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Judul : Hubungan Karakteristik Perawat, Stres Kerja Dengan Produktivitas Kerja Perawat di RS. dr. Abdul Radjak Cileungsi

ABSTRAK

Latar Belakang : Perawat memiliki peran krusial dalam memberikan layanan keperawatan yang optimal kepada pasien. Namun, tingginya beban kerja, tekanan emosional, serta lingkungan kerja yang dinamis dapat menyebabkan stres kerja yang berdampak pada produktivitas. Stres kerja yang tidak terkelola dengan baik berisiko menurunkan kualitas pelayanan, meningkatkan angka ketidakhadiran, serta mempengaruhi kesejahteraan perawat. Oleh karena itu, memahami hubungan antara karakteristik perawat, stres kerja, dan produktivitas kerja menjadi penting untuk pengembangan strategi manajemen stres yang efektif serta penciptaan lingkungan kerja yang lebih kondusif.

Metode : Penelitian ini menggunakan desain *cross-sectional* dengan pendekatan kuantitatif. Sampel penelitian terdiri dari 104 perawat di RS. dr. Abdul Radjak Cileungsi yang dipilih menggunakan teknik *total sampling*. Data dikumpulkan melalui kuesioner yang mengukur stres kerja dengan *Expanded Nursing Stress Scale* (ENSS) serta produktivitas kerja perawat. Analisis data dilakukan secara univariat dan bivariat menggunakan uji *chi-square* serta korelasi *Spearman*.

Hasil : Dari 104 responden, mayoritas berusia 24–35 tahun, dengan jumlah perawat perempuan sebanyak (69,3%). Pendidikan terbanyak adalah Diploma Keperawatan (53,8%), dan mayoritas responden telah menikah (59,6%). Lama bekerja >10 tahun ditemukan pada (64,4%) responden, sementara (66,3%) mengalami stres kerja berat dan (63,5%) memiliki produktivitas kerja rendah. Analisis bivariat menunjukkan adanya hubungan signifikan antara usia ($p = 0,000$, $r = -0,343$), jenis kelamin ($PR = 2,815$; 95% CI = 1,5–4,9), tingkat pendidikan ($p = 0,004$; $PR = 1,602$; 95% CI = 1,1–2,2), status perkawinan ($p = 0,002$; $PR = 1,676$; 95% CI = 1,1–2,4), masa kerja ($p = 0,000$; $PR = 2,051$; 95% CI = 1,3–3,1), serta stres kerja ($p = 0,000$; $PR = 3,213$; 95% CI = 1,8–5,7) terhadap produktivitas kerja perawat.

Kesimpulan : Hasil penelitian mengungkapkan bahwa faktor usia, jenis kelamin, tingkat pendidikan, status perkawinan, masa kerja, dan stres kerja berhubungan signifikan dengan Produktivitas Kerja Perawat di RS. dr. Abdul Radjak Cileungsi. Semakin tinggi stres kerja, semakin rendah Produktivitas Kerja Perawat.

Kata Kunci : Karakteristik, Stres Kerja, Produktivitas Kerja, Perawat, Rumah Sakit

Daftar Pustaka : 89 sumber (2000-2024)

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Judul : The Relationship Between Nurses' Characteristics, Occupational Stress, and Work Productivity at RS. dr. Abdul Radjak Cileungsi

ABSTRACT

Background : *Nurses play a crucial role in delivering optimal healthcare services. However, excessive workload, emotional strain, and a dynamic work environment contribute to occupational stress, which can negatively impact productivity. Unmanaged occupational stress poses risks of physical and mental exhaustion, decreased service quality, and increased absenteeism rates. Therefore, understanding the relationship between nurses' characteristics, occupational stress, and work productivity is essential for developing effective stress management strategies and fostering a conducive work environment.*

Methods : *This study employed a cross-sectional quantitative design. A total of 104 nurses at RS. dr. Abdul Radjak Cileungsi were selected using a total sampling technique. Data were collected through a questionnaire measuring occupational stress using the Expanded Nursing Stress Scale (ENSS) and work productivity. Univariate analysis was conducted descriptively, while bivariate analysis used the chi-square test for categorical variables (gender, education, marital status, and years of service) and Spearman's rank correlation for age.*

Results : *Among the 104 respondents, 69.3% were female, 53.8% held a Diploma in Nursing, and 59.6% were married. Additionally, 64.4% had over 10 years of work experience, 66.3% experienced high occupational stress, and 63.5% demonstrated low productivity. Bivariate analysis revealed significant associations between age ($p = 0.000$, $r = -0.343$), gender ($PR = 2.815$; 95% $CI = 1.5-4.9$), education ($p = 0.004$; $PR = 1.602$; 95% $CI = 1.1-2.2$), marital status ($p = 0.002$; $PR = 1.676$; 95% $CI = 1.1-2.4$), years of service ($p = 0.000$; $PR = 2.051$; 95% $CI = 1.3-3.1$), and occupational stress ($p = 0.000$; $PR = 3.213$; 95% $CI = 1.8-5.7$) with work productivity.*

Conclusions : *Age, gender, education, marital status, years of service, and occupational stress significantly influence nurses' productivity. A higher level of occupational stress is associated with lower work productivity, highlighting the importance of implementing effective stress management interventions.*

Keywords : *Nurse Characteristics, Occupational Stress, Work Productivity, Nurses, Hospital*

References: *89 sources (2000–2024)*