

**ABSTRACT**

**Job Stress of the Official of Procurement of Goods and Services at the  
Technical Services Unit (UPT) of East Java Provincial Health Office  
Based on a Strong Structuration Theory**

The Technical Services Unit (UPT) of the East Java Provincial Health Office does not yet have a specialized employee who manages the procurement of goods and services so that the task becomes an additional task to the existing employees. Among them, 56.25% were health workers, and 43.75% were non-health workers. The preliminary study shows that 100% of procurement officials in the UPT of Health Office experience job stress.

The purpose of this study was to analyze the incidence of work stress on procurement officials at the UPT of the East Java Provincial Health Office based on a Strong Structuration Theory review. This descriptive study uses a qualitative approach (case study). The study used purposive sampling on 20 informants and conducted during April-May 2019 at the UPT of East Java Provincial Health Office. Data is processed and analyzed holistically to understand the complexity of the case. The results of the analysis become material for formulating proposed solutions.

The results showed that job stressor for officials of procurement of goods and services at the UPT of East Java Health Office are workload, role conflict, person job unfit, stagnation of roles, work rules or procedures, legal risk, and interpersonal demands. The job stressors arise due to the persistence of the procurement official's duty as an additional task for them. The proposed work stress prevention solution for officials in the procurement of goods and services is more directed at the organizational approach.

This study concludes that the persistence of additional tasks as officials of the procurement of goods and services raises two main stressors, namely role conflict and person-job unfit. The actions of the actors in the UPT of Health Office contribute to the continuation of these additional tasks and influences the stagnation of external and internal structures that guide their actions to maintain the structure. Proposed stress prevention solutions are following the primary prevention principle to prevent job stressors from arising.

**Keywords:** Job Stress, Person-Job Fit, Procurement of Goods and Services, Role Conflict, Structuration Theory

**ABSTRAK**

**Stres Kerja Pada Pejabat Pengadaan Barang Dan Jasa  
UPT Dinas Kesehatan Provinsi Jawa Timur  
Dalam Tinjauan *Strong Structuration Theory***

Unit Pelayanan Teknis Dinas Kesehatan Provinsi Jawa Timur belum memiliki pegawai khusus pengelola pengadaan barang dan jasa sehingga tugas tersebut menjadi tugas tambahan kepada pegawai masing-masing. Diantara mereka 56,25% merupakan tenaga kesehatan dan 43,75% merupakan tenaga non kesehatan. Studi pendahuluan menunjukkan bahwa 100% pejabat pengadaan di UPT Dinkes mengalami stress kerja.

Tujuan dari penelitian ini adalah menganalisis kejadian stress kerja pada pejabat pengadaan di UPT Dinkes Provinsi Jawa Timur berdasarkan tinjauan *Strong Structuration Theory*. Penelitian deskriptif ini menggunakan pendekatan kualitatif (studi kasus). Penelitian menggunakan *purposeful sampling* pada 20 orang informan dan dilakukan pada bulan April-Mei 2019 di UPT Dinas Kesehatan Provinsi Jawa Timur. Data diolah dan dianalisis secara holistik untuk memahami kompleksitas kasus. Hasil analisis menjadi bahan untuk merumuskan usulan solusi.

Hasil penelitian menunjukkan beban kerja, konflik peran, *person job unfit*, stagnasi peran, aturan/prosedur kerja, resiko hukum dan tuntutan interpersonal menjadi *job stressor* pada pejabat pengadaan barang dan jasa di UPT Dinkes Jatim. *Job stressor* tersebut muncul karena bertahannya tugas pejabat pengadaan sebagai tugas tambahan bagi mereka. Usulan solusi pencegahan stress kerja pada pejabat pengadaan barang dan jasa lebih mengarah pada pendekatan organisasi.

Kesimpulan dari penelitian ini adalah bertahannya tugas tambahan sebagai pejabat pengadaan barang dan jasa menimbulkan 2 stressor utama yaitu konflik peran dan *person-job unfit*. Tindakan para aktor dalam UPT Dinkes berkontribusi pada bertahannya tugas tambahan tersebut. Bertahannya tugas pejabat pengadaan sebagai tugas tambahan mempengaruhi stagnasi struktur eksternal dan internal yang memandu tindakan mereka mempertahankan struktur. Usulan solusi pencegahan stress sesuai dengan prinsip *primary prevention* untuk mencegah timbulnya *job stressor*.

*Kata kunci : Stress Kerja, Konflik Peran, Person-Job Fit, Pengadaan Barang dan Jasa, Teori Strukturasi*