

ABSTRAK

IMPLIKASI STRES KERJA PADA PELAKU USAHA MIKRO KECIL DAN MENENGAH DI PASAR MULYOSARI BATURRADEN

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Latar Belakang: Pasar Mulyosari sebagai bagian dari sektor informal yang memiliki kontribusi besar terhadap perekonomian masyarakat. Meski begitu pelaku UMKM di Pasar Mulyosari rentan mengalami stres kerja dengan presentase sebesar 21,4% stres kerja tingkat berat, 31% tingkat sedang, dan 28,6% tingkat rendah. Kondisi stres kerja apabila dibiarkan dapat berdampak terhadap kondisi kesehatan maupun psikologis individu, efektivitas kerja, dan keberlanjutan ekonomi keluarga. Penelitian ini bertujuan untuk mengungkap secara mendalam pengalaman subjektif stres kerja pada pelaku UMKM di Pasar Mulyosari, Kecamatan Baturraden, Kabupaten Banyumas.

Metode: Jenis penelitian yang digunakan adalah kualitatif dengan pendekatan fenomenologi. Informan penelitian terdiri dari 5 informan utama dan 2 informan pendukung. Data penelitian didapat dari hasil wawancara mendalam dan observasi. Teknik analisis yang digunakan adalah analisis isi.

Hasil Penelitian: Hasil penelitian menunjukkan bahwa proses terjadinya stres kerja pada pelaku UMKM berlangsung melalui tiga tahap, yaitu tahap alarm, resistensi, dan kelelahan. Stres kerja yang dialami menimbulkan implikasi *iso strain* dan *low strain* yang dapat memberikan dampak positif maupun negatif terhadap kinerja pelaku UMKM. Implikasi *iso strain* yang ditandai dengan tingginya tekanan kerja dan kontrol diri rendah dan implikasi *low strain* ditandai dengan rendahnya tuntutan kerja dan kontrol diri tinggi. Pelaku UMKM juga melakukan upaya pengendalian stres kerja melalui strategi pendekatan individu seperti kontrol diri dan pendekatan organisasi melalui peran dukungan keluarga maupun pengelola pasar dalam perbaikan sistem lingkungan kerja.

Kesimpulan: Fenomena implikasi stres kerja pada pelaku UMKM di Pasar Mulyosari menimbulkan implikasi *iso strain* dan *low strain* yang dapat dikendalikan melalui pendekatan individu dan organisasi. Oleh karena itu, diperlukan penguatan strategi pengelolaan stres melalui peningkatan kemampuan coping individu serta dukungan sosial guna meminimalkan dampak negatif stres kerja.

Kata Kunci: *Stres Kerja, Pekerja Sektor Informal.*

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ABSTRACT

THE IMPLICATION OF WORK STRESS ON MICRO, SMALL, AND MEDIUM ENTERPRISES (MSME) IN THE MULYOSARI BATURRADEN MARKET

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Background: Mulyosari Market, as part of the informal sector, makes a significant contribution to the local economy. However, MSME operators in this Mulyosari Market are vulnerable to work related stress, with 21.4% experiencing severe stress, 31% moderate stress, and 28.6% mild stress. If left unaddressed, work related stress can impact individuals physical and mental health, work effectiveness, and family economic sustainability. This study aims to deeply explore the subjective experiences of work related stress among MSME operators at Mulyosari Market, Baturraden Subdistrict, Banyumas Regency.

Methods: The research design employed was qualitative with a phenomenological approach. The research informants consisted of 5 main informants and 2 supporting informants. Research data were obtained from in-depth interviews and observations. The analysis technique used was content analysis.

Results: The results indicate that the process of work related stress among MSME operators unfolds through three stages: the alarm stage, the resistance stage, and the exhaustion stage. The work related stress experienced leads to iso-strain and low-strain implications, which can have both positive and negative effects on the performance of MSME operators. Iso-strain implications are characterized by high work pressure and low self-control, while low-strain implications are characterized by low work demands and high self-control. MSME operators also make efforts to manage work-related stress through individual strategies such as self-control and organizational approaches, including support from family members and market managers in improving the work environment.

Conclusion: The implications of work-related stress among MSME operators at Mulyosari Market result in iso-strain and low-strain conditions that can be managed through individual and organizational approaches. Therefore, it is necessary to strengthen stress management strategies by enhancing individual coping abilities and providing social support to minimize the negative impacts of work related stress.

Keywords: Work Related Stress, Informal Sector Workers.

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