

**HUBUNGAN IKLIM ORGANISASI DAN STRES KERJA PADA KEPALA  
BAGIAN PERUSAHAAN TEKSTIL DI KECAMATAN JATILUHUR KOTA  
PURWAKARTA**

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**ABSTRAK**

**Latar Belakang:** Stres kerja karyawan terutama pada kepala bagian dapat dikaitkan dengan banyak hal, salah satunya adanya iklim organisasi pada perusahaan yang kurang baik.

**Tujuan Penelitian:** Penelitian ini bertujuan untuk mencari tahu hubungan iklim organisasi dan stres kerja pada kepala bagian perusahaan tekstil di kecamatan Jatiluhur kota Purwakarta.

**Metode:** Penelitian ini menggunakan pendekatan kuantitatif korelasional dengan menggunakan Teknik pengambilan *non-probability sample* dengan subjek kepala bagian pada perusahaan tekstil di kecamatan Jatiluhur kota Purwakarta. Metode pengumpulan data menggunakan 2 skala yaitu dari Pradisya (2019) yang merupakan hasil turunan dari teori stres kerja Robbins dan Judge (2015) dengan nilai validitas 0.64 hingga 0.82 yang terdiri dari 20 aitem dengan reliabilitas 0.900 dan Iklim organisasi dari Stringer (2002) dengan nilai validitas 0.82 hingga 0.89 yang terdiri dari 33 aitem dengan reliabilitas 0.942.

**Hasil Penelitian:** Data penelitian ini dianalisis menggunakan korelasional *product moment* dan didapatkan hasil korelasi 0.293 dengan nilai  $p = 0.024$  ( $p < 0.05$ ).

**Kesimpulan:** Hal ini menunjukkan bahwa ada hubungan antara iklim organisasi dan stres kerja pada kepala bagian di perusahaan tekstil di Kecamatan Jatiluhur Kota Purwakarta. Artinya, semakin baik penilaian karyawan terhadap iklim kerja di perusahaan, justru tingkat stres kerja mereka sedikit meningkat.<sup>1</sup>

**Kata Kunci:** Stres Kerja, Iklim Organisasi, Kepala Bagian, Perusahaan Tekstil di Kecamatan Jatiluhur Kota Purwakarta.

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**THE RELATIONSHIP BETWEEN ORGANIZATIONAL CLIMATE AND  
WORK STRESS AMONG DEPARTMENT HEADS IN TEXTILE  
COMPANIES IN JATILUHUR DISTRICT, PURWAKARTA CITY**

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**ABSTRACT**

**Background:** Work stress among employees, particularly department heads, can be influenced by various factors, one of which is an unfavorable organizational climate.

**Objective:** This study aims to examine the relationship between organizational climate and work stress among department heads in textile companies in Jatiluhur District, Purwakarta City.

**Methods:** Using a quantitative correlational approach and a non-probability sampling technique, the research involved department heads as respondents. Data were collected using two scales: the Work Stress from Pradisya (2019), derived from Robbins and Judge's (2015) theory, with validity values ranging from 0.64 to 0.82 and reliability of 0.900 (20 items), and the Organizational Climate from Stringer (2002), with validity values ranging from 0.82 to 0.89 and reliability of 0.942 (33 items). Data analysis was performed using the Pearson product-moment correlation.

**Results:** The results showed a correlation coefficient of 0.293 with a significance value of 0.024 ( $p < 0.05$ ), indicating a significant relationship between organizational climate and work stress.

**Conclusion:** Interestingly, the findings suggest that a better organizational climate assessment is associated with a slightly higher level of work stress. This implies that while a positive work climate can be beneficial, it may also coincide with increased expectations and responsibilities that contribute to higher stress levels.<sup>2</sup>

**Keyword:** Work Stress, Organizational Climate, Head of Department, Textile Company in Jatiluhur District, Purwakarta City.

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