

The Correlation Between Work Environment And Psychosocial Hazards With Work Stress In Nurses At The Hospital

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ABSTRAK

Sekarang, stres kerja menjadi isu global yang berdampak pada semua profesi dan pekerja. Sektor kesehatan merupakan bidang dimana stres kerja sangat umum dialami oleh tenaga kesehatan. Semua pekerja rumah sakit adalah profesional yang rentan mengalami stres. Namun, tingkat stres pada perawat cenderung lebih tinggi. Dengan memperhatikan lingkungan kerja, karyawan akan termotivasi untuk bekerja dengan penuh semangat guna mencapai kepuasan kerja yang optimal. Selain itu, hazard psikososial di tempat kerja dapat mempengaruhi kondisi fisik, psikologis. Penelitian ini bertujuan untuk mengetahui keterkaitan antara lingkungan kerja dan hazard psikososial dengan tingkat stres yang dialami oleh perawat di RSUD Pringsewu. Penelitian ini adalah penelitian kuantitatif dengan pendekatan cross sectional. Instrumen yang digunakan pada penelitian ini yaitu kuesioner. Pengambilan data dilakukan pada 23 Juni-25 Juli 2024 di RSUD Pringsewu. Sampel pada penelitian ini berjumlah 84 responden yang diambil dengan teknik random sampling. Data yang diperoleh selanjutnya dianalisis dengan menggunakan uji gamma. Hasil analisis data uji gamma menunjukkan bahwa terdapat hubungan yang signifikan antara lingkungan kerja dengan stres kerja ($p = 0,038 < 0,05$) dan terdapat hubungan yang signifikan antara hazard psikososial dengan stres kerja ($p = 0,025 < 0,05$). Penelitian ini menunjukkan adanya hubungan yang signifikan antara lingkungan kerja dan hazard psikososial dengan stres kerja pada perawat di RSUD Pringsewu. Disarankan agar perawat meningkatkan manajemen kerja dan rumah sakit memperkuat pengawasan serta menyediakan fasilitas kerja yang memadai untuk mendukung lingkungan kerja yang sehat dan produktif.

Kata Kunci: Lingkungan Kerja, Hazard Psikososial, Stres Kerja

ABSTRACT

Nowadays, work stress has become a global issue that affects all professions and workers. The health sector is a field where work stress is very common among health workers. All hospital workers are professionals who are susceptible to stress. However, stress levels in nurses tend to be higher. By paying attention to the work environment, employees will be motivated to work enthusiastically to achieve optimal job satisfaction. In addition, psychosocial hazards in the workplace can affect physical and psychological conditions. This research objective was to determine the correlation between the work environment and psychosocial risks with the stress level experienced by nurses at the Regional Hospital of Pringsewu. This study is a quantitative study with a cross-sectional approach. The instrument used in this study was a questionnaire. Data collection was carried out on June 23-July 25, 2024 at the Regional Hospital of Pringsewu. The sample in this study amounted to 84 respondents who were taken using a random sampling technique. The data obtained were then analyzed using the gamma test. The results of the gamma test data analysis showed that there was a significant correlation between the work environment and work stress ($p = 0.023 < 0.05$) and there was a significant relationship between psychosocial hazards and work stress ($p = 0.002 < 0.05$). This study shows a significant correlation between the work environment and psychosocial hazards with work stress in the Regional Hospital of Pringsewu nurses. Nurses are encouraged to improve work management, while hospitals should strengthen supervision and provide adequate workplace facilities to support a healthy and productive work environment.

Keywords: Work Environment; Psychosocial Hazards; Work Stress

INTRODUCTION

A hospital, as defined by Article 1 Paragraph 1 of the Hospital Law, is a medical facility that offers complete individual health services, including emergency, outpatient, and inpatient care. In order to provide a range of health services (promotive, preventive, curative, and rehabilitative), a hospital must adhere to all applicable rules and regulations without discriminating based on status, beliefs, or groupings (Romero et al., 2023).

Nursing is also the largest profession in healthcare. In practice, nurses interact with patients more frequently than any other healthcare professional (Apriliani et al., 2021). One occupation in healthcare that offers 24/7 patient care is nursing. In contrast, a nurse who provides care for a patient works in tandem with other nurses in addition to providing care on their own (Bahtera et al., 2023).

Stress at work is currently a widespread issue that affects workers in both developed and developing nations, across all professions. By 2020, the World Health Organization (WHO) predicts that work-related stress will pose a serious risk to people's health. One of the industries with the highest rates of work-related stress is healthcare. Although stress can affect any professional hospital worker, nurses are more likely to feel it (Sudaryanti & Maulida, 2022). The American National Association for Occupational Safety lists the prevalence of stress in nurses as one of the top forty causes of stress among workers. According to research, the prevalence of occupational stress among nurses in France reached 74%, in Sweden over 80%, and in Indonesia 50,9% (Fatna et al., 2024).

Humans don't always function efficiently; tension can occasionally occur. When a person encounters possibilities, challenges, or demands that are connected to their desires and the uncertainty of their achievement, they are said to be under job stress. Stress at work can impair a person's capacity to handle their workload, which can eventually make it more difficult to meet performance standards and, of course, be extremely harmful to the hospital (Hassira & Kasmiruddin, 2023).

Hospitals must offer high-quality, effective, and efficient healthcare services. When delivering services to patients, nurses have an obligation to uphold professionalism and quality (Aisyah et al., 2024). Considering the nurse's workplace is one of the prerequisites for promoting professional nursing practice. Everything

surrounding an employee that may have an impact on how they do their job is considered their work environment. One way to encourage workers to attain the highest level of job satisfaction is through the workplace. Based on previous research conducted by Syafitri et al. (2021) shows that there is a correlation between the work environment and work stress. While, based on Rismayanti, L. P. (2021) The correlation between the work environment and work stress has an effect of 34,0%.

Psychosocial hazards or psychosocial dangers in the workplace, which include the interplay between work tasks, work design, and the organizational environment, can also create stress in nurses in addition to the work environment. These factors can have an impact on nurses' physical, psychological, and behavioral health. Workplace conditions and elements that might lead to stress, emotional strain, and interpersonal issues are known as psychosocial hazards (Monalisa et al., 2024).

Long workdays with no shift changes, job stress, drug and alcohol addiction, sexual harassment, and other issues can all put employees at risk for psychological risks (Nabila, 2020). Based on the research conducted by Putro et al., (2021) there is a significant relationship between psychosocial hazards and work-related stress.

Pringsewu Regional Hospital is a type C hospital owned by the Government, and the number of nurses in Pringsewu Regional Hospital is 106 people. According to the results of observations and preliminary survey results with direct questionnaires related to the work environment, psychosocial hazards and work stress to 10 nurses in the Alamanda inpatient room of Regional Hospital of Pringsewu, 6 out of 10 nurses answered that they often feel bored and procrastinate, then 7 out of 10 nurses answered that teamwork is not in line well and 6 out of 10 nurses answered that work demands are excessive. According to the results of interviews in the Alamanda inpatient room of the Regional Hospital of Pringsewu, it was found that patient beds were fully occupied.

Based on the description above, the researcher is interested in researching "The Correlation between Work Environment and Psychosocial Hazards with Work Stress in Nurses at the Regional Hospital of Pringsewu".

METHOD

This research employed a quantitative descriptive design with a cross-sectional approach.

This study was conducted on June 23-July 25, 2024, at the Regional Hospital of Pringsewu. The population in this study were all nurses working at Pringsewu Regional Hospital with a total of 106 nurses with a sample of 84 people using a sampling technique, namely random sampling. In this study, the independent variables were the Work Environment and Psychosocial Hazards and the dependent variable was work stress. The research

instruments were a work environment questionnaire, a psychosocial hazard questionnaire, and a work stress questionnaire. Data analysis was carried out univariately and bivariately with the gamma test.

RESULT

Univariate Analysis

Respondent Characteristic

Table 1

Frequency Distribution Based on Age of Nurses at the Regional Hospital of Pringsewu

No	Age	Frequency	Percentage (%)
1	20-30 years	25	29,8
2	31-40 years	40	47,6
3	41-50 years	19	22,6
Total		84	100

Based on table 1, of the 84 respondents, based on age characteristics, the majority were in

the age range of 31-40 years, a total of 40 respondents (47,6%).

Table 2

Frequency Distribution Based on Gender of Nurses at the Regional Hospital of Pringsewu

No	Gender	Frequency	Percentage (%)
1	Male	27	32,1
2	Female	57	67,9
Total		84	100

Based on table 2, from 84 respondents, it was found that respondents with the female gender

were the most numerous, namely a total of 57 respondents (67,9%).

Table 3

Frequency Distribution Based on Length of Service of Nurses at the Regional Hospital of Pringsewu

No	Length of Work	Frequency	Percentage (%)
1	< 6 years	38	45,2
2	6-10 years	26	31,0
3	> 10 years	20	23,8
Total		84	100

Based on table 3, from 84 respondents, it was found that the respondents with the longest

working period, namely < 6 years, totaled 38 respondents (45,2%).

Table 4

Frequency Distribution Based on Last Education of Nurses at the Regional Hospital of Pringsewu

No	Last Education	Frequency	Percentage (%)
1	S1	29	34,5
2	D3	55	65,5
Total		84	100

Based on table 4, from 84 respondents, it was found that the respondents with the highest

level of education were D3 education, totaling 55 respondents (65.5%).

Table 5

Frequency Distribution Based on Employment Status of Nurses at the Regional Hospital of Pringsewu

No	Employment Status	Frequency	Percentage (%)
1	PNS (Civil Servant)	40	47,6
2	Honorary	44	52,4
Total		84	100

Based on table 5, from 84 respondents, it was found that the respondents with the most employee status were honorary employees, totaling 44 respondents (52,4%).

Work Environment

Table 6

Frequency Distribution Based on Work Environment of Nurses at the Regional Hospital of Pringsewu

No	Work Environment	Frequency	Percentage (%)
1	Less than good	52	61,9
2	Good	32	38.1
Total		84	100

Based on Table 6, 52 respondents (61.9%) had a less-than-favorable work environment, and 32 respondents (38.1%) had a favorable work environment.

Hazard Psikososial

Table 7

Frequency Distribution Based on Psychosocial Hazards in Nurses at the Regional Hospital of Pringsewu

No	Psychosocial Hazards	Frequency	Percentage (%)
1	Less than good	58	69.0
2	Good	26	31.0
Total		84	100

Based on the table 7, it can be seen that as many as 58 respondents with a total of 69,0% participants had poor psychosocial hazards and as

many as 26 respondents with a total of 31,0% participants had good psychosocial hazards.

Work Stress

Table 8

Frequency Distribution Based on Work Stress in Nurses at the Regional Hospital of Pringsewu

No	Work stress	Frequency	Percentage (%)
1	Light	15	17,9
2	Moderate	50	59,5
3	Severe	19	22,6
Total		84	100

Based on table 8, it can be seen that as many as 15 respondents with a number of participants (17,9%) have a light level of work stress, as many as 50 respondents with a number of participants (59,5%) have a moderate level of stress

and as many as 19 respondents with a number of participants (22,6%) have a heavy level of work stress.

Bivariate Analysis

Table 9

The Correlation Between Work Environment and Work Stress in Nurses at the Regional Hospital of Pringsewu

Work Environment	Work stress								P-value
	Light		Moderate		Severe		Total		
	N	%	N	%	N	%	N	%	
Less than good	14	26,9	27	51,9	11	21,2	52	100	0,038
Good	1	3,1	23	71,9	8	25,0	32	100	
Total	15	17,9	50	59,5	19	22,6	84	100	

Based on the study results in Table 9 regarding the correlation between the work environment and work stress in nurses at the Regional Hospital of Pringsewu, it can be seen that 26,9% of nurses with a less than good work

environment have light work stress, 51,9% of nurses with a less than good work environment have moderate work stress, and 21,2% of nurses with a less than good work environment have severe work stress.

Table 10

The Correlation Between Psychosocial Hazards and Work Stress in Nurses at the Regional Hospital of Pringsewu

Psychosocial Hazards	Work stress								P-value
	Light		Moderate		Severe		Total		
	N	%	N	%	N	%	N	%	
Less than good	13	22,4	35	60,3	10	17,2	58	100	0,025
Good	2	7,7	15	57,7	9	34,6	26	100	
Total	15	17,9	50	59,0	19	22,6	84	100	

Based on the results of the study in table 10 regarding the occurrence of psychosocial hazards with work stress in nurses at the Regional Hospital of Pringsewu it can be seen that 22,4% of nurses with less than good psychosocial hazards have light work stress, 60,3% of nurses with less than good psychosocial hazards have moderate work stress and 17,2% of nurses with less than good psychosocial hazards have severe work stress. Meanwhile, 7,7% of nurses with good psychosocial hazards have light work stress, 57,7% of nurses with good psychosocial hazards have moderate work stress and 34,6% of nurses with good psychosocial hazards have severe work stress.

DISCUSSION

Univariate Analysis

Respondent Characteristic

Based on table 1, of the 84 respondents, based on age characteristics, the majority were in the age range of 31-40 years, a total of 40 respondents (47, 6%). The findings are consistent with previous studies indicating that age may influence occupational stress among nurses. Older and more experienced nurses tend to have better coping strategies and greater emotional maturity, enabling them to manage workplace stress more effectively than younger nurses. Additionally, the older a person gets, the more vulnerable they are to stress because of their deteriorating physical conditions related to aging. Age-related factors can affect stress reactions and how respondents handle emergency and critical patients at work. Therefore, it can be inferred from the respondent data that adults are the age group that experiences the most stress.

The results of this study are in line with research conducted by Oktaviana et al, (2023) which showed that the majority of respondents were aged 31–40 years, with 41 individuals (78.8%) experiencing conditions that increased their workload. Younger individuals may experience lower levels of stress because they have greater capacity to cope with stressful situations. As people grow older, they generally become more mature both emotionally and psychologically,

enabling them to fulfill their roles and responsibilities more effectively.

Based on table 2, from 84 respondents, it was found that respondents with the female gender were the most numerous, namely a total of 57 respondents (67,9%). Based on the research by Jariani et al, (2024) indicates that the data of respondents who experienced stress based on gender, the most were women, amounting to 13 people (68,4%), according to the researcher's assumption, women are more numerous.

The researchers suggested that women are more likely to experience stress than men. This study clarified that women experience higher levels of stress due to changes in estrogen hormones in their bodies, which can impact emotions. When issues arise, women prefer to use their emotions, becoming sensitive, depressed, and angry.

Based on table 3, from 84 respondents, it was found that the respondents with the longest working period, namely < 6 years, totaled 38 respondents (45, 2%). Based on the research by Faruk et al, (2024) shows that the majority of respondents who reported experiencing stress depending on their term of employment—16 people or 53.4%—said they had worked for less than six years. The research suggests that the duration of jobs might have an impact, with a longer workday being closely associated with greater experience and comprehension. This is seen in the way that emergency or critical patients are handled. While those who have worked longer do not experience panic when working or completing actions on patients, respondents who have worked for less than five years seem to be a little panicked when handling emergency or critical patients, and they occasionally lose control of their emotions when dealing with the patient's family.

Based on table 4, from 84 respondents, it was found that the respondents with the highest level of education were D3 education, totaling 55 respondents (65.5%). Based on the research by Rohmaniah, (2023) shows that, with 51 respondents and 47,7% of participants, D3 nursing is the most recent nursing education given to nurses. The better educated an individual is, the

more likely they are to perform difficult tasks. To accomplish duties flawlessly, there will be an expression of hope and innovative ideas. Having creative ideas is a sign of self-awareness, which sets one apart from others in terms of task completion and quality.

The results of this study are in line with research conducted by Ramadhanti et al, (2024) where the description of the respondent's characteristics based on education indicates that the nurses studied were mostly D3, namely 14 people with a total of 70% of respondents, which stated that education had a negative impact on work stress, namely nurses with a higher level of education had a lower level of work stress.

Based on table 5, from 84 respondents, it was found that the respondents with the most employee status were honorary employees, totaling 44 respondents (52,4%). Based on the research Susanto et al, (2023) shows that, with 26 respondents and a total of 60,5%, honorary employees are the most popular employee status. According to the research, the percentage of employees who are not PNS (Non PNS) is significantly higher than that of PNS. In contrast to employees with non-PNS status, PNS employees are more informed about their status, more conscious of the importance of professional growth, and more certain of their retirement assurance.

The results of this study are in line with research conducted by Sari et al, (2019) where the majority of employees are in the honorary employee status, namely 23 respondents with a total number of participants (60,5%). The research assumption is that every year the government releases ASN (State Civil Apparatus) vacancies with a small number of both Akperr personnel and retired nurses, so that the number of ASN in state hospitals is not as much as the number of honorary or non-ASN personnel.

Work Environment

Based on Table 6, it can be seen that 52 respondents with a total of 61.9% had a less than favorable work environment, and 32 respondents with a total of 38.1% had a favorable work environment. This research aligns with research by Sofiantika & Susilo (2020) that found that the work environment of nurses in inpatient wards was the most unfavorable, with 33 respondents (60%). According to Borahima, N. T (2023), the work environment influences the performance of duties in the workplace. The work environment is a crucial component when employees carry out work

activities. By paying attention to the work environment, working conditions can be created that can provide motivation to work, which will then influence employee enthusiasm for work.

The research hypothesis states that hot air temperatures, uncomfortable workspaces with poor lighting due to the windows' inability to be opened (only the curtains can be opened to provide lighting), and the rooms' remote locations are the main causes of the unfavorable working conditions.

Hazard Psikososial

Based on the table 7, it can be seen that as many as 58 respondents with a total of 69,0% participants had poor psychosocial hazards and as many as 26 respondents with a total of 31,0% participants had good psychosocial hazards. Based on the research by Lahardi, et al (2024) Regarding the Potential Occupational Hazards of Nurses with Prevention Efforts Based on Hazard Identification Assert Determining Control. Based on the study result, it indicates that most of the potential occupational hazards of nurses in the Dialysis Room of RSJKT are in the unsafe or less good category, amounting to 63.3%. This indicates that nurses are very vulnerable to occupational accidents due to physical, chemical, biological, ergonomic and psychosocial factors in the nursing environment.

This research is in line with research conducted by Basri, A. H., & Mufidah, Y. A. (2024) about the Influence of Safety Talk on Psychosocial Hazards. Based on the results obtained, it indicates that of the 16 respondents in the safety talk treatment group and the control group, all experienced psychosocial hazards. Psychosocial hazards are a type of hazard that can threaten the health of workers and the risk of reducing worker productivity. Because of this, efforts to prevent psychosocial hazards, which will be discussed, are very important, in addition to protecting or preventing other physical or external hazards. (Nabila, 2020).

The presumption is that psychosocial hazards in the workplace should be examined as part of the design, organization, and administration of the task as well as any other features of the social work environment that may contribute to physical and psychological unemployment. The absence of supervisory oversight and performance appraisal by superiors over workers' performance can lead to misunderstandings and mishaps in the workplace.

Work Stress

Based on table 8, it can be seen that as many as 15 respondents with a number of participants (17,9%) have a light level of work stress, as many as 50 respondents with a number of participants (59,5%) have a moderate level of stress and as many as 19 respondents with a number of participants (22,6%) have a heavy level of work stress. According to Safitri (2020) Regarding the Work-Based Stress of Inpatient Nurses in Covid-19 and the Emergency Room at Siloam Hospital. Based on the results obtained, it is known that the characteristics of respondents based on nurse work stress indicate that the most respondents, namely 18 respondents, are in the middle of nurse work stress with a percentage (54,5%).

This research is also in line with research conducted by Wicaksono, et al (2023) Regarding the Workload of Nurses with the Level of Work Stress in the Emergency Room and ICU of Prof. Dr. Soerkandar Mojosari-Mojokerto General Hospital in 2023. Based on the results obtained, the majority of nurses have moderate work stress, as many as 20 nurses with a percentage (50%), light work stress as many as 10 nurses with a percentage (25%), and heavy work stress as many as 10 nurses with a percentage (25%). The research result conducted by Pardamean & Lazuardi, (2019) showed that most respondents were women (57,1%), this is because nursing is a job that is preferred by women and women have household duties that are likely to increase stress and the length of work ranges from 1 - 5 years as much as 50% this is due to the presence of new recruits in hospitals that affect the maturity of nurses' work experience, but too long can cause boredom, especially if the work environment is uncomfortable, this condition will cause stress.

According to researchers, if nurses' work-related stress is not adequately controlled, it may affect patients by resulting in care errors, loss of care, or even death, hence jeopardizing patient safety. In order to prevent patients and their families from feeling dissatisfied with the services they receive, nurses must develop their skills and abilities to deal with stress in the workplace. Stress erodes the skills that nurses should possess, and if nurses do not experience stress, it may cause issues at work.

Bivariate Analysis

The Correlation Between Work Environment and Work Stress in Nurses at the Regional Hospital of Pringsewu

Based on the study results in Table 9 regarding the correlation between the work

environment and work stress in nurses at the Regional Hospital of Pringsewu, it can be seen that 26,9% of nurses with a less than good work environment have light work stress, 51,9% of nurses with a less than good work environment have moderate work stress, and 21,2% of nurses with a less than good work environment have severe work stress. Meanwhile, 3,1% of nurses with a good working environment have light work stress, 71,9% of nurses with a good working environment have moderate work stress, and 25,0% of nurses with a good working environment have heavy work stress.

The results of this study are in line with research Junaidah et al, (2023) indicates that the work environment has a significant impact on work stress. Based on the research of Badri (2020) shows that there is a significant relationship between the work environment and the work stress of ICU and IGD nurses. This is further emphasized by research Alfian (2020) shows that there is a significant correlation between the work environment and work stress in nurses.

The workplace is one element that may have an impact on nurses' stress levels. The work environment can have a big impact on performance and good performance, which is another aspect that might affect stress in employees in a preferred or undesirable workplace. Interactions between managers and employees will be hampered if workers are in a setting that does not support the management and work systems and is inconsistent with their character. (Junaidah et al., 2023).

Nurses who report a generally supportive work environment may still experience severe stress due to excessive workload, staffing shortages, rotating shifts, emotional demands of patient care, leadership responsibilities, or inadequate coping mechanisms. A recent systematic review demonstrated that organizational culture and work environment are important determinants of nurses' stress, but their effects interact with other workplace and personal factors rather than acting independently (Kiptulon et al, 2024)

Because the work environment itself is a stressor that can prevent the health of workers, particularly nurses, from producing their best work and from paying attention to the support services available at work, researchers believe that it is crucial to pay close attention to the work environment. Complete and sufficient support facilities have a positive impact on workers and, naturally, boost their motivation to complete tasks.

The Correlation Between Psychosocial Hazards and Work Stress in Nurses at the Regional Hospital of Pringsewu

Based on the results of the study in table 10 regarding the occurrence of psychosocial hazards with work stress in nurses at the Regional Hospital of Pringsewu it can be seen that 22,4% of nurses with less than good psychosocial hazards have light work stress, 60,3% of nurses with less than good psychosocial hazards have moderate work stress and 17,2% of nurses with less than good psychosocial hazards have severe work stress. Meanwhile, 7,7% of nurses with good psychosocial hazards have light work stress, 57,7% of nurses with good psychosocial hazards have moderate work stress and 34,6% of nurses with good psychosocial hazards have severe work stress.

The results of this study are in line with research from Sagala & Nasri (2022) shows that there is a significant correlation between psychosocial factors of the context to work, namely role conflict, job insecurity, and work-life balance with work stress. Based on the research from Mualim & Adeko, (2020) shows that there is a significant correlation between psychosocial conditions and work stress in workers. This is further emphasized by research from Albasithu & Wartono, (2024) shows a correlation between psychosocial factors of the work environment and work stress, with a p value of 0,000 ($p < 0,05$). From the results of the respondents' survey in this country, psychological factors that can cause stress at work are: work environment, organization and content of work, and negative behavior.

Psychosocial hazards are non-physical problems that arise due to interactions between work areas such as work design, work requirements, management and control in the work environment, and social environmental contexts that can create physical, social, and psychological problems. Psychosocial hazards can cause stress in workers, this can be caused by the accumulation of stressors in the work situation in the workplace. For example, job turnover can trigger stress in the workplace (Rahman, 2020). According to (Rahman, 2020) A psychological risk that can impact all kinds of activity is stress. Occupational risks that impact workers' psychological health, particularly their capacity to interact with coworkers, are known as psychosocial hazards.

Similarly, evidence from a systematic review and meta-analysis indicates that high job demands, workload, low supervisor support, and limited job control are major predictors of burnout and occupational stress, suggesting that stress

outcomes cannot be explained solely by workers' perceptions of the work environment. Therefore, the higher proportion of severe stress observed in the "good" environment category may reflect the influence of unmeasured confounding variables and the multifactorial nature of occupational stress among nurses (Aronsson et al, 2017).

According to research, psychosocial risks can lead to job-related stress in workers. This can be brought on by supervisors failing to monitor and evaluate their subordinates' performance, which can result in negligence and accidents at work. Workplace conditions and circumstances that might lead to stress, emotional strain, and interpersonal issues are known as psychosocial hazards.

CONCLUSION

The majority of nurses at Pringsewu Regional Hospital were female, aged 31–40 years, had less than six years of work experience, held a Diploma III qualification, and were honorary employees. Most respondents reported poor work environments, unfavorable psychosocial hazard conditions, and moderate levels of work-related stress. Statistical analysis revealed significant associations between the work environment and work stress ($p = 0.038$) and between psychosocial hazards and work stress ($p = 0.025$). These findings suggest that both the work environment and psychosocial hazards play important roles in shaping nurses' levels of work-related stress.

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