

Correlation of Individual Factors and Subjective Workload with Work Stress on Spinning Workers

Hubungan Faktor Individu dan Beban Kerja Subjektif dengan Stres Kerja Pekerja Spinning

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ABSTRACT

Introduction: Excessive workload is a major factor causing work stress. The condition that arises as a result of the inability of workers to deal with the demands of their work causes work stress. This study aims to analyze the relationship between individual factors and subjective workload with work stress on the spinning workers of PT. Delta Merlin Sandang Tekstil I Sragen. **Methods:** This study was an observational analytic study with a cross sectional study design. Research was conducted in January 2020 in PT. Delta Merlin Sandang Tekstil I Sragen. The samples of this research consisted of 133 respondents, which were determined by using a simple random sampling method. Work stress was a dependent variable in this study and individual factors (age, gender, education level, years of service, and marital status) were the independent variables; moreover, the work factor used was subjective workload. Data on individual characteristics, subjective workload, and work stress were obtained through distributing questionnaires to workers. Data analysis was performed using the Spearman correlation. **Results:** The results of the study state that there is no relationship between age ($p = 0.790$), sex ($p = 0.659$), level of education ($p = 0.499$), years of service ($p = 0.730$), marital status ($p = 0.251$) and work stress, and there is a relationship between subjective workload and work stress ($p = 0.000$). **Conclusion:** There is a significant relationship between subjective workload and work stress, but there is no relationship between individual factors and work stress among the spinning workers of PT. Delta Merlin Sandang Tekstil I Sragen.

Keywords: individual factors, subjective workload, work stress

ABSTRAK

Pendahuluan: Beban kerja berlebihan ataupun yang sedikit bisa menjadi faktor utama timbulnya stres kerja. Kondisi yang muncul sebagai akibat dari ketidakmampuan pekerja dalam menghadapi tuntutan pekerjaannya menyebabkan terjadinya stres kerja. Penelitian ini bertujuan untuk menganalisis hubungan faktor individu dan beban kerja subjektif dengan stres kerja pada pekerja bagian spinning PT. Delta Merlin Sandang Tekstil I Sragen. **Metode:** Penelitian ini termasuk kedalam penelitian observasional analitik yang menggunakan desain cross sectional. Pada bulan Januari 2020 penelitian ini dilakukan dengan populasi penelitian yaitu seluruh pekerja bagian spinning PT. Delta Merlin Sandang Tekstil I Sragen. Sampel penelitian ini sebanyak 133 responden yang dipilih menggunakan metode simple random sampling. Stres kerja adalah variabel dependen dalam penelitian ini, dan karakteristik individu (umur, jenis kelamin, tingkat pendidikan, masa kerja, dan status perkawinan) adalah variabel independen dan faktor pekerjaan yaitu beban kerja subjektif. Data karakteristik individu, beban kerja subjektif, dan stres kerja didapatkan melalui penyebaran kuesioner kepada pekerja. Analisis data dilakukan dengan menggunakan uji korelasi Spearman. **Hasil:** Penelitian menunjukkan bahwa tidak ada hubungan antara umur ($p=0,790$), jenis kelamin ($p=0,659$), tingkat pendidikan ($p=0,499$), masa kerja ($p=0,730$), status perkawinan ($p=0,251$) dengan stres kerja dan ada hubungan antara beban kerja subjektif dengan stres kerja ($p=0,000$). **Simpulan:** Terdapat hubungan yang signifikan antara beban kerja subjektif dengan stres kerja tetapi tidak terdapat hubungan antara karakteristik individu dengan stres kerja pada pekerja bagian spinning PT. Delta Merlin Sandang Tekstil I Sragen.

Kata kunci: beban kerja subjektif, factor individu, stres kerja

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INTRODUCTION

The Textiles and Textile Products (TPT) industry is an industry that has long existed in Indonesia.

This industry originated from the home industry in 1929 which until now continues to experience development. The textile industry in Indonesia has become one of the core industrial clusters that has a large role in national economic growth.

The use of high technology, capital intensive, labor intensive, and the skills and creativity of Human Resources (HR) are important keys in the TPT Industry. Thus, encouraging employment absorption is expected to be carried out by the TPT industry as a labor intensive industry. However, the textile industry in Indonesia is currently still facing various problems, especially related to production and productivity.

The rapid development of the business world today requires companies to be able to survive and compete with other companies. Innovating and generating creative ideas, therefore, need to be done by a company in order to survive in the business world. To deal with changes in business environment conditions that might occur, the company must be able to act quickly and precisely as well as effectively and efficiently. The use of HR owned by the company also needs to be considered properly and correctly, considering that HR is the main driver in the production process. High and low productivity of the company and the success of the company in achieving its goals are greatly dependent on the human resources involved in it. Therefore, in a company, highly competent, professional, reliable, trustworthy and diligent human resources are needed to achieve the company's goals. Thus, it can be said that the success of a company lies not only in the superiority of technology and the availability of funds, but it is also influenced by HR factors (Karima, 2014).

Labor is an HR factor which becomes the most valuable asset for a company in running its production business. In order to obtain reliable, professional, and quality human resources, companies need to make appropriate management efforts, starting from the recruitment process, selection, and placement of workers in accordance with their capabilities. Besides, the companies also have an obligation to prioritize the welfare and health of their workforce. However, not all companies pay attention to the welfare and health of their workforce well. A lack of corporate attention on the welfare and health of the workforce will have an impact on the emergence of unexpected things. These conditions can be in the form of work accidents, occupational

diseases, decreased productivity, and physical and psychological health problems.

One psychological disorder that often occurs in the workforce is stress. Stress can happen to anyone, and within the scope of the company it can occur to both managers and employees. Wibisono (2019) argues that there are many managers who report the occurrence of work-related stress, and the existence of a new environment worsens the work atmosphere. Moreover, Tahir (2015) argues that an estimated 100 million working days are wasted due to stress, and nearly 50% to 70% is a stress related illness. Stress is a response or stimulation from the human body both originating from outside and from within the body itself where the stimulus can cause various adverse effects such as deterioration of health to the onset of a disease (Tarwaka and Bakri, 2010).

According to Mangkunegara (2013), work stress is a feeling of stress because the workers have inability to complete the work that is required. Work stress is closely related to workers, the physical environment of workers, and the social environment of workers (Munandar, 2014). Work stress is one of the factors that is often faced by workers when the workload borne is quite heavy. Job demands that are not in accordance with the workers' ability are the main cause of work stress. This cause of stress is in line with the opinion of Mangkunegara (2013), stating that the occurrence of stress caused by the workload received is too heavy, the time to finish work is too short, there is a lack of quality supervision from the company, there is an existence of work conflicts, and unstable work climate and difference of opinion and value between employees are apparent. Workers who are unable to overcome the limitations in completing workloads will certainly cause frustration to the workers themselves, work conflict with fellow workers, the emergence of anxiety and guilt, all of which are the basic types that indicate the occurrence of work stress (Saefullah dan Amalia, 2017).

According to Munandar (2014), the causes of work stress can come from 3 main factors namely individual factors, organizational factors, and environmental factors. Individual factors that can cause work stress include age, sex, level of education, years of service, and marital status. Wisudawati (2014) states that it is common that older people find it more difficult to adapt to new environment, which leads to fatigue. So, they are known to be more vulnerable to stress. The more difficult it is to adapt and experience fatigue so that

he is more vulnerable to stress is more common in the older a person (Wisudawati, 2014). Moreover, according to the International Labour Organization (2016), compared to men, women have a higher level of vulnerability to stress. In terms of level of education, according to Setyawati (2010), the level of education also affects one's ability to work, suggesting that the jobs will get better if the level of education is also higher. Furthermore, according to Abdurrahman and Sulaksono (2013), the length of work can cause burnout and fatigue, so this can cause high work stress. Besides, according to Suci (2018), married workers are more vulnerable to stress because of the dual role in their families.

Organizational factors or work factors that can cause work stress include career development, work intrinsic factors, the relationship at work, the role of individuals in the organization, and organizational structure and climate (Munandar, 2014). One of the intrinsic factors of work that causes work stress is workload. Workload itself is the result of interaction between work demands, work environment, abilities, skills, behavior, and understanding of workers (Munandar, 2014). Both excessive and too little workload can be a trigger for work stress. Work to be done that is not proportional to the ability of workers and the time available will cause work stress. Physical, mental and social workloads are known as forms of workload.

PT. Delta Merlin Sandang Tekstil I Sragen is a company engaged in textiles. This company has quite a large number of employees given that the goal of the textile company is nothing but producing a high level of productivity. As a textile company, the quality of human resources becomes an aspect that must be considered by the company.

Spinning is one of the stages of the yarn spinning process. Ring spinning machines become the main benchmarks in a textile factory. The number of spindles that must be produced and the length of work done indicate the workload that must be completed by the workers. A large production target and also time constraints in working put pressure on workers in the spinning department. Workers in the spinning section are required to work quickly following the rotation of the machine, but at the same time they must also pay attention to the quality of the products produced. The heavy workload with limited time is what makes workers experience work stress. In short, high or low productivity of the company is a direct of the stress on workers.

The relationship between individual factors and subjective workload with work stress on the spinning workers in PT. Delta Merlin Sandang Tekstil I Sragen will be By knowing the factors of work stress on the spinning section workers, the company can make efforts to prevent the occurrence of work stress so that workers can work productively and company productivity increases.

METHODS

This type of research was an observational research as this research was carried out by observing research objects without giving special treatment. Based on its purpose, this research was an analytic research, with the purpose of knowing the relationship between variables. If reviewed from the time of its implementation, this research was classified as a cross sectional design study because the data were collected at the same time under certain conditions.

This research was conducted in PT. Delta Merlin Sandang Tekstil I Sragen at Jl. Raya Timur, Bumiaji, Sragen, Central Java 57254. The preparation of the proposal was made in September 2019, and the data were collected in January 2020.

In this study, the population was all workers in the spinning unit AB of PT. Delta Merlin Sandang Tekstil I Sragen. The number of samples studied was 133 people. A simple random sampling was the method of sampling in this study with the inclusion criteria of workers willing to give informed consent for participation.

The variables in this study were individual factors (consisting of age, marital status, level of education, sex, and year of service), subjective workload and work stress.

Data collection techniques in this study consisted of two data sources, namely primary data and secondary data. The primary data such as data of individual factors, subjective workload, and work stress were obtained from questionnaires filled out by workers. Meanwhile, the secondary data including general description of the company were obtained from company records, literature, and journal information related to the topic of discussion. The instruments used in this study were subjective workload questionnaires from Spector and Jex in Khoiriah (2019) and work stress questionnaires from Health and Safety Executive in Tarwaka and Bakri (2010).

Ethical clearance was done before the study began. Ethical clearance is proven by the certificate No.023/HRECC.FODM/I/2020 given from the Faculty of Dentistry, Airlangga University, Surabaya.

This study used a descriptive and analytic analysis as data analysis technique. Descriptive analysis was done to explain the frequency distribution of all variables in this study. Moreover, to find out the relationship between variables this study used a Spearman correlation analysis.

RESULTS

Individual Factors of Respondents

The individual factors observed in the spinning section workers include: age of respondents, sex of respondents, level of education of respondents, years of service of respondents, and marital status of respondents. The following is the frequency distribution of each individual factor of respondents.

Age

From Table 1 of the age frequency distribution it is shown that the majority of the age of the spinning workers are in the age group of 26-35 years as many as 108 people (81.2%) out of 133 people who were sampled. So, the result of this research suggests that

Table 1. Age Distribution of Workers in the Spinning Section of PT. Delta Merlin Sandang Tekstil I Sragen in 2020

Age (years)	Frequency (n)	Percentage (%)
17-25	2	1.5
26-35	108	81.2
36-45	23	17.3
46-55	0	0
56-65	0	0
Total	133	100

Table 2. Gender Distribution of Workers in the Spinning Section of PT. Delta Merlin Sandang Tekstil I Sragen in 2020

Gender	Frequency (n)	Percentage (%)
Male	35	26.3
Female	98	73.7
Total	133	100

the age of the spinning workers in PT. Delta Merlin Sandang Tekstil I Sragen is very mature.

Gender

The gender frequency distribution of respondents from Table 2 shows that the majority of spinning workers are females, accounting for 98 people (73.7%) out of the 133 people sampled in this study.

Level of education

Based on Table 3 of the frequency distribution of the education level of respondents, it is shown that almost all respondents have a high school graduation level, accounting for 132 people (99.2%) out of 133 people. PT. Delta Merlin Sandang Tekstil I Sragen is a textile industry, so to be able to work in this factory the level of education gets less attention. More abilities and skills are needed to work in such a factory.

Years of Service

From Table 4 of the frequency distribution of respondents' tenure, it is shown that most spinning workers have a work span of 6-10 years, accounting for 102 people (76.7%) out of 133 people. So, it can be concluded that the workers in the spinning section

Table 3. Education Distribution of Workers in the Spinning Section of PT. Delta Merlin Sandang Tekstil I Sragen in 2020

Level of Education	Frequency (n)	Percentage (%)
Elementary School	0	0
Junior High School	1	0.8
Senior High School	132	99.2
Total	133	100

Table 4. Distribution of Years of Service of Workers in the Spinning Section of PT. Delta Merlin Sandang Tekstil I Sragen in 2020

Years of service (years)	Frequency (n)	Percentage (%)
< 6	31	23.3
6-10	102	76.7
≥ 10	0	0
Total	133	100

are quite experienced because they have worked relatively long. This much experience can increase the ability and skills of workers at work.

Marital status

Based on Table 5 of the frequency distribution of marital status, it is shown that the majority of spinning workers, 125 workers (94%) out of 133 people, are married. Married people certainly have more responsibilities towards their families, so the spirit of work can increase to meet the needs of the family.

Subjective Workload

From Table 6 of the frequency distribution of subjective workload, it can be seen that as many as 17 people (12.8%) have subjective workloads in the medium category. Meanwhile, as many as 116 people (87.2%) have subjective workload in the heavy category. So, it can be concluded that

Table 5. Distribution of Marital Status of Workers in the Spinning Section of PT. Delta Merlin Sandang Tekstil I Sragen in 2020

Marital Status	Frequency (n)	Percentage (%)
Single	8	6
Married	125	94
Total	133	100

Table 6. Distribution of Subjective Workload of Workers in the Spinning Section of PT. Delta Merlin Sandang Tekstil I Sragen in 2020

Subjective Workloads	Frequency (n)	Percentage (%)
Less	0	0
Medium	17	12.8
Heavy	116	87.2
Total	133	100

Table 7. Distribution of Work Stress of Workers in the Spinning Section of PT. Delta Merlin Sandang Tekstil I Sragen in 2020

Stress	Frequency (n)	Percentage (%)
Low	0	0
Medium	42	31.6
High	91	68.4
Total	133	100

the majority of workers have heavy subjective workload.

Work Stress

Based on Table 7 of the frequency distribution of work stress of respondents, it is shown that there are 42 people (31.6%) who have a medium work stress level. Moreover, there are 91 people (68.4%) who have work stress in the high category. So, it can be concluded that the majority of spinning workers at PT. Delta Merlin Sandang Tekstil I Sragen have a high work stress level.

Correlation of Individual Factors and Subjective Workload with Work Stress

Correlation of Age with Work Stress

The results of cross tabulation between age and work stress on Table 8 show that in the age group of 26-35 years there are 34 people (31.5%) who have work stress in the moderate category and the majority of workers, 74 people (68.5%), have work stress in high category, which is also the highest compared with the other age groups. The analysis results between age variable and work stress variable using the Spearman correlation test obtain the p-value of 0.790, which is > 0.05. This means that there is no significant relationship between age variable and work stress variable.

Correlation of Gender with Work Stress

Cross tabulation between gender variable and work stress variable can be seen in Table 9. From Table 9, it can be concluded that spinning workers are dominated by female workers, 32 of whom (32.7%) have moderate work stress and the majority of whom, 66 people (67.3%), have high work stress. The analysis results between sex and work stress using the Spearman analysis obtain the result of p-value of 0.659, where p-value > 0.05. So, it can be concluded that sex variable is not significantly related with work stress variable.

Correlation of Education Level with Work Stress

Based on Table 10 of the results of a cross tabulation between the level of education variable and work stress, it is shown that most workers with a high school education level have the highest work stress, accounting for 90 people (68.2%) compared to other levels of education. Moreover, the Spearman analysis between the level of education and work

Table 8. Cross Tabulation of Age and Work Stress of Workers in the Spinning Section of PT. Delta Merlin Sandang Tekstil I Sragen 2020

Age(Years)	Work stress						Total	
	Low		Medium		High		N	%
	n	%	n	%	n	%		
17-25	0	0	1	50	1	50	2	100
26-35	0	0	34	31.5	74	68.5	108	100
36-45	0	0	7	30.4	16	69.6	23	100
46-55	0	0	0	0	0	0	0	0
56-65	0	0	0	0	0	0	0	0
Total	0	0	42	31.6	91	68.4	133	100
p-value	0.790							

Table 9. Cross Tabulation of Gender and Work Stress of Workers in the Spinning Section of PT. Delta Merlin Sandang Tekstil I Sragen in 2020

Gender	Work stress						Total	
	Low		Medium		High		N	%
	n	%	n	%	n	%		
Male	0	0	10	28.6	25	71.4	35	100
Female	0	0	32	32.7	66	67.3	98	100
Total	0	0	42	31.6	91	68.4	133	100
p-value	0.659							

Table 10. Cross Tabulation of Education Level and Work Stress of Workers in the Spinning Section of PT. Delta Merlin Sandang Tekstil I Sragen in 2020

Education level	Work stress						Total	
	Low		Medium		High		N	%
	n	%	n	%	n	%		
Elementary School	0	0	0	0	0	0	0	0
Junior High School	0	0	0	0	1	100	1	100
Senior High School	0	0	42	31.8	90	68.2	132	100
Total	0	0	42	31.6	91	68.4	133	100
p-value	0.499							

stress obtains the p-value of 0.499 where the p value > 0.05. So, it can be concluded that the level of education and work stress variable are not significantly related.

Correlation of Years of Service with work Stress

From Table 11, it is shown that most of the workers with 6-10 years of work period, 69 people (67.6%) have the highest work stress level compared to other groups of work period. The analysis of the Spearman test obtains the p-value of 0.730, where

the p value > 0.05. So, it can be concluded that years of service and work stress are not significantly related.

Correlation of Marital Status with Work Stress

The correlation of marital status variable in cross tabulation with work stress variable is shown in Table 12. From Table 12, it can be seen that the majority of workers who are married have work stress in high category as many as 87 people (67.3%), much higher compared to those who are not

Table 11. Cross Tabulation of Years of Service and Work Stress of Workers in the Spinning Section of PT. Delta Merlin Sandang Tekstil I Sragen 2020

Years of Service)	Work stress						Total	
	Low		Medium		High		N	%
	n	%	n	%	n	%		
< 6	0	0	9	29	22	71	31	100
6-10	0	0	33	32.4	69	67.6	102	100
≥ 10	0	0	0	0	0	0	0	0
Total	0	0	42	31.6	91	68.4	133	100
p-value					0.730			

Table 12. Cross Tabulation of Marital Status and Work Stress of Workers in the Spinning Workers of PT. Delta Merlin Sandang Tekstil I Sragen 2020

Marital status	Work stress						Total	
	Low		Medium		High		N	%
	n	%	n	%	n	%		
Single	0	0	4	50	4	50	8	100
Married	0	0	38	30.4	87	69.6	125	100
Total	0	0	42	31.6	91	68.4	133	100
p-value					0.251			

Table 13. Cross Tabulation of Subjective Workload and Work Stress of Workers in the Spinning Section of PT. Delta Merlin Sandang Tekstil I Sragen 2020

Subjective workload	Work stress						Total	
	Low		Medium		High		N	%
	n	%	n	%	n	%		
Less	0	0	0	0	0	0	0	0
Medium	0	0	17	100	0	0	0	100
Heavy	0	0	25	21.6	91	78.4	116	100
Total	0	0	42	31.6	91	68.4	133	100
p-value					0.000			

married. Moreover, based on the Spearman analysis, the p-value is 0.251 where $p > 0.05$. So, it can be concluded that marital status variable and work stress variable are not significantly related.

Correlation of Subjective Workload with Work Stress

Correlation between subjective workload in cross tabulation with work stress is shown in Table 13. From the table, it can be seen that the majority of workers with heavy workloads, as many as 91 people (78.4%) have work stress in high category, the highest compared to other workload categories. The analysis result of using the Spearman correlation obtains the p-value of 0.000, where the p-value

< 0.05 . So, it can be concluded that subjective workload variable and work stress variable have a significant relationship.

DISCUSSION

Individual Factors with Work Stress

Individual factors are intrinsic factors originating from each individual which can cause stress. In this study, the individual factors chosen as the objects of research include age, gender, education level, years of service, and marital status. The following is the description of each individual factor of the respondents.

Age

In this study, the spinning workers fall into the productive age category. Productive age, according to International Labour Organization (2016), ranges from 15-64 years old. In this study, the spinning workers are in the age range of 17-45 years. A person's age is related to a person's level of maturity. Adults are more likely to be able to deal with problems well, so the onset of stress can be managed properly as well.

Gender

Most of the spinning workers are females. From the result of the study, 98 out of 122 workers are females. The number of female workers is greater than the number of male workers because the work in the textile factory is not too heavy, so more women are interested in working in the textile factory.

However, women have double burden. In addition to working in a workplace, women also have duties at home as housewives. Therefore, women are more vulnerable to stress (I.L.O, 2016).

Level of Education

Almost all respondents in this study have high school education. Out of 133 people, only 1 person has a junior high school education level. If it is related with work, then the level of education is less influential on the ability of workers, so there is no direct link between education and work (Fahamsyah, 2017).

Working in a textile factory requires more skills and experiences. These skills and experiences can be obtained by attending many trainings both in the company and outside the company. So in this textile company, a higher education level requirement is given less attention. Through greater focus on skills and experience, the risk factors for emergence of stress can be minimized.

Years of Service

Work period is a period spent by someone working in a company. From this research, it is found that the majority of workers, 102 workers out of 133 people, have a relatively long work period of between 6-10 years with. A long work period can be a driving force for work stress as someone who does work for a long time and does monotonous work

repeatedly can feel boredom, which can eventually cause workers to experience burnout (Munandar, 2014).

However, in this company, workers who have a longer work period can get more experience, so the ability to work can be increased and the emergence of problems can be overcome properly so as to reduce the risk of work stress.

Marital Status

It can be seen that the majority of spinning workers, 125 people out of 133 people, have married status. Marital status can be a cause of work stress. A married person has a heavier burden because of his/her responsibility not only to him/herself but also to his/her family. Besides, the existence of problems in the family can also be a driving force for someone experiencing stress.

On the other hand, marriage status can also be a barrier to the onset of stress. Support provided by the family can increase one's morale at work, so no family problems are brought to work (Nurhidayati, 2016).

Subjective Workload

Workload is a task that must be completed by workers within a certain period of time. The results show that the majority of workers, 116 people out of 133 people, have heavy workloads. Workload in this company is categorized as heavy because the work is carried out quickly to pursue the company's target within a predetermined time period. The existence of work demands is a burden for workers, so if the workload exceeds the ability of workers, it can cause work stress.

Work Stress

From this study, the majority of workers, as many as 91 people from 133 people, experience a high stress level. At this company many workers experience high stress due to heavy workloads. Work should be done quickly to achieve company's targets within limited time, so it makes workers difficult to complete the work and feel pressured by the burden.

Besides, the work is carried out in a standing position throughout the work, which causes the abrupt onset of fatigue. This factor is the cause of work stress in spinning workers, which is included in the high category.

Analysis of the Correlation of Individual Factors and Subjective Workload with Work Stress

Analysis of the Correlation of Age with Work Stress

The results of this study show that the majority of workers who experience high work stress are in the age category of 26-35 years old, as many as 74 people (68.5%). The analysis result using a Spearman correlation test shows the p-value of 0.790, which means that the age variable is not significantly related with work stress. The result of this study is not in accordance with the theory of Anoraga (2009), which states that the older a person is, the more susceptible he is to work stress.

However, this result is in line with the result of Prabowo (2010) which says that age is not related with work stress. The absence of this relationship is caused by the workload borne which is not much different between workers, so all workers, both young and old workers, have the same responsibility in completing the work. This result also shows that age is not a factor that is directly related to work stress.

In contrast to this study, the result of Suci's (2018) research shows that age variable has a significant relationship with work stress. There is a significant relationship between age and work stress because the respondents in the study have more experience, so the more mature a person is, the more capable he is to control emotion.

Analysis of the Correlation of Gender with Work Stress

In this study, it can be seen that more female workers, 66 people (67.3%), have work stress in high category. The result of Spearman correlation test obtains a p-value of 0.659, meaning there is no relationship between sex and work stress.

The result is in accordance with the study of Fitri (2013), which shows that sex variable and work stress variable are not significantly related. Sex variable is not significantly related with work stress due to the absence of significant differences in the workload between male and female workers. The workload that must be completed by both male and female workers is the same, so in this case gender does not contribute greatly to the onset of work stress.

In contrast to this study, the result of Ansori and Martiana's (2017) research says that sex variable

has a significant relationship with work stress. This is because women have lower physical abilities than men. Besides, women also have a dual role so that the onset of fatigue is also faster. Women get tired more quickly so a lot of work stress occurs in women.

Analysis of the Correlation of Education Level with Work Stress

This study shows that the majority of workers who experience work stress in the high category have a high school education level, as many as 90 people (68.2%). Moreover, the result of the Spearman correlation test obtains a p-value of 0.499. Because p-value > 0.005, it means that education level is not significantly related with work stress.

This research is in line with a study done by Kurniawati (2019), which shows that education level is not significantly related with work stress. The absence of this relationship is due to the work in the spinning section prioritizes abilities, experiences and skills. Increasing the ability and experience of workers can be done by having them attend various forms of trainings so that workers' knowledge does not only depend on formal education. Besides, high motivation and morale are needed when working in this factory. High morale is certainly not related to the level of one's education.

Analysis of the Correlation of Years of Service with Work Stress

This study shows that the majority of workers who have a high work stress level have a work period of 6-10 years. The result of the Spearman correlation test obtains a p-value of 0.730, meaning that work period is not related with work stress. This research is in line with the opinion of Lady, Susihono and Muslihati (2017) and Djakroosmaelduna (2018) which shows that work period is not significantly related with work stress.

The absence of this relationship is because the majority of workers have worked in the spinning section for quite long, they have adapted well to their work. Besides, with a long period of work, the experience and skills of workers can be increased, so it has a good impact in the ability of solving problems that arise in the work. By overcoming the problems that arise, then the possibility of work stress can also be avoided. Experience can also help workers minimize the occurrence of errors in work so that workers can work well with good quality and produce good quantity of work.

Analysis of the Correlation of Marital Status with Work Stress

This study shows that the majority of workers who have work stress in high category, 87 people (67.3%), have a married status. The result of the Spearman correlation test obtains a p-value of 0.251. Because $p\text{-value} > 0.05$, it means that marital status is not significantly related with work stress.

This result is in line with the result of Kurniawati (2019), Aprianti and Surono (2018) which states that marital status is not significantly related with work stress. The absence of this relationship is caused by workers getting career support from their families, so this support can create the enthusiasm of workers at work. This spirit of work is a form of responsibility towards his family. On the other hand, marriage can be a stress factor, but this also depends on the ability of individuals to solve problems in their families. Individuals who are able to solve problems in their families well will not make them interfere with their work.

Analysis of the Correlation of Subjective Workload with Work Stress

This study shows that the majority of workers who have work stress in high category, 91 people (78.4%), have heavy workloads. The result of Spearman correlation test obtains a p-value of 0.000. Because the $p\text{-value} < 0.05$, it means that the subjective workload has a significant relationship with work stress.

The result of this study showing that there is a significant relationship between subjective workload and work stress is in line with research conducted by Radanny (2018). This study is also in line with the opinion of Agastya and Satrya (2018) which states that workload can have a positive and significant effect on the onset of work stress. So, it can be concluded that the heavier the workload, the higher the stress on the workers.

Moreover, working in the spinning section requires a high degree of accuracy and concentration. Because workers work with a rotating machine, if there is an error due to a lack of concentration at work, of course this will affect the quantity of goods produced. Given the goal of this company is to achieve a high level of productivity, the number of products produced must be in accordance with the targets. Besides, the work is done in a standing position for a long time and is done repeatedly every day, so this can lead to fatigue and boredom.

According to Munandar (2014), boredom is a real source of stress. If the workers are not able to adapt well in their work environment, then this can cause stress on the workers.

This result is in accordance with the theory of Munandar (2014) which argues that one of the factors causing work stress is excessive workloads. The body that receives more weighting will experience fatigue, feelings of difficulty, and emotional tension, all of which can ultimately lead to work stress.

Work stress on workers should be avoided. If stress is not immediately overcome, it will have an impact on company productivity. Therefore, companies must make efforts to prevent stress on workers so that the company's production targets can be achieved.

CONCLUSION

From this research on the correlation of individual characteristics and subjective workload with work stress that has been done on the spinning workers of PT. Delta Merlin Sandang Tekstil I Sragen, it can be concluded that individual factors (in this study referring to age, gender, level of education, years of service, and marital status) are not significantly related with work stress. Moreover, it is known that subjective workload has a significant relationship with work stress.

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