

THESIS

**OVERVIEW OF WORK STRESS FACTORS BASED ON
ORGANIZATIONAL, INDIVIDUAL, AND
ENVIRONMENTAL PERSPECTIVES AT PT. ADIPRIMA
SURAPRINTA**



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It is hereby stated that the thesis with the title :
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It has been reviewed and recommended to meet scientific standards, in terms of
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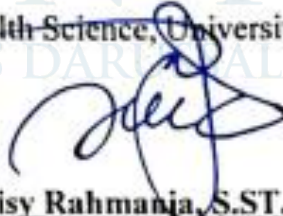
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ABSTRACT
OVERVIEW OF WORK STRESS FACTORS BASED ON
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Work stress is one of the crucial issues in occupational health that can reduce employee productivity and well-being, especially in high-intensity industries such as PT. Adiprima Suraprinta. This study aims to identify the level of work stress and analyze its causes from individual, organizational, and environmental perspectives. This study employed a quantitative descriptive method with random sampling of 112 workers. The variables used included work stress levels as the dependent variable and stress-causing factors as independent variables. The instruments used in this study were the Perceived Stress Scale (PSS) questionnaire to measure work stress levels and a work stress questionnaire to identify sources of stress.

The results of the study indicate that the majority of respondents experienced work stress in the moderate (60.7%) and high (35.7%) categories. The dominant individual factors included excessive workload (35 respondents), personal problems (28 respondents), and career uncertainty (26 respondents). organizational factors include role conflict, task ambiguity, and pressure from superiors. Meanwhile, environmental factors include traffic congestion (33 respondents) and exposure to pollution (29 respondents). Additionally, other factors, such as a lack of gratitude, disagreements within the team, and sudden layoffs, were also identified. This study concludes that work stress is multidimensional and requires an integrated approach, including psychological support and spiritual values, to create a healthy and productive work environment.

Keywords: Work stress, individual factors, organizational factors, environmental factors, Perceived Stress Scale, PT. Adiprima Suraprinta

ABSTRAK

GAMBARAN FAKTOR PENYEBAB STRES KERJA BERDASARKAN PERSPEKTIF ORGANISASIONAL, INDIVIDU, DAN LINGKUNGAN DI PT. ADIPRIMA SURAPRINTA

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Stres kerja merupakan salah satu isu penting dalam kesehatan kerja yang dapat menurunkan produktivitas dan kesejahteraan karyawan, terutama pada industri percetakan dengan intensitas kerja tinggi seperti PT. Adiprima Suraprinta. Penelitian ini bertujuan untuk mengidentifikasi tingkat stres kerja dan menganalisis faktor-faktor penyebabnya berdasarkan perspektif individu, organisasional, dan lingkungan. Penelitian ini menggunakan metode deskriptif kuantitatif dengan teknik random sampling terhadap 112 pekerja. Variabel yang digunakan meliputi tingkat stres kerja sebagai variabel dependen, serta faktor penyebab stres sebagai variabel independen. Instrumen yang digunakan dalam penelitian adalah kuesioner Perceived Stress Scale (PSS) untuk mengukur tingkat stres kerja dan kuesioner penyebab stres kerja untuk mengidentifikasi sumber stres.

Hasil penelitian menunjukkan bahwa mayoritas responden mengalami stres kerja pada kategori sedang (60,7%) dan tinggi (35,7%). Faktor individu yang dominan meliputi beban kerja berlebih (35 responden), masalah pribadi (28 responden), dan ketidakjelasan karier (26 responden). Faktor organisasional mencakup konflik peran, ketidakjelasan tugas, serta tekanan dari atasan. Sementara itu, faktor lingkungan meliputi kemacetan transportasi (33 responden) dan paparan polusi (29 responden). Selain itu, ditemukan pula faktor tambahan seperti kurangnya rasa syukur, perbedaan pendapat dalam tim, serta PHK mendadak. Penelitian ini menyimpulkan bahwa stres kerja bersifat multidimensional dan membutuhkan pendekatan terintegrasi, termasuk dukungan psikologis dan nilai spiritual, untuk menciptakan lingkungan kerja yang sehat dan produktif.

Kata Kunci: Stres kerja, faktor individu, faktor organisasional, faktor lingkungan,
Perceived Stress Scale, PT. Adiprima Suraprinta.



FOREWORD

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The author also extends gratitude to all parties who have assisted the researcher in completing this thesis. The researcher hopes that this thesis will be beneficial to readers and may serve as a reference for further development toward a better future.

Ponorogo, August 28, 2025

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