, is built on a 7-hectare land located in Wiyung, Surabaya, East Java. This research employs an observational analytic method with a cross-sectional approach, involving 20 finishing workers as study subjects. Data on individual characteristics were collected through questionnaires, while work climate was measured using The QUESTemp° 32 Area Heat Stress Monitors, and job stress was measured using the Survey Diagnosis Stress (SDS) questionnaire from Manister of Labour Regulation No. 5 of 2018. Data analysis was conducted using the Spearman rank test and contingency coefficient. The results showed that the majority of workers were aged 17-25 years (45%), had a high school education (90%), and were married (55%). Most worked in a climate that did not exceed the threshold limit value (80%), and the majority experienced quantitative overload job stress (65%). Statistical analysis indicated a strong relationship between age and job stress, as well as between education and job stress, while the relationship between marital status and job stress was relatively weak. There was also a strong relationship between work climate and job stress. Based on these findings, it is recommended to implement a job stress level measurement program according to Manister of Labour Regulation No. 5 of 2018, promote psychological health programs, enhance interpersonal relationships, ensure adequate rest, and maintain the use of personal protective equipment provided by the company.

Keywords: Work Climate, Individual Characteristics, Work Stress