

# GAMBARAN *WORKPLACE BULLYING* PADA PEKERJA DI WILAYAH KERJA PUSKESMAS PAKEM

## INTISARI

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**Latar Belakang :** *Workplace bullying* adalah perilaku negatif yang dilakukan secara berulang yang ditujukan pada satu atau lebih pekerja yang dilakukan secara sadar maupun tidak sadar. Di Asia dan Amerika kasus bullying di tempat kerja terdiri dari kekerasan fisik, psikologis, seksual, dan ras. Di Indonesia data prevalensi maupun penelitian tentang *workplace bullying* masih sangat kurang karena fenomena ini seperti gunung *ice*. Kejadian *workplace bullying* akan menimbulkan dampak pada masalah kesehatan secara fisik, psikologis maupun pada pekerjaan.

**Tujuan Penelitian :** Dalam penelitian ini bertujuan untuk melihat gambaran *workplace bullying* pada pekerja di wilayah kerja Puskesmas Pakem.

**Metode Penelitian :** Penelitian ini menggunakan metode kuantitatif dengan rancangan *deskriptif*. Populasi dalam penelitian ini pekerja yang tinggal di wilayah kerja Puskesmas Pakem, diambil dengan teknik *incidental sampling* didapatkan 80 sampel. Alat pengambilan data menggunakan kuesioner NAQ – R. Analisa data yang digunakan yaitu analisis univariat.

**Hasil :** Hasil penelitian menunjukkan bahwa, pekerja di wilayah kerja puskesmas Pakem mendapatkan perilaku *workplace bullying*. Dengan nilai rata – rata  $111,49 \pm 20,280$ .

**Kesimpulan :** Pekerja di wilayah kerja puskesmas pakem mendapatkan tindakan *workplace bullying* dan domain yang paling banyak dirasakan oleh pekerja adalah domain *work related bullying* dan *personal related bullying*.

**Kata Kunci :** *Workplace bullying*, Pekerja

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**DESCRIPTION OF EMPLOYEES WORKPLACE BULLYING IN THE PAKEM  
PUBLIC HEALTH CENTER WORK AREA**

**ABSTRACT**

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**Background:** workplace bullying is a consciously or unconsciously repeated negative behavior against one or more workers. In Asia and America the workplace bullying cases are consist of physical violence, psychological, sexual, and racial. In Indonesia, prevalence data and research on workplace bullying are still lacking, as this phenomenon is like an iceberg. Incidents of workplace bullying affect health, psychological, and occupational problems.

**Research Objectives:** This study aims to see a description of workplace bullying among workers in Pakem Health Center work area.

**Research Methods:** This study used quantitative method with descriptive design. The population in this study was workers who lived in the work area of Pakem Health Center, which were taken by random sampling methods and received 80 samples. The data collection tool was NAQ - R questionnaire and univariate analysis was used as data analysis.

**Results:** The results showed that workers in the work area of Pakem Public Health Center experienced bullying behaviors at work. With a mean score of  $111.49 \pm 20.280$ .

**Conclusion:** workers in the work area of Puskesmas Pakem get bullying actions in the workplace and the areas that are most perceived by workers are work-related bullying and personal bullying.

**Keywords:** workplace bullying, workers.

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