

## ABSTRACT

Job stress risk has a potential to cause work behavior changes in overcoming the causes of stress at work. Workers have a stress risk level that can be identified with the SDS questionnaire. Identification of job stress risk is important for management to control job stress in the industry. The aim of this study was to describe job stress risk on the Airlangga University Joint Lecture Building Project workers.

This study was a quantitative descriptive with cross sectional design. The number of respondents in this study were 32 workers, consists of contractor staff and construction workers. The study variables were individual characteristics and job factors cause a risk of job stress. Data obtained from filling out questionnaires consists of individual characteristic data and the Stress Diagnosis Survey. The analysis of the description relationship between variables using cross tabulation.

Individual characteristic factors indicated the majority of respondents were young adults (81.2%), had secondary education (40.6%), were married (59.4%), and had a new tenure (65.6%). Job factors indicated the majority of ambiguity role was mild job stress risk (56.3%), role conflict was moderate job stress risk (59.4%), quantitative workload was moderate job stress risk (65.6%), qualitative workload was moderate job stress risk (53.1%), career development was moderate job stress risk (59.4%) and responsibility to others was mild and moderate job stress risk (46.9%).

It was concluded that the high job stress risk level was more experienced by young adult workers, having a lower educational background, being single, on contractor staff, and have a new tenure. It's recommended for the contractor to conduct a job stress diagnosis survey; implement a job stress risk management; conduct a review the task, authority, and responsibilities; conduct workload analysis; increase job motivation; and create an effective communication and openness to each other through discussion.

Key word : Job stress risk, Stress Diagnosis Survey, individual characteristics factors, job factors

## ABSTRAK

Risiko stres kerja berpotensi menimbulkan perubahan perilaku bekerja dalam mengatasi penyebab stres di tempat kerja. Pekerja memiliki tingkat risiko stres yang dapat diidentifikasi dengan kuesioner SDS. Identifikasi risiko stres kerja penting bagi manajemen untuk mengendalikan stres kerja di industri. Tujuan penelitian ini yaitu menggambarkan risiko stres kerja pada pekerja Proyek Gedung Kuliah Bersama Universitas Airlangga.

Penelitian ini merupakan penelitian deskriptif kuantitatif dengan desain *cross sectional*. Jumlah responden dalam penelitian ini sebanyak 32 pekerja, terdiri atas staf kontraktor dan buruh bangunan. Variabel yang diteliti adalah karakteristik individu dan faktor pekerjaan penyebab risiko stres kerja. Data diperoleh dari pengisian kuesioner yang terdiri atas data karakteristik individu dan Survei Diagnosis Stres. Analisis gambaran hubungan antar variabel menggunakan tabulasi silang.

Faktor karakteristik individu menunjukkan mayoritas responden berusia dewasa muda (81,2%), berlatar pendidikan menengah (40,6%), berstatus menikah (59,4%), dan memiliki masa kerja baru (65,6%). Faktor pekerjaan menunjukkan mayoritas ketidakjelasan peran berisiko stres kerja ringan (56,3%), konflik peran berisiko stres kerja sedang (59,4%), beban kerja berlebih kuantitatif berisiko stres kerja sedang (65,6%), beban kerja berlebih kualitatif berisiko stres kerja sedang (53,1%), pengembangan karir berisiko stres kerja sedang (59,4%) dan tanggung jawab pada orang lain berisiko stres kerja ringan dan sedang (46,9%).

Disimpulkan bahwa tingkat risiko stres kerja lebih banyak dialami pekerja berusia dewasa muda, berlatar pendidikan lebih rendah, berstatus lajang, pada staf kontraktor, dan memiliki masa kerja baru. Disarankan bagi pihak kontraktor untuk melakukan survei diagnosis stres kerja; menerapkan manajemen risiko stres kerja; melakukan peninjauan ulang tugas, wewenang, dan tanggung jawab; melakukan analisis beban kerja; meningkatkan motivasi kerja; serta menciptakan komunikasi efektif dan rasa saling terbuka melalui diskusi.

Kata kunci : Risiko stres kerja, Survei Diagnosis Stres, faktor karakteristik individu, faktor pekerjaan