

HUBUNGAN BEBAN KERJA DENGAN STRES KERJA PADA PEGAWAI SENTRA ALYATAMA DI JAMBI

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ABSTRAK

LATAR BELAKANG Stres kerja merupakan respons fisiologis, psikologis, dan perilaku individu terhadap hubungannya dengan lingkungan pekerjaan. Respons tersebut memengaruhi proses berpikir, emosi dan gangguan kesehatan individu secara keseluruhan. Secara konsisten, salah satu faktor stres kerja adalah banyaknya pekerjaan yang harus diselesaikan dengan tenggat waktu terbatas. Hal ini menunjukkan semakin banyak pekerjaan, maka semakin tinggi pula potensi munculnya stres kerja dan peluang untuk menghadapi tekanan pekerjaan pada pegawai.

TUJUAN PENELITIAN Untuk mengetahui hubungan beban kerja dengan stres kerja pada pegawai Sentra Alyatama di Jambi.

METODE Penelitian ini menggunakan pendekatan kuantitatif dengan metode penelitian korelasional. Responden penelitian ini adalah pegawai Sentra Alyatama di Jambi berjumlah 37 orang pegawai dengan teknik pengambilan total sampling. Instrumen penelitian menggunakan skala beban kerja dan skala stres kerja. Analisis data menggunakan uji korelasi *Pearson Product Moment*.

HASIL Ditemukan adanya hubungan positif signifikan antara beban kerja dengan stres kerja pada pegawai Sentra Alyatama di Jambi dengan nilai Sig. (2-tailed) sebesar $0,000 < 0,05$ dan *r* hitung (*Pearson Correlation*) sebesar 0,794.

KESIMPULAN Terdapat hubungan positif signifikan dengan kategori kuat antara beban kerja dengan stres kerja pada pegawai Sentra Alyatama di Jambi, artinya semakin tinggi beban kerja, maka stres kerja semakin tinggi. Begitu pula sebaliknya, semakin rendah beban kerja, maka stres kerja semakin rendah.

Kata Kunci: Beban Kerja, Stres Kerja, Pegawai

THE RELATIONSHIP BETWEEN WORKLOAD AND WORK STRESS ON EMPLOYEES OF SENTRA ALYATAMA IN JAMBI

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ABSTRAK

BACKGROUND Job stress is an individual's physiological, psychological and behavioral response to his relationship with the work environment. These responses affect the individual's thought processes, emotions and overall health disorders. Consistently, one of the factors of work stress is the large amount of work that must be completed within a limited deadline. This shows that the more jobs there are, the higher the potential for work stress and opportunities to deal with work pressure on employees.

PURPOSE To determine the relationship between workload and work stress on employees of the Sentra Alyatama in Jambi.

METHODS This study uses a quantitative approach with correlational research methods. Respondents of this study were employees of Sentra Alyatama in Jambi totaling 37 employees using total sampling technique. The research instrument uses a workload scale and work stress scale. Data analysis used the Pearson Product Moment correlation test.

RESULT It was found that there was a significant positive relationship between workload and work stress on employees of Sentra Alyatama in Jambi with a Sig. (2-tailed) of $0.000 < 0.05$ and r count (Pearson Correlation) of 0.794.

CONCLUSIONS There is a significant positive relationship with a strong category between workload and work stress on employees of the Sentra Alyatama in Jambi, meaning that the higher the workload, the higher the work stress. And vice versa, the lower the workload, the lower the work stress.

Keywords: Workload, Work Stress, Employees