

# Hubungan antara Stresor dan Sumber Daya Kerja dengan semangat dan keterlibatan kerja pada pekerja Foundry berdasarkan Short Version New Brief Job Stress Questionnaire versi Bahasa Indonesia = Interrelationships Between Job Stressors, Job Resources, Vigor and Work Engagement in Foundry Workers Based on Indonesian Version of Short Version New Brief Job Stress Questionnaire

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## Abstrak

Latar belakang: Pekerja <em>foundry </em>perusahaan manufaktur bekerja pada lingkungan kerja dengan paparan berbahaya yang dapat menimbulkan reaksi positif berupa semangat yang akan meningkatkan keterlibatan kerja tetapi dapat pula menimbulkan reaksi negatif berupa stress kerja jika tidak diimbangi dengan sumber daya kerja yang tersedia.

Tujuan: Mengetahui model hubungan antara stresor dan sumber daya kerja terhadap semangat dan keterlibatan kerja berdasarkan SV-NBJSQ versi bahasa Indonesia.

Metode: Sebuah studi potong lintang menggunakan data sekunder berupa hasil pengisian kuisisioner IVSV-NBJSQ oleh 371 subyek saat <em>medical checkup</em> tahun 2019 untuk membuat model dengan <em>structural equation model.</em>

Hasil: Penelitian ini menemukan bahwa semangat memiliki hubungan terbesar dengan stresor kerja  $r = 0,42$  ( $p < 0,05$ ; 95% CI 0,26 – 0,57) kemudian dengan penghargaan  $r = 0,2$  ( $p < 0,05$ ; 95% CI 0,04 – 0,35), sedangkan semangat tidak memiliki hubungan bermakna dengan dukungan sosial. Keterlibatan kerja memiliki hubungan terbesar dengan penghargaan, kemudian stresor kerja dan terakhir semangat dengan koefisien korelasi masing-masing  $r = 0,45$  ( $p < 0,05$ ; 95% CI 0,31 – 0,59),  $r = 0,24$  ( $p < 0,05$ ; 95% CI 0,06 – 0,41); dan  $r = 0,14$  ( $p < 0,05$ ; 95% CI 0,008 – 0,27), sedangkan keterlibatan kerja tidak memiliki hubungan bermakna dengan dukungan sosial. Stresor kerja ditentukan oleh beban emosional, konflik peran, konflik interpersonal dan kelebihan beban kuantitatif. Dukungan sosial ditentukan oleh dukungan atasan dan dukungan keluarga. Penghargaan ditentukan oleh apresiasi prestasi, hadiah uang/status dan peluang karir. Lingkungan kerja seperti bising, panas, posisi kerja tidak ergonomi, bahan kimia berbahaya dan bekerja rotasi tidak ada perbedaan rerata dengan semangat tetapi terdapat perbedaan rerata bermakna antara posisi tubuh tidak ergonomi terhadap keterlibatan kerja. Semangat menunjukkan peran mediasi antara stresor kerja dan penghargaan dengan keterlibatan kerja<em>.</em>

Kesimpulan: Pada populasi pekerja <em>foundry</em> ini, semangat ditentukan oleh stresor kerja dan keterlibatan kerja ditentukan oleh penghargaan, sedangkan dukungan sosial tidak menentukan baik semangat maupun keterlibatan kerja. Terdapat perbedaan rerata antara posisi tubuh tidak ergonomi terhadap keterlibatan kerja. Semangat menunjukkan peran mediasi antara stresor kerja dan penghargaan dengan keterlibatan kerja.

.....Background: Foundry workers of manufacturing company work in a work environment with exposure to potential hazards that could cause positive reactions in the form of vigor that would increase work engagement but could also cause negative reactions in the form of job stress if it was not balanced with available jobresources.

**Objective:** To search the correlation model between job stressors and job resources to vigor and work engagement based on the Indonesian version of SV-NBJSQ.

**Method:** A cross-sectional study used secondary data where psychosocial factors were collected using the IVSV-NBJSQ conducted by 371 foundry workers of manufacturing company during a medical checkup in 2019 to analyze job stressors, job resources, vigor and work engagement with the structural equation model method.

**Results:** In this study, Vigor had a strongest correlation to job stressors with  $r = 0.42$  ( $p < 0.05$ ; 95% CI 0.26 - 0.57) than to rewards  $r = 0.2$  ( $p < 0.05$ ; 95% CI 0.04 - 0.35), while vigor had no correlation to social support. Work engagement had a strongest correlation with job stressors, rewards and vigor with the correlation coefficient of each  $r = 0.24$  ( $p < 0.05$ ; 95% CI 0.06 - 0.41);  $r = 0.45$  ( $p < 0.05$ ; 95% CI 0.31 - 0.59) and  $r = 0.14$  ( $p < 0.05$ ; 95% CI 0.008 - 0.27), while work engagement had no correlation to social support. Job stressors were determined by emotional demands, role conflict, interpersonal conflict and quantitative job overload. Social supports were determined by supervisor support and family and friends supports. Rewards were determined by esteem reward, monetary status reward and career opportunity. Work environment with noisy, hot environment, non ergonomic work position, hazardous chemical substances and shift work were not significant in a mean difference with vigor, but there is a significant mean difference between non ergonomic work position with work engagement. Vigor shows the role of mediation between job stressors and rewards with work engagement.

**Conclusions:** To the population of foundry workers, vigor was determined by the job stressor, work engagement was determined by rewards while social support does not determine both vigor and work engagement. There is a mean difference between not ergonomic work position with work engagement. Vigor shows the role of mediation between job stressors and rewards with work engagement.