

# Analisis Hubungan Antara Kejadian Bullying di Tempat Kerja, Psychological Distress dan Job Performance Pada Pekerja di RS P

Rudianto, Rully

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## Abstrak

Tujuan : Pekerja di RS P merupakan pekerja yang harus menghadapi situasi kerja yang sangat berisiko terjadinya kejadian bullying dari berbagai pihak dan menuntut perfoma yang tinggi. Penelitian ini bertujuan untuk menilai hubungan Workplace Bullying, Psychological Distress, dan Job Performance pada pekerja di RS P. <br />Metode : Penelitian ini merupakan penelitian cross-sectional dengan menggunakan kuesioner yang disebarakan secara acak kepada kelompok pekerja yang bekerja di RS P dengan jumlah responden sebanyak 195 orang. Data yang terkumpul kemudian diolah menggunakan tabel distribusi frekuensi, cross tabulasi dan dianalisis hubungannya dengan metode uji korelasi Spearman. <br />Hasil : Hasil penelitian menunjukkan terdapat korelasi positif (signifikansi 0,000) dengan kekuatan korelasi yang cukup (0,412) antara Workplace Bullying dengan Psychological Distress. Namun tidak terdapat korelasi (signifikansi 0,350) terkait kejadian workplace bullying dengan peningkatan maupun penurunan dari job performance pekerja di RS P. Tidak terdapat korelasi antara psychological distress dengan job performance (signifikansi 0,158). Mayoritas responden tidak mengalami bullying (84,6 %), tidak mengalami psychological distress (77,4 %), dan job performance dari pekerja di RS P mayoritas sesuai standar yang ditetapkan oleh perusahaan (93,8 %). <br />Kesimpulan : Hasil penelitian menunjukkan bahwa hubungan antara variabel independen dengan variabel dependen masih dipengaruhi oleh faktor-faktor mediator yang lain. Walaupun didapatkan kejadian bullying yang rendah di RS P, manajemen harus tetap waspada dan segera bertindak untuk mengidentifikasi dan mencegah terjadinya perilaku bullying tersebut. Hal ini penting untuk mencegah terjadinya korban bullying dan penerapan program anti bullying yang tepat di tempat kerja, sehingga tingkat psychological distress tidak meningkat dan job performance tetap terjaga dengan baik. Disamping itu perlunya meningkatkan motivasi pekerja dan fasilitas-fasilitas yang didapat oleh pekerja, sehingga mengurangi dampak bullying di tempat kerja maupun psychological distress di RS P <hr /><em> Objective : Workers in RS P are workers who have to face a work situation that is very risky for bullying from various parties and demands high performance. This study aims to assess the relationship between Workplace Bullying, Psychological Distress, and Job Performance on workers at RS P. <br />Methods : This study is a cross-sectional study using a questionnaire that was distributed randomly to groups of workers who work in RS P with a total of 195 respondents. The collected data was then processed using a frequency distribution table, cross tabulation and analyzed its relationship with the Spearman correlation test method <br />Results : The results showed that there was a positive correlation (significance 0.000) with sufficient correlation strength (0.412) between Workplace Bullying and Psychological Distress. However, there is no correlation (significance 0.350) related to the incidence of workplace bullying with an increase or decrease in the job performance of workers at RS P. There is no correlation between psychological distress and job performance (significance 0.158). The majority of respondents did not experience bullying (84.6 %), did not experience psychological distress (77.4% %), and the job performance of the workers in RS P was the majority according to the standards set by the company (93.8 %). <br />Conclusion : The results of the study

indicate that the relationship between the independent variable and the dependent variable is still influenced by other mediator factors. Even though there is a low incidence of bullying in RS P, management must remain vigilant and act immediately to identify and prevent the occurrence of bullying behavior. This is important to prevent bullying victims and to implement appropriate anti-bullying programs in the workplace, so that the level of psychological distress does not increase and job performance is maintained properly. Besides that, it is necessary to increase the motivation of workers and the facilities obtained by workers, thereby reducing the impact of bullying in the workplace and psychological distress at RS P..

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