

## Analisa Faktor Risiko Distres Pada Petugas Penanggulangan Keadaan Darurat Di PT. X Tahun 2023

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### Abstrak

Tesis ini membahas faktor risiko distres pada petugas penanggulangan keadaan darurat di PT. X tahun 2023 dengan menggunakan metode self report measure. Penelitian ini adalah penelitian kualitatif yang dilakukan pada Oktober-November 2023 dengan populasi seluruh tim penanggulangan keadaan darurat di PT. X yang terlibat dalam penanggulangan keadaan darurat level 2 tahun 2023. Ditemukan bahwa dari 63 responden, 37 pekerja (58,73%) dengan tingkat gejala distress tinggi (skor  $\geq 27$  poin) dan 26 pekerja (41,27%) dengan tingkat gejala distress rendah (skor  $< 27$  poin). Hasil analisa menggunakan Chi-Square ditemukan faktor yang berhubungan secara signifikan ( $p\text{-value} \leq 0,05$ ) dengan tingkat gejala distress adalah Beban Berlebih Kualitatif ( $p\text{-value}=0,009$ ); Peran Dalam Organisasi ( $p\text{-value}=0,009$ ); Konflik Peran ( $p\text{-value}=0,003$ ); dan Hubungan Interpersonal ( $p\text{-value}=0,029$ ). Hasil penelitian menyarankan PT. X untuk melakukan pengelolaan terhadap 58,73% sampel yang mengalami distress tinggi. Melakukan performance, psychological, maupun biochemical measure kepada para pekerja PT. X. Mengisi job vacant dan memasukkan semua fungsi dalam struktur OKD. Melakukan latihan bersama dengan TBKD internal & eksternal dalam beberapa batch untuk mengakomodir pekerja shift. Melemburkan shift pagi/siang untuk backup operasional agar semua anggota tim bisa ikut latihan. Membuat matrix pelatihan agar bisa dilakukan intervensi oleh pimpinan terhadap pekerja yang belum ikut pelatihan. Mengirimkan pekerja sebagai TBKD jika ada keadaan darurat ditempat lain. Membacakan risk card / SOP minimum seminggu sekali saat serah terima regu. Mengadakan un-announced drill maksimum 6 bulan sekali agar pekerja selalu siaga. Perlu dipertimbangkan untuk membuat struktur dan SOP tim recovery / normalisasi saat terjadi keadaan darurat. Kata Kunci : Distress, Keadaan Darurat, Pemadam Kebakaran

This thesis discusses the risk factors for distress in emergency management officers at PT. X in 2023 using the self-report measure method. This study is a qualitative study conducted in October-November 2023 with a population of all emergency management teams at PT X involved in level 2 emergency management in 2023. It was found that out of 63 respondents, 37 workers (58.73%) with high levels of distress symptoms (score  $\geq 27$  points) and 26 workers (41.27%) with low levels of distress symptoms (score  $< 27$  points). The results of the analysis using Chi-Square found that the factors that were significantly associated ( $p\text{-value} \leq 0.05$ ) with the level of distress symptoms were Qualitative Overload ( $p\text{-value}=0.009$ ); Role in the Organization ( $p\text{-value}=0.009$ ); Role Conflict ( $p\text{-value}=0.003$ ); and Interpersonal Relationships ( $p\text{-value}=0.029$ ). The results of the study suggest PT. X to manage 58.73% of the sample who experience high distress. Conduct performance, psychological, and biochemical measures to PT X workers. Fill vacant jobs and include all functions in the OKD structure. Conduct joint training with internal & external TBKD in several batches to accommodate shift workers. Release morning/afternoon shifts for operational backup so that all team members can participate in the training. Create a training matrix so that interventions can be made by leaders for workers who have not participated in the training. Send workers as TBKD if there is an emergency elsewhere. Read the risk card /

SOP at least once a week during the team handover. Hold an unannounced drill at least once every 6 months so that workers are always alert. Consider creating a structure and SOP for the recovery / normalization team in the event of an emergency. Keywords: Distress, Emergency, Fire Department</div>