

Universitas Ngudi Waluyo
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HUBUNGAN LINGKUNGAN KERJA NON FISIK DENGAN STRES KERJA PERAWAT DI RUANG RAWAT INAP RSUD dr. GONDO SUWARNO UNGARAN

ABSTRAK

Latar Belakang : Rumah sakit merupakan institusi penting dalam pelayanan kesehatan, di mana perawat berperan penting dalam memberikan asuhan keperawatan secara optimal. Lingkungan kerja non fisik meliputi aspek psikososial, seperti hubungan antar rekan kerja, dukungan atasan, sistem kerja shift, beban kerja, dan kejelasan peran. Kondisi lingkungan kerja non fisik yang kurang mendukung dapat menimbulkan stres kerja, yang berdampak langsung pada kepuasan kerja, kinerja, serta kualitas pelayanan keperawatan. Stres kerja yang tinggi dapat mengganggu efektivitas perawat dalam memberikan asuhan, sehingga berdampak pada keselamatan pasien dan mutu pelayanan di rumah sakit.

Tujuan Penelitian : Untuk mengetahui hubungan lingkungan kerja non fisik dengan stres kerja perawat di ruang rawat inap RSUD dr. Gondo Suwarno Ungaran.

Metode : Penelitian kuantitatif dengan menggunakan metode *analitic correlational* dan pendekatan *cross sectional*. *Sampel* sebanyak 121 responden. Sampel penelitian dipilih menggunakan tehnik *Total Sampling*. Data dikumpulkan dengan menggunakan kuesioner dan dianalisis menggunakan uji *Rank Spearman*.

Hasil : Sebagian besar perawat rawat inap di RSUD dr. Gondo Suwarno Ungaran pada 121 presentase terbanyak yaitu lingkungan non fisik kurang dengan stress kerja sedang sebanyak 59 (81,9%) responden Hasil uji *Spearman* didapatkan hasil $0,000 < 0,05$. H_0 ditolak dan H_a diterima, dengan nilai (r) 0,673 yang berarti terdapat hubungan yang signifikan antara Lingkungan Kerja Non Fisik dengan Stres Kerja Perawat di Ruang Rawat Inap RSUD dr. Gondo Suwarno Ungaran.

Kesimpulan : Terdapat hubungan signifikan lingkungan non fisik kurang dengan stress kerja Perawat di Ruang Rawat Inap RSUD dr. Gondo Suwarno Ungaran. Kondisi ini menekankan pentingnya upaya peningkatan lingkungan kerja non fisik untuk menjaga kesejahteraan perawat serta kualitas pelayanan keperawatan di rumah sakit.

Kata Kunci : Lingkungan kerja non fisik; stres kerja, perawat; ruang rawat inap.

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THE RELATIONSHIP BETWEEN NON-PHYSICAL WORK ENVIRONMENT AND WORK STRESS AMONG NURSES IN THE INPATIENT WARD OF DR. GONDO SUWARNO UNGARAN REGIONAL GENERAL HOSPITAL

ABSTRACT

Background: Hospitals are important institutions in health care, where nurses play a vital role in providing optimal nursing care. The non-physical work environment includes psychosocial aspects, such as relationships between coworkers, support from superiors, shift work systems, workload, and role clarity. An unsupportive non-physical work environment can cause work stress, which directly impacts job satisfaction, performance, and the quality of nursing care. High work stress can interfere with the effectiveness of nurses in providing care, thereby impacting patient safety and the quality of hospital services.

Objectives: To determine the relationship between the non-physical work environment and work stress among nurses in the inpatient ward of Dr. Gondo Suwarno Ungaran Regional General Hospital.

Methods: This quantitative study used an analytic correlational method and a cross-sectional approach. The sample consisted of 121 respondents. The research sample was selected using total sampling. Data were collected using questionnaires and analyzed using the Spearman's rank correlation test.

Results: Most of the inpatient nurses at Dr. Gondo Suwarno Ungaran Regional General Hospital, at 121%, had the highest percentage of non-physical environment deficiencies with moderate work stress, amounting to 59 (81.9%) respondents. The Spearman test results were $0.000 < 0.05$. H_0 was rejected and H_a was accepted, with a value of $(r) 0.673$, which means that there is a significant relationship between the Non-Physical Work Environment and Work Stress among Nurses in the Inpatient Ward of Dr. Gondo Suwarno Ungaran Regional General Hospital.

Conclusion: There is a significant relationship between a poor non-physical environment and work stress among nurses in the inpatient ward of Dr. Gondo Suwarno Ungaran Regional General Hospital. This condition emphasizes the importance of improving the non-physical work environment to maintain the well-being of nurses and the quality of nursing services in hospitals.

Keywords: Non-physical work environment; work stress, nurses; inpatient rooms