

Analisis dimensional pengaruh workplace spirituality terhadap work stress: studi kasus unit transfusi darah PMI Provinsi DKI Jakarta = Dimensional analysis of workplace spirituality on work stress: case study blood transfusion unit of the Indonesian Red Cross in Jakarta Province

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Abstrak

Work stress merupakan sebuah fenomena yang telah lama menjadi tantangan bagi dunia perusahaan/organisasi di seluruh dunia. Work stress dipahami dapat mengurangi kinerja dari tingkat individu pekerja hingga perusahaan/organisasi. Karenanya, segala upaya untuk mengurangi tingkat work stress para pekerja menjadi penting. Salah satu upaya yang dapat dilakukan adalah penerapan workplace spirituality. Penelitian kuantitatif ini bertujuan untuk melihat pengaruh dari dimensi-dimensi workplace spirituality yakni inner life, meaningful work, dan sense of community terhadap work stress para pekerja. Penelitian ini melibatkan 130 pekerja dari Unit Transfusi Darah Palang Merah Indonesia Provinsi DKI Jakarta untuk mengisi kuesioner penelitian yang sudah disusun sesuai kebutuhan penelitian. Hasil penelitian ini menunjukkan bahwa ketiga dimensi workplace spirituality yakni inner life, meaningful work, dan sense of community berpengaruh secara negatif terhadap work stress para pekerja.

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Work stress is a phenomenon that has long been a challenge for companies and organizations around the world. Studies shows that work stress can reduce not only the performance of individual worker but also the performance of the organization. Therefore, any attempt to reduce the level of work stress that the workers perceive becomes important. One effort that can be done is the implementation of workplace spirituality. This quantitative research aims to know the effects of workplace spirituality dimensions, which are inner life, meaningful work, and sense of community, towards the work stress perceived by the workers. This study involved 130 workers from the Blood Transfusion Unit of the Indonesian Red Cross in Jakarta Province giving answers to questionnaires that has been given to each and everyone of them. The results indicate that the three dimensions of workplace spirituality, which are inner life, meaningful work, and sense of community, adversely affect the work stress of the workers.