

Faktor Risiko dan Tingkatan Distress pada Pekerja di Industri Tekstil PT UNITEX Tahun 2024 = Risk Factors and Levels of Distress among Workers in the PT UNITEX Textile Industry in 2024

Muhammad Yusuf Hidayat, author

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Abstrak

Penelitian ini mengevaluasi tingkatan dan distribusi faktor risiko dan distress pada pekerja di industri tekstil PT UNITEX tahun 2024. Desain penelitian cross-sectional dengan pendekatan semi-kuantitatif. Data dikumpulkan melalui kuesioner, wawancara, serta data sekunder dari klinik perusahaan dan dokumen pendukung lainnya. Partisipan adalah 54 pekerja tetap PT UNITEX. Sebanyak 96,3% (52) pekerja mengalami distress, dengan rincian 46,3% (25) distress ringan, 29,6% (16) distress sedang, dan 20,4% (11) distress berat. Distress lebih banyak dialami oleh laki-laki (97,7%), usia <30 tahun (100%), belum menikah atau cerai mati (100%), kepribadian tipe A (100%), kondisi fisik lingkungan kerja yang buruk (97,9%), desain tugas yang baik (97%), bekerja <5 tahun (100%), shift (100%), bekerja >40 jam per minggu (96,4%), beban kerja rendah (100%), konflik peran rendah (100%), ambiguitas peran tinggi (100%), tanggung jawab rendah (100%), hubungan interpersonal buruk (100%), kontrol pekerjaan rendah (100%), pengembangan karir buruk (96,7%), dukungan sosial rendah (100%), dan home-work interface rendah (96,2%). Penelitian ini menunjukkan tingginya prevalensi distress di antara pekerja PT UNITEX, dipengaruhi oleh berbagai faktor lingkungan dan personal. Disarankan agar perusahaan mengimplementasikan program pengelolaan distress, memperbaiki kondisi fisik lingkungan kerja, mengkaji ulang pembagian beban kerja, dan meninjau kembali tata cara pelaksanaan pekerjaan.

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This study aims to see the level and distribution of risk factors and distress in workers in the textile industry PT UNITEX in 2024. This study uses a cross-sectional study design through a semi-quantitative approach, namely data collection using questionnaires, interviews, and using secondary data such as employee complaint or symptom data from the company clinic and other supporting documents. A total of 54 permanent workers of PT UNITEX participated in this study. The results of this study indicate that 96.3% (52) workers experienced distress. The majority of respondents experienced mild distress, namely 46.3% (25) respondents, followed by moderate distress of 29.6% (16) respondents, severe distress 20.4% (11) respondents and no distress as many as 3.7% (2) respondents. It was also found that distress was more experienced by men (97.7%), age <30 years (100%), unmarried or divorced (100%), type A personality (100%), poor physical conditions of the work environment (97.9%), good task design (97%), working <5 years (100%), shifts (100%), working >40 hours per week (96.4%), low workload (100%), low role conflict (100%), high role ambiguity (100%), low responsibility (100%), poor interpersonal relationships (100%), low job control (100%), poor career development (96.7%), low social support (100%), and low home-work interface (96.2%). The researcher suggested that the company immediately provide a program related to distress management, make improvements to the physical conditions of the work environment to comply with the specified regulations, review the division of workloads for employees, and review the procedures for carrying out work.