ABSTRACT

Gender Differences in Work Stress among Office Employees PT X East Kalimantan

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Background : Work stress is an occupational health concern affecting employee well-being and organizational performance. Understanding how individual characteristics and organizational job levels relate to work stress is important for workplace psychosocial risk assessment. However, evidence from small office based workforces in East Kalimantan remains limited.

Objective : To examine the associations of gender, age, and job level with work stress among office employees in PT X East Kalimantan

Research Methods/ Implementation : A cross-sectional study involving 33 office employees at PT X was conducted using a total sampling technique, in which all eligible employees were included as study participants. Work stress was measured using a 20-item questionnaire (Cronbach's $\alpha = 0.960$). Data were analyzed using the Mann–Whitney U test and Spearman's rank correlation.

Results : Female employees reported higher work stress scores than male employees (median: 54 vs. 35; $p = 0.032$). Age was not significantly associated with work stress ($p = 0.917$), whereas job level showed a significant bivariate association ($p = 0.040$). After adjustment for age and job level, female employees had work stress scores 11.9 points higher than male employees ($p = 0.043$). From this study, Gender related differences may reflect variations in occupational and psychosocial experiences. However, the small sample, potential confounding, and cross sectional design limit the interpretation and generalizability of these findings

Conclusion/Lesson Learned : Gender was associated with work stress, while job level showed a bivariate association. These preliminary findings highlight the need for further investigation and context specific workplace psychosocial risk assessment.

Keyword : work stress; office employees; gender; job level; psychosocial risk.

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