

JOB STRESS DITINJAU DARI PERCEIVED ORGANIZATIONAL SUPPORT PADA PERAWAT DI RSUD ELPI AL AZIS RANTAU PRAPAT

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INTISARI

Penelitian ini bertujuan untuk mengeksplorasi hubungan antara *Job Stress* dan *Perceived Organizational Support* pada perawat di RSUD Elpi Al Azis Rantau Prapat. Desain penelitian menggunakan *Proportionate Stratified Random Sampling* dengan partisipasi 161 perawat sebagai sampel. Pengumpulan data dilakukan melalui skala, mencakup 30 butir aitem untuk *Job Stress* dan 24 butir aitem untuk *Perceived Organizational Support*. Analisis data melibatkan uji asumsi, seperti uji normalitas dan uji linieritas, untuk memastikan validitas analisis. Korelasi *Pearson Product Moment* digunakan untuk menganalisis hubungan antara *Job Stress* dan *Perceived Organizational Support*. Hasil penelitian menunjukkan bahwa nilai sebesar -0.401 , menunjukkan bahwa terdapat hubungan negatif antara *Job Stress* dan *Perceived Organizational Support* pada perawat di RSUD Elpi Al Azis Rantau Prapat. Sumbangan efektif sebesar 16.1% menyiratkan bahwa variabel-variabel yang diteliti hanya menjelaskan sebagian kecil variasi, sementara sebagian besar pengaruh berasal dari faktor-faktor lain yang tidak termasuk dalam penelitian. Temuan ini memberikan dasar untuk penelitian lanjutan guna merinci faktor-faktor yang mempengaruhi kondisi kerja perawat secara holistik di lingkungan RSUD Elpi Al Azis Rantau Prapat.

Kata Kunci: Job Stress, Perceived Organizational Support.

JOB STRESS CONCERNING PERCEIVED ORGANIZATIONAL SUPPORT AMONG NURSES AT ELPI AL AZIS RANTAUPRAPAT

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ABSTRACT

The study aims to explore the relationship between Work Stress and Perceived Organizational Support for nurses at RSU Elpi Al Azis Rantauprapat. The research design uses Proportional Randomized Sampling with the participation of 161 nurses as samples. Data collection is done through a scale, covering 30 items of item for Work Stress and 24 items of item for Perceived Organizational Support. Data analysis involves assumption tests, such as normality tests and linearity tests, to ensure the validity of the analysis. The Correlation of the Moment of Pearson Products is used to analyze the relationship between Work Stress and Perceived Organizational Support. The results showed that the significance value of -.401, indicating that there was an influence between Work Stress and the Perceived Organizational Support in nurses at Elpi Al Azis Rantauprapat Hospital. The effective contribution of 16.1% highlights that the studied variables only account for a small portion of variation, while most influences come from other factors not included in the study, the findings provide the basis for details of factors affecting the working conditions of the nurse holistically in the RSU Elpi Al Azis Rantauprapat.

Keywords: Job Stress, Perceived Organizational Support.