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Analysis of Risk Factor Assessment that Contributes to the Incidence of Work Stress among Employees in Purwakarta Regency, Indonesia

Nur Auliawati^{1*}

¹Bachelor of Applied Occupational Safety and Health Study Program, Politeknik Bhakti Asih, Purwakarta, Indonesia

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***Corresponding author:**

Nur Auliawati

E-mail address:

nuraulia.1256@gmail.com

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A B S T R A C T

Work stress is a condition that is often experienced by employees in various industrial sectors. This study aims to analyze risk factors that contribute to the incidence of work stress in employees in Purwakarta Regency, Indonesia. The design of this research is observational analytic with a cross-sectional approach. Data was collected from 384 employees using a standard work stress questionnaire and analyzed using logistic regression. The results of the study show that the risk factors that contribute to the incidence of work stress among employees in Purwakarta Regency are workload (OR = 2.35; 95% CI: 1.25-4.42), interpersonal relationships in the workplace (OR = 2, 01; 95% CI: 1.10-3.70), and dual role (OR = 1.82; 95% CI: 1.02-3.27). In conclusion, workload, interpersonal relationships at work, and multiple roles are risk factors that contribute to the incidence of work stress among employees in Purwakarta Regency.

1. Introduction

Work stress is a condition that is often experienced by employees in various industrial sectors. Job stress can be defined as a state of mental and emotional tension that arises due to an imbalance between work demands and an individual's ability to handle them. Work stress can have a negative impact on employees' physical and mental health, as well as reduce work productivity. In Indonesia, work stress is quite a serious problem. The research results show that the prevalence of work stress among employees in Indonesia reaches 60%. This shows that work stress is a public health problem that needs serious attention.¹⁻³

Purwakarta Regency is one of the regions in Indonesia that has a high level of work stress. The

research results show that the prevalence of work stress among employees in Purwakarta Regency reaches 70%. This shows that work stress is a problem that needs serious attention in the Purwakarta Regency. Research on the analysis of risk factors that contribute to the incidence of work stress among employees in Purwakarta Regency is very important to carry out. Studies This can help understand the factors that cause work stress in employees in Purwakarta Regency. This is important to be able to formulate appropriate strategies to prevent and overcome work stress. This study can help increase public awareness about work stress and its negative impacts. This is important to increase efforts to prevent and overcome work stress. This study can help improve the quality of life of employees in Purwakarta

Regency. By reducing work stress, employees can work more productively and enjoy a healthier life.⁴⁻⁶ This study aims to analyze the risk factors that contribute to the incidence of work stress among employees in Purwakarta Regency.

2. Methods

The design of this research is observational analytic with a cross-sectional approach. This design was chosen because this research aims to analyze the relationship between independent variables (workload, interpersonal relationships at work, multiple roles, and work environment) and the dependent variable (occurrence of work stress) at one time. The population of this research is all employees in Purwakarta Regency. This research sample was randomly selected from various companies in Purwakarta Regency, with a total sample of 384 people. Data was collected using a standard work stress questionnaire that has been validated and reliable. This questionnaire contains questions about: Demographic data, such as age, gender, education, and years of employment; Workloads, such as the number of tasks, the time required to complete the tasks, and the difficulty of the tasks; Interpersonal relationships in the workplace, such as the quality of relationships with superiors, coworkers, and subordinates; Multiple roles, such as whether the employee has other responsibilities outside of work, such as taking care of the household or family; Work environments, such as noise levels, lighting, and temperature in the workplace; Work stress events, such as levels of anxiety, depression, and burnout. This research will be carried out by paying attention to research ethics. Respondents will be given information about the purpose of the research, the benefits of the research, and the risks of the research before they are asked to complete the questionnaire. Respondent data will be kept confidential. Respondents have the right to withdraw from the study at any time without any reason. Data analysis was carried out using logistic regression. Logistic regression is used to analyze the

relationship between independent variables and categorical dependent variables.

3. Results and Discussion

Table 1 shows the demographic data of the study respondents, such as age, gender, education, and years of service. This data was collected from 384 research respondents. The majority of research respondents were aged between 26-35 years (39.0%) and 36-45 years (26.0%). Male respondents slightly more than female respondents (52.0% vs. 48.0%). The majority of respondents had a high school/vocational school education (57.3%). The majority of respondents had worked for 1-3 years (31.2%) and 4-6 years (26.0%). Demographic data of research respondents shows that research respondents are quite diverse in terms of age, gender, education, and length of work.

Employees with a high workload have a 2.35 times greater risk of experiencing work stress compared to employees with a low workload. Employees with poor interpersonal relationships at work have a 2.01 times greater risk of experiencing work stress compared to employees with good interpersonal relationships. Employees with dual roles (for example, working and taking care of the household) have a 1.82 times greater risk of experiencing work stress compared to employees with a single role (Table 2). The results of this research indicate that workload, interpersonal relationships at work, and multiple roles are risk factors that contribute to the incidence of work stress among employees in Purwakarta Regency.

Excessive workload can be one of the main factors causing work stress. Excessive workload makes employees feel pressured to complete their tasks on time. This can cause them to feel anxious, panicked, and frustrated, especially if they feel unable to complete their tasks well. Excessive workload can cause physical and mental fatigue. This can make employees feel tired, lack energy, and have difficulty concentrating. Physical and mental fatigue due to excessive workload can reduce work productivity.

Table 1. Respondent demographic data.

Variable	Category	Frequency	Percentage (%)
Age	18-25 years	100	26
	26-35 years	150	39
	36-45 years	100	26
	>45 years	34	9
Gender	Male	200	52
	Female	184	48
Education	Junior High school and below	20	5,2
	Senior high school/Vocational high school	220	57,3
	Diploma	80	20,8
	Bachelor	64	16,7
Length of work	<1 year	40	10,4
	1-3 years	120	31,2
	4-6 years	100	26
	>6 years	124	32,4

Table 2. Results of logistic regression analysis.

Risk factors	OR	95% CI	p-value
Workload	2,35	1,25-4,42	0,008
Interpersonal relations in the workplace	2,01	1,10-3,70	0,024
Multiple roles	1,82	1,02-3,27	0,041

Employees who experience work stress may not be able to work optimally and make more mistakes. Work stress due to excessive workload can cause various health problems, such as headaches, insomnia, and digestive problems. Excessive workload can disrupt the balance between work and personal life. This can cause employees to feel stressed and find it difficult to enjoy their free time. Employees need to learn how to manage their time well in order to complete their tasks efficiently. If possible, employees can delegate tasks to other people so that all the work does not have to be done themselves. If employees feel their workload is too heavy, they need to communicate with their superiors to find a solution. Employees need to ensure that they get enough rest to maintain their physical and mental health.⁷⁻⁹

Poor interpersonal relationships at work can be one of the main factors causing work stress. Employees who have poor interpersonal relationships at work

may feel unappreciated and unsupported by their coworkers or superiors. This can cause them to feel isolated and frustrated. Poor interpersonal relationships can lead to workplace conflict. This conflict can make employees feel tense, anxious, and uncomfortable at work. Lack of good communication between employees and their superiors can cause misunderstandings and frustration. Distrust between employees and their superiors can cause work stress. Employees who do not trust their superiors may feel uncomfortable working and cannot contribute optimally. Workplace injustices, such as favoritism and discrimination, can cause job stress. Employees who feel they have been treated unfairly may feel frustrated and angry. Improving good communication between employees and their superiors can help resolve problems and build trust. Workplace conflicts can be resolved in a constructive and professional manner. Building good relationships with coworkers

and superiors can help employees feel more appreciated and supported.¹⁰⁻¹²

Multiple roles can be one of the main factors causing work stress. Employees with dual roles must divide their time and energy between two different roles, namely, as an employee and as a housewife. This can cause them to feel stressed and find it difficult to balance both roles. Dual roles can cause physical and mental fatigue. This can make employees feel tired, lack energy, and have difficulty concentrating. Work stress due to dual roles can reduce the quality of life. Employees who experience work stress may not be able to enjoy their free time to the fullest and find it difficult to establish good relationships with their family and friends. Multiple roles can cause role conflict. This occurs when the demands of two different roles conflict with each other. Lack of support from family, friends, or the workplace can make employees with multiple roles feel more stressed. Employees need to learn how to manage their time well in order to complete their tasks efficiently. If possible, employees can share household duties with their husbands or other family members. Support from family, friends, and the workplace can help employees in dual roles feel better. By understanding the impact and how to deal with work stress due to dual roles, it is hoped that employees can balance both roles and improve their quality of life. Employees need to learn to say “no” to additional tasks or activities that they cannot handle. Employees don't need to feel guilty if they can't do everything perfectly. Employees need to maintain their physical and mental health by exercising, eating healthy food, and getting enough sleep. Employees need to take time for themselves to do the things they enjoy.¹³⁻¹⁵

4. Conclusion

Based on the results of this research, it can be concluded that workload, interpersonal relationships at work, and multiple roles are risk factors that contribute to the incidence of work stress among employees in Purwakarta Regency, Indonesia.

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