Overview of Psychological Distress among Female Workers at PT. Jatisari Tobacco Raya, Jember, Indonesia

Devi Astika Putri^{1*}, Dini Kurniawati¹, lis Rahmawati¹, Lantin Sulistyorini¹

¹Women and Child Health Nursing, Faculty of Nursing, Universitas Jember, Indonesia; <u>deviastika89@gmail.com</u> (Corresponding Author)

Article Info:	ABSTRACT
Submitted:	In the past decade, women were found working in tobacco factories. Stress that
30-07-2022	occurs in the workplace results from emotional and physical reactions due to the
Revised:	failure of individuals to adapt to a work environment where there is a mismatch
08-05-2023	between expectations and reality. This study aimed to identify the psychological
Accepted:	distress among female tobacco workers. The research design used in this research is
16-05-2023	descriptive research. The of respondents required in this study is 91 respondents. Sampling was done by using a random sampling method. The data collection tool used in this study was the Depression Anxiety Stress Scale (DASS) questionnaire. The results showed that most of the respondents never experienced stress. Some respondents often experience stress with symptoms of overreaction to a situation, and some respondents experience stress all the time with symptoms of not feeling
DOI: https://doi.org/10.53713/nhsj.v3i2.187	positive and experiencing shaking or tremors in their hands. Respondents who often experience anxiety feel symptoms of panic and worthlessness, and respondents who experience severe anxiety at any time feel symptoms of changes in heart rate even though they do not do physical activity (feel their heart rate increases). Lack of training and low education cause job stress for workers. Lack of placement scenarios not by the workers' abilities will make them less confident and experience difficulties
CO O O This work is licensed	dealing with situations that can cause anxiety. Women working in tobacco factories must handle the stress for their mental and physical health.
under CC BY-SA License.	Keyword: psychological distress; female worker; tobacco

INTRODUCTION

Nowadays, the female who works is not a taboo in society. Sometimes women are forced to leave their careers for the sake of their families because of the assumption that a woman's job is to take care of the household at home. However, women currently play almost as big a role as men (BKKBN, 2016). The role of women today is no longer as someone who gives birth to children (reproduction) and takes care of the household. Women also play the role of skilled housewives. Today's women have acquired the skills and abilities to be housewives and equal to their partners and husbands (Robboth, 2016).

Currently, women work in domestic services, companies, factories, and local businesses. A woman's motivation to work varies. Some of them are triggered by their personal needs, working to help the family's economy, filling their spare time, taking advantage of education from school to college, and other reasons behind women working. Working women can also benefit their families financially (Sarah et al., 2017).

Married women who have children have heavier roles and responsibilities than unmarried women. The women finally have a dual role in the family and the work. This dual role can cause conflict among these women. On the one hand, women are required to be able to carry out their roles and duties as housewives who are responsible for taking care of and fostering a good family. On the other hand, women are required to be able to work well according to the standards given by their workplace by showing good performance (Ruslina, 2014).

It is not easy for a woman to carry out her roles simultaneously. Female employees who are married and have children have heavier roles and responsibilities than single women. Women factory workers also have dual roles because apart from playing a role in the family, women also play a role in their work. Role conflict is what triggers work stress. Every job can be said to cause stress because it is based on too much workload, role conflict, and the process of adjusting relationships with other people that can cause stress (Smet, 1994). This dual role conflict that occurs will be a

problem if there is no right solution to overcome it so feelings of anxiety and pressure will arise that make employees lead to stress.

Stress that occurs in the workplace results from emotional and physical reactions due to the failure of individuals to adapt to a work environment where there is a mismatch between expectations and reality. Tarupolo (2002) defines job stress as a process that causes a person to feel sick, uncomfortable, or tense due to a particular job, workplace, or work situation. Job stress manifests as role ambiguity, role conflict, and excessive workload so these conditions can interfere with individual achievement and ability to work. Stress can result in a lack of enthusiasm or happiness, sleep problems, feeling dull or faint, hopelessness, and loss of motivation about a career, being emotionally sad or bored, and showing no interest in the environment with suicidal feelings or ideas (Weaver et al. 2005). Thus, this is why psychological distress is said to be a combination of indications of negative emotions, such as depression, anxiety, and stress (Moe, 2012).

A survey of workers in the United States found that 46% of female workers felt their job was stressful and 34% of workers thought of leaving their job 12 months earlier because of stress (Oktarina et al., 2015). The International Labor Organization (ILO), referred to in Koswara (2009) in the United Kingdom, reports that 3 out of 10 workers experience mental problems. In Finland, 7% of the workforce suffers from stress-related symptoms. The ILO estimates that the world's work stress costs over \$200 billion annually.

According to 2014 World Health Organization (WHO) data, 8% of work-related illnesses are depression in many countries. The results of the Labor Force Survey in 2014 found that there were 440,000 cases of work-related stress, with an incidence of 1,380 cases per 100,000 workers who experienced work-related stress in the UK. 35% of work-related stress is fatal, and an estimated 43% lost workdays. The West Australia health statistical survey stated that male workers lost about 50.8 working days, and female workers lost about 58.5 working days. The prevalence of the population experiencing mental-emotional disorders nationally is 6%. A survey conducted by Regus Asia (2016) stated that 59% of workers in Indonesia experienced increased stress compared to 2015.

Research conducted by Rice (2006), a psychologist, found that working women experience higher stress than men. This is because women who work face conflict roles, on the one hand women act as housewives who must first deal with family matters, husbands, children, and other matters relating to the household but on the other hand women as workers who must complete their work at home. workplace. These demands have the potential to cause working women to experience stress.

Job demands that are not in accordance with the abilities or skills of workers and aspirations that are not channeled, job dissatisfaction, and repetitive work can cause stress that results in decreased productivity. The general concept of productivity compares output and input per unit of time (Tarwaka, 2004). Stress is one of the most important aspects of the several factors that affect productivity and needs to be anticipated. The ability of stress to be able to encourage or hinder the implementation of work depends a lot on the reaction given by workers in dealing with stress.

Tobacco Company PT Jatisari Tobacco Raya is a tobacco production site owned by the company, located at Jalan Kartini No. 78 Jatisari Village, Jenggawah District, Jember Regency. The Tobacco Company PT Jatisari Tobacco Raya carries out the tobacco business used as cigar cigarettes with good quality so that they can be exported abroad. Tobacco exports include the Netherlands, Germany, and Central America. Tobacco production in this company requires a lot of human resources because, in production, many stages must be done to take the form of good quality cigars. PT Jatisari Tobacco Raya has a total of 630 workers. Among them, 616 female workers and 14 male workers. Most of the workers here are hereditary workers, so many of the workers are relatives. The average age of workers is around 30-60 years. Regarding production, the Tobacco Company PT Jatisari Tobacco Raya recruits many women, especially those who live in the Jatisari Jenggawah Village area, Jember Regency. The choice of female workers is because she is a woman.

Based on previous research conducted by Retnaningtyas (2015), 62 workers, 30% or 21 workers in cigarette and tobacco warehouses, experience anxiety and worry caused by erratic working hours, so income is also uncertain, which affects the fulfillment of household needs. Rest hours that are not specifically provided sometimes cause differences in work efficiency. 70% of workers also experience complaints of stiff neck and back, the muscles of the head and neck become tense, which causes headaches, difficulty sleeping when working results in decreased concentration, discomfort at work, mistakes when rolling, and easy to get emotional as well as demands for tasks, repetitive work Repetition in the form of rolling tobacco causes workers to experience boredom, sleepiness. Judging from the symptoms, these are characteristics of stress generators, which can ultimately affect work productivity. This study aimed to identify the psychological distress among female tobacco workers.

METHOD

The research design used in this research is descriptive research. The population in this study were all female workers at PT Jatisari Tobacco Raya, Jember Regency, totaling 616 workers. The minimum number of respondents required in this study is 83 respondents. Then 10% of the respondents were added so that the respondents' needs were 91, with the criteria of respondents being female PT Jatisari Tobacco Raya workers. Sampling was done by using a random sampling method. The data collection tool used in this study was a questionnaire. There is one questionnaire in this study, namely the Depression Anxiety Stress Scale (DASS) questionnaire. Data analysis using univariate and bivariate techniques in SPSS 21 software with scoring, coding, cleaning, and concluding.

RESULT

Characteristics of Respondents

The characteristics of female workers at PT Jatisari Tobacco Raya in this study include age, marital status, and last education. Data on respondent characteristics based on age can be seen in Table 1, and data on respondent characteristics based on marital status and latest education in the Table 2.

Table 1. Characteristics of Respondents based on Age

Characteristic of Respondents	Mean	Median	SD	Min-Max
Age	37.15	36	8.361	21-68

Based on Table 1, the characteristics of the 91 respondents in this study are that the average age of the respondents is 37.15 years, the median value is 36 years, the standard deviation is 8.361, the youngest age is 21 years, and the oldest is 68 years old.

Table 2. Characteristics of Respondents based on Marital Status and Last Education

Characteristics of Respondents	Frequency	Percentage (%)
Marital Status	•	
Not married	0	0
Married	91	100
Divorce lives	0	0
Divorce dead	0	0
Total	91	100
Education		
Did not finish elementary school	6	6.6
elementary school	58	63.7
Junior high school	27	29.7
Senior high school	0	0
Diploma	0	0
Bachelor S1/S2/S3	0	0
Total	91	100.0

Based on Table 2, the characteristics of the 91 respondents in this study were all married (100%). Most respondents' last education was elementary school graduation (63.7%).

Description of Respondents' Psychological Distress

The description of the respondent's psychological distress is done by distributing the DASS 21 questionnaire to female workers. Psychological distress variables are divided into three variables: stress, depression, and anxiety.

1. Stress

The description of the perceived stress on female workers is described in Table 2.

Table 3. Description of Stress among Female Workers at PT, Jatisari Tobacco Raya

		Respondents' Answer									
Item of Stress Scale	Never		Some	etimes	Ot	iten	Almost all the time				
	n	(%)	n	(%)	n	(%)	n	(%)			
Getting angry over small or trivial things	59	64.8	31	34.1	1	1.1	0	0			
The mouth is often dry	62	68.1	23	25.3	6	6.6	0	0			
Not feeling anything positive at all	60	65.9	26	28.6	4	4.4	1	1.1			
Difficulty breathing	68	74.7	20	22.0	3	3.3	0	0			
Not strong anymore to do an activity	70	76.9	15	16.5	6	6.6	0	0			
Overreacting to a situation	65	71.4	17	18.7	9	9.9	0	0			
Feeling shaky (i.e., tremor in the hands)	65	71.4	20	22.0	5	5.5	1	1.1			

Table 4. Frequency of Stress Level

Stress Level	Frequency	Percentage (%)
Normal/no stress	83	91.2
Mild	5	5.5
Moderate	2	2.2
Heavy	1	1.1
Very heavy	0	0
Total	91	100.0

Table 4. shows that 91 respondents did not experience stress or were in the normal category (91.2%). However, the study also found that respondents experienced heavy stress (1.1%).

Table 5. Characteristics of Respondents Based on Marital Status and Last Education with Stress Level

				Respon	dents'	Stress L	evel			
Characteristics	_	Normal/No Stress		Mild		Moderate		Heavy		Heavy
	n	(%)	n	(%)	n	(%)	n	(%)	n	(%)
Marital Status										
Not married	0	0	0	0	0	0	0	0	0	0
Married	83	91.2	5	5.5	2	2.2	1	1.1	0	0
Divorce lives	0	0	0	0	0	0	0	0	0	0
Divorce dead	0	0	0	0	0	0	0	0	0	0
Total	83	91.2	5	5.5	2	2.2	1	1.1	0	0
Education										
Did not finish elementary school	5	6	1	20	0	0	0	0	0	0
elementary school	53	63.9	3	60	1	50	1	100	0	0
Junior high school	25	30.1	1	20	1	50	0	0	0	0
Senior high school	0	0	0	0	0	0	0	0	0	0
Diploma	0	0	0	0	0	0	0	0	0	0
Bachelor S1/S2/S3	0	0	0	0	0	0	0	0	0	0
Total	83	100	5	100	2	100	1	100	0	0

Based on Table 5, it is found that the characteristics of respondents in the form of recent education affect stress on respondents. The study's results found that the characteristics of the respondents affected severe stress with the last education graduated from elementary school. The characteristics of the respondent's marriage cannot be distinguished whether it affects stress because all respondents are married (same/homogeneous answer variants).

2. Depression

The description of perceived depression in female workers is described in the following table.

Table 6. Description of Depression among Female Workers at PT, Jatisari Tobacco Raya

				Respondent	s' Answer			
Item of Stress Scale	Never		Sometimes		Often		Almost all the time	
	n	(%)	n	(%)	n	(%)	n	(%)
Feeling that you have used up a lot of energy when you are feeling anxious	62	68.1	25	27.5	3	3.3	0	0
Excessive anxiety in a situation that might lead to panic.	69	75.8	17	18.7	5	5.5	0	0
Feeling that there is nothing to look forward to in the future.	75	82.4	10	11.0	3	3.3	1	1.1
Feeling restless.	55	60.4	26	28.6	9	9.9	0	0
It's hard to relax	66	72.5	19	20.9	5	5.5	0	0
Sad and depressed.	59	64.8	23	25.3	7	7.7	0	0
It's hard to be patient in the face of distractions.	73	80.2	10	11.0	4	4.4	1	1.1

Based on Table 6, it was found that, out of 91 respondents, most of them had never experienced depression (more than 60%). Respondents less than 30% sometimes experience depression. Then less than 10% of respondents often experience depression, with symptoms of feeling anxious as much as 9.9%. And there are only 1.1% of respondents experience depression at any time, with symptoms of feeling that there is nothing that can be felt in the future and having difficulty dealing with disturbances.

Table 7. Frequency of Depression Level

Stress Level	Frequency	Percentage (%)		
Normal/no depression	60	65.9		
Mild	18	19.8		
Moderate	12	13.2		
Heavy	0	0		
Very heavy	1	1.1		
Total	91	100.0		

Based on Table 7, as many as 91 respondents, most of them did not experience depression or were in the normal category (65.9%). However, the study also found that respondents experienced severe depression (1.1%).

Table 8. Characteristics of Respondents Based on Marital Status and Last Education with Depression Level

			R	esponde	nts' De	pressio	n Lev	el		
Characteristics	_	mal/No tress	Mild		Moderate		Heavy		Very Heavy	
	n	(%)	n	(%)	n	(%)	n	(%)	n	(%)
Marital Status										
Not married	0	0	0	0	0	0	0	0	0	0
Married	60	65.9	18	19.8	12	13.2	0	0	1	1.1
Divorce lives	0	0	0	0	0	0	0	0	0	0
Divorce dead	0	0	0	0	0	0	0	0	0	0
Total	60	65.9	18	19.8	12	13.2	0	0	1	1.1
Education										
Did not finish elementary school	4	6.7	1	5.6	1	8.3	0	0	0	0
elementary school	37	61.7	12	66.7	8	66.7	0	0	1	100
Junior high school	19	31.7	5	27.8	3	25	0	0	0	0
Senior high school	0	0	0	0	0	0	0	0	0	0
Diploma	0	0	0	0	0	0	0	0	0	0
Bachelor S1/S2/S3	0	0	0	0	0	0	0	0	0	0
Total	60	100	18	100	12	100	0	0	1	100

Based on Table 8, it is found that the characteristics of respondents in the form of recent education affect depression in respondents. The study results found that the characteristics of the respondents that influenced depression were very severe with the last education graduating from elementary school. The characteristics of the respondent's marriage cannot be distinguished whether it affects stress because all respondents are married (same/homogeneous answer variants).

3. Anxiety

The description of the anxiety felt by female workers is described in the following table.

Table 9. Description of Anxiety among Female Workers at PT, Jatisari Tobacco Raya

_				Respondent	s' Answer			
Item of Stress Scale	Never		Som	etimes	Of	ten	Almost all the time	
-	n	(%)	n	(%)	n	(%)	n	(%)
Feeling almost panicked	53	58.2	29	31.9	9	9.9	0	0
Not feeling enthusiastic about anything	53	58.2	28	30.8	10	11	0	0
Feeling worthless as a human	71	78	10	11	9	9.9	1	1.1
Easily offended	52	57.1	31	34.1	7	7.7	1	1.1
Changes in heart rate, even when you're not physically active (e.g., feel your heart rate increase or slow down)	60	65.9	21	23.1	8	8.8	2	2.2
Fear for no apparent reason	59	64.8	28	30.8	3	3.3	1	1.1
Feeling life is useless	57	62.6	27	29.7	7	7.7	0	0

Based on Table 9, it was found that out of 91 respondents who answered, most of them had never experienced anxiety (more than 57%). Less than 34% of respondents sometimes experience anxiety. Then less than 10% of respondents often experience stress with symptoms of feeling panicked and worthless, as much as 9.9%. There are 2.2% of respondents who experience severe anxiety at any time with symptoms of changes in heart rate even though they are not doing physical activity (e.g., feeling that their heart rate is increasing).

Table 10. Frequency of Anxiety Level

Stress Level	Frequency	Percentage (%)
Normal/no anxiety	38	41.8
Mild	22	24.2
Moderate	23	25.3
Heavy	6	6.6
Very heavy	2	2.2
Total	91	100.0

Table 10 shows that as many as 91 respondents mostly did not experience anxiety or were in the normal category (41.8%). However, the study's results also found that respondents experienced severe anxiety (2.2%).

Table 11. Characteristics of Respondents Based on Marital Status and Last Education with Anxiety Level

			R	Responde	ents' De	epressio	n Lev	el		
Characteristics		Normal/No Stress		Mild		derate	Heavy		Very Heavy	
	n	(%)	n	(%)	n	(%)	n	(%)	n	(%)
Marital Status										
Not married	0	0	0	0	0	0	0	0	0	0
Married	38	41.8	22	24.2	23	25.3	6	6.6	2	2.2
Divorce lives	0	0	0	0	0	0	0	0	0	0
Divorce dead	0	0	0	0	0	0	0	0	0	0
Total	38	41.8	22	24.2	23	25.3	6	6.6	2	2.2
Education										
Did not finish elementary school	3	7.9	1	4.5	1	4.3	1	16.7	0	0
elementary school	23	60.5	14	63.6	16	69.6	3	50	2	100
Junior high school	12	31.6	7	31.8	6	26.1	2	33.3	0	0
Senior high school	0	0	0	0	0	0	0	0	0	0
Diploma	0	0	0	0	0	0	0	0	0	0
Bachelor S1/S2/S3	0	0	0	0	0	0	0	0	0	0
Total	38	100	22	100	23	100	6	100	2	100

Based on Table 11, it is found that the characteristics of the respondents in the form of the last education affect the respondents' anxiety. The study's results found that the characteristics of the respondents that influenced anxiety were very severe with the last education graduating from elementary school. The characteristics of the respondent's marriage cannot be distinguished whether it affects stress because all respondents are married (same/homogeneous answer variants.

DISCUSSION

Based on the results of research that have been carried out regarding the description of psychological distress in female workers at PT Jatisari Tobacco Raya, it shows that the characteristics of the 91 respondents in this study are the average age of respondents 37.15 years, the median value is 36 years, the standard deviation is 8.361, The youngest was 21 years old, and the oldest was 68 years old. The characteristics of 91 respondents in this study were all married (100%). Most respondents' last education was elementary school graduation (63.7%).

According to Fitri (2015), younger workers are more prone to work stress. Older workers have more work experience than younger workers. In contrast to the opinion of Anoraga (2016), which states that the older a person is, the more likely he is to experience work stress, considering that with increasing age, the more complex the problems or problems faced. The difference in the study results occurred because of the differences in the characteristics of the research respondents. Respondents of this study require a high level of experience to cope with work stress caused by the treatment of company management. The more mature the respondent is, the more he can control his emotions compared to the teenage respondent, so respondents with an older age tend to be able to cope with work stress. The difference in the results of this study may be due to the more mature age. It is easier to control emotions and make wise decisions based on the experience they have gained.

Workers who mostly graduated from elementary school followed the conditions in Jember Regency (Wuryaningsih et al., 2019), that there are still many productive age workers who have graduated from elementary school, so they choose to become workers in the tobacco sector. Apart from being easy to do, they also have no other choice in choosing work because they cannot enter the industrial sector or other sectors because they only have an elementary school diploma; not even a few have not finished elementary school.

All married female workers have multiple roles. Women workers are often faced with multiple roles. Women with multiple roles tend to find it difficult to manage their time and have limited time for work and family. According to Greenhaus and Beutell (Ratna et al., 2014), multiple-role conflict (work-family conflict) is defined as a form of role conflict within a person that arises due to role pressure from work instead of role pressure from the family. Difficulties and pressures that occur due to multiple roles can cause a person to create a stressor factor.

Ratna et al. (2014) divides three categories of potential causes of stress (stressors): the environment, organization, and individual. Furthermore, he also explained that surveys that have been conducted consistently show that people regard personal and family relationships as very valuable. Marital difficulties, relationship breakdowns, and difficulties disciplining children are examples of relationship problems that create stress for employees and can carry over to the workplace.

1. Stress

The results showed that of the 91 respondents who answered, most had never experienced stress (more than 64%). Respondents, less than 34%, sometimes experience stress. Then less than 10% of respondents often experience stress with symptoms of overreaction to a situation, as much as 9.9%. Only 1.1% of respondents experience stress at any time, with symptoms of not feeling positive and experiencing shaking or tremors in their hands. The majority of 91 respondents did not experience stress or were in the normal category (91.2%). However, the study also found that respondents experienced severe stress (1.1%). Characteristics of respondents in the form of recent education affect stress on respondents. The study's results found that the characteristics of the respondents that influenced severe stress in the last education graduated from elementary school. The characteristics of the respondent's marriage cannot be distinguished whether it affects stress because all respondents are married (same/homogeneous answer variants).

Age is one of the factors that can affect the stress level experienced by a person. With increasing age, workers will have more experience and more stable adaptability or adjustment; the responsibilities and workloads that workers must carry out are not influenced by age. Both young and old workers have workloads that are not different, so the age variable is not related to the work stress variable.

Female workers experience tremors and overreaction can be caused by muscle fatigue. Muscle fatigue is a tremor in the muscles/feeling of pain in the muscles. Moderate general fatigue is usually characterized by reduced willingness to work caused by monotony, intensity and duration of physical work, environmental conditions, mental causes, health status and nutritional conditions. This is in accordance with what was stated by Astuti (2017). The monotonous work in tobacco makes respondents easy to experience tremors and overreactions because most of the workers are women. Between women sometimes conflicts arise which can cause stress and overreaction.

Then for the education of most workers who only graduated from elementary school, according to Irkhami (2014) that education is very important because to improve the knowledge and skills of workers in this section it is not obtained from formal education but through experience and training on production procedures every day. If the workers can not adapt and do the job can cause stress. Education affects the level of stress in respondents because someone with a higher level of education has intellectual abilities so that they are required to process information in complex work. It can be concluded that the higher the level of education, the better skills and knowledge in controlling work stress (Wahyuningsih, 2021).

While marriage can or does not affect stress because not all married individuals will experience stress at work because it depends on the individual's ability to solve problems that exist in the family so that it does not interfere with their work, so marital status does not have a strong relationship with work stress. Indeed, married respondents will bear the survival of their families, but these respondents can bear it so that marital status is not related to work stress (Suci, 2018).

2. Depression

The results showed that of the 91 respondents answered most of them had never experienced depression (more than 60%). Respondents less than 30% who sometimes experience depression. Then less than 10% of respondents who often experience depression with symptoms of feeling anxious as much as 9.9%. There are only 1.1% of respondents who experience depression at any time with symptoms of feeling that there is nothing that can be felt in the future and having difficulty dealing with disturbances. Most of the 91 respondents did not experience depression or were in the normal category (65.9%). However, the study's results also found that respondents experienced very severe depression (1.1%). Characteristics of respondents in the form of recent education affect depression in respondents. The

study results found that the characteristics of the respondents that influenced depression were very severe with the last education graduating from elementary school. The characteristics of the respondent's marriage cannot be distinguished whether it affects stress because all respondents are married (same/homogeneous answer variants). Workers are depressed with symptoms of anxiety and feel that there is nothing to gain froms.

3. Anxiety

The results showed that of the 91 respondents answered most of them had never experienced anxiety (more than 57%). Respondents less than 34% who sometimes experience anxiety. Then less than 10% of respondents who often experience anxiety with symptoms of feeling panicked and worthless are 9.9%. There are 2.2% of respondents who experience severe anxiety at any time with symptoms of changes in heart rate, even though they do not do physical activity (eg feel that their heart rate is increasing). A total of 91 respondents mostly did not experience anxiety or were in the normal category (41.8%). However, the study's results also found that respondents experienced severe anxiety (2.2%). characteristics of respondents in the form of recent education affect anxiety in respondents. The results of the study found that the characteristics of the respondents that influenced anxiety were very severe with the last education graduating from elementary school. The characteristics of the respondent's marriage cannot be distinguished whether it affects stress or not because all respondents are married (same/homogeneous answer variants).

Respondents experienced symptoms of panic and felt worthless due to lack of training at work. This is in accordance with Pratiwi's research (2018) that feelings of panic and difficulty doing work and worrying about work results are accompanied by symptoms of palpitations. This can be due to workers' absence or lack of training, so these workers can become anxious. Lack of training and low education cause job stress for workers. Lack of training or placement scenarios that are not in accordance with workers' abilities will make them less confident and experience difficulties in dealing with situations that can cause anxiety.

CONCLUSION

The results showed that the average age of the respondents was 37.15 years, the mean was 36 years, the standard deviation was 8.361 with the youngest age being 21 years and the oldest being 68 years old. Everyone is married. Most of the respondents' last education was elementary school graduation. Most of the respondents never experienced stress. Some respondents often experience stress with symptoms of overreaction to a situation. Some respondents experience stress with symptoms of not feeling positive and experiencing shaking or tremors in their hands.

Recent education affects the stress on respondents with the last education graduating from elementary school. The characteristics of the respondent's marriage cannot be distinguished whether it affects stress because all respondents are married. Most have never experienced depression. Respondents who often experience depression feel symptoms of feeling anxious and respondents who experience depression at any time feel symptoms of feeling that there is nothing that can be felt in the future and find it difficult to deal with disturbances. Characteristics of respondents in the form of recent education affect depression in respondents with the last education graduated from elementary school. The characteristics of the respondent's marriage cannot be distinguished whether it affects stress because all respondents are married. Most of the respondents had never experienced anxiety. Respondents who often experience anxiety feel symptoms of panic and worthlessness and respondents who experience severe anxiety at any time feel symptoms of changes in heart rate even though they do not do physical activity (e.g., feel their heart rate increases). Characteristics of respondents in the form of recent education affect anxiety in respondents with the last education graduated from elementary school. The characteristics of the respondent's marriage cannot be distinguished whether it affects stress because all respondents are married.

REFERENCES

Anggitaningsih, R., & Hisan, A. (2018). Potret Perempuan Buruh Ptpn X Kertosari Ajung Kalisat Dalam Meningkatkan Perekonomian Keluarga. *Jurnal An-Nisa'*, 11(2), 179 -185.

Anoraga, P. (2009). Psikologi Kerja Cetakan Kelima. PT. Rineka Cipta

Berkman, J. (2014). The Role of Social Support in Reducing Psychological Distress. *International Journal of Mental Health Promotion*, *5*(10), 19-33.

BPS. (2018). Data Jumlah Pekerja di Indonesia. Badan Pusat Statistika.

Carol, T, & Carole, W. (2007). Psikologi. Erlangga.

Fitriana, S. (2011). Hubungan antara Hardlines, Emotional Intelligence dengan stress. UNNES Press.

Koswara, H, Sumarwan, U., Khomsan, A., & Hartoyo. (2007). Pengaruh Stres Pekerjaan Terhadap Keberfungsian Keluarga Pekerja di Kota Bandung. *Jurnal Ilmiah Pekerjaan Sosial: Peksos*, *6*(1), 1309-1322.

Lerutla, D. M. (2000). Psychological Stress Experienced By Black Adolescent Girl Prior to Induced Abortion. Universitas Kedokteran Afrika Selatan

Lumenggalubis. (2009). Depresi Tinjauan Psikologis. Kencana Prenada Media Group.

Masdar, H, Saputri, P, & Rosdiana. (2016). Depresi, Ansietas, dan Stress. Jurnal Klinik Indonesia, 12(4), 138-143.

Mirowsky, J., & Ross, C. E. (2002). Selecting Outcomes For The Sociology of Mental Health: Issues of Measurement and Dimensionality. *Journal of Helath and Social Behavior*, 43, 152-170

Moe, K. (2012). Factors Influencing Women's Psychological Well-Being Within a Positive Functioning Framework. University of Kentucky

National Safety Council. (2004). Manajemen Stres. EGC.

Nugraheni. (2018). Pengaruh Kualitas Kehidupan Terhadap Pekerja. Jurnal Administrasi Bisnis, 58(1), 1-11.

Oktarina, R, Diah, K, & Istiqlaliyah. (2015). Sumber Stres, Strategi Koping, Dan Tingkat Stres Pada Buruh Perempuan Berstatus Menikah Dan Lajang. *Jurnal Ilmu Konseling*, 8(3), 133-14.

Ramadhani, N. (2009). Hakikat dan Kesetaraan Gender. Sakti.

Rice, T. (2006). Stress and Health. Cole Publishing.

Rini, F. (2002). Stres Kerja. Erlangga.

Regus, A. (2016). The Impact of Remote Working on Commercial Real Estate. Magazine Indonesia.

Retnaningtyas, D. (2015). Hubungan Stres Kerja dengan Produktivitas Kerja di bagian Gudang Rokok. *Jurnal Kesehatan Masyarakat*, 1(2), 10-17.

Roboth, J. Y. (2015). Work Family Conflict, Stres Kerja dan Kineja Wanita Beran Ganda Pada Yayasan Compassion East Indonesia. *Journal Riset Bisnis dan Manajemen*, 3(1), 33-46.

Roboth, J. Y. (2016). Analisis Work Family Conlict, Stress Kerja dan Kinerja Wanita Berperan Ganda Pada Yayasan Compassion East Indonesia. *Journal Riset Bisnis dan Manajemen*, 3(1), 1-14.

Rosita, S. (2012). Pengaruh Konflik Peran Ganda dan Stres Kerja Terhadap Kinerja Dosen Wanita di Fakultas Ekonomi Universitas Jambi. *Jurnal Manajemen Bisnis*, 2(3), 1-13.

Ruslina. (2014). Hubungan Antara Konflik Peran Ganda Dengan Stres Kerja Pada Perempuan Bekerja. *Jurnal Psikologi, 1*(1), 1-25. Sanjaya, F. (2012). Pengaruh Stres Kerja Terhadap Kinerja Karyawan. *Jurnal Psikologi, 1*(7), 1-10.

Sarah, M, Eny, & Lestari. (2017). Pengaruh Tingkat Pendidikan dan Jam Kerja Terhadap Pendapatan Pekerja Perempuan. *Jurnal Ilmu Ekonomi*, 2(1), 1-11.

Smet. (1994). Psikologi Kesehatan. Grasindo Widiasarana Indonesia.

Soesilo, A. (2016). Distres Psikologis dan Strategi Coping. Jurnal Psikologi, 2(1), 1-17.

Sunyoto. (2001). Psikologi Industri. UIP.

Tarupolo, B. (2002). Warta Kesehatan Kerja. Media Komunikasi Kesehatan Kerja.

Weaver, G. R., Trevino, L. K., & Agle, G. (2005). "Somebody I Look Up Tp". Organiztional Dynamics, 34(4), 313-330.