

Literatur Review
**Hubungan Beban Kerja Terhadap Stres Kerja
Perawat Instalasi Gawat Darurat**

Agus Mulyana¹, Siti Rohimah², Gita Cahyani³

Fakultas Ilmu Kesehatan Universitas Galuh

ABSTRAK

Latar Belakang: Instalasi Gawat Darurat (IGD) merupakan area kritis dengan karakteristik pelayanan yang fluktuatif, tidak terprediksi, dan menuntut *response time* yang cepat. Kondisi tersebut menempatkan perawat pada risiko tinggi mengalami beban kerja ekstrem yang berpotensi memicu stres kerja okupasional. **Tujuan:** Penelitian ini bertujuan untuk menganalisis dan menyintesis bukti empiris mengenai hubungan antara beban kerja terhadap stres kerja perawat di ruangan IGD. **Metode:** Penelitian ini menggunakan desain *literatur review*. Pencarian artikel dilakukan melalui *database* Google Scholar, PubMed, dan ScienceDirect (publikasi tahun 2017–2026) yang diekstraksi dengan metode DSVIA. Berdasarkan kriteria seleksi, diperoleh 10 artikel akhir (7 nasional, 3 internasional) berdesain kuantitatif korelasional *cross-sectional*. **Hasil:** Hasil analisis dari 10 jurnal menunjukkan mayoritas karakteristik beban kerja dan tingkat stres kerja perawat IGD berada pada kategori sedang hingga berat. Hasil analisis menunjukkan adanya hubungan positif yang signifikan antara beban kerja terhadap stres kerja perawat ($p \text{ value} < 0,05$). **Kesimpulan:** Beban kerja yang tinggi berpengaruh signifikan terhadap peningkatan stres kerja perawat di IGD, di mana akumulasi kedua variabel berisiko menurunkan produktivitas dan kinerja klinis. Manajemen rumah sakit disarankan melakukan restrukturisasi tenaga kerja berbasis beban kerja nyata serta menyediakan program manajemen stres organisasi yang terstruktur.

Kata Kunci: Beban Kerja, Stres Kerja, Perawat, Instalasi Gawat Darurat

Literature Review

The Relationship Between Workload and Occupational Stress of Nurses in the Emergency Department

Agus Mulyana¹, Siti Rohimah², Gita Cahyani³

Faculty of Health Sciences, Galuh University

ABSTRACT

Background: The Emergency Department (ED) is a critical care area characterized by fluctuating, unpredictable service demands, and strict response time requirements. These conditions place nurses at high risk of experiencing extreme workloads, which potentially trigger occupational work stress. **Objective:** This study aims to analyze and synthesize empirical evidence regarding the relationship between workload and work stress among emergency department nurses. **Methods:** This study utilized a literature review design. Article searching was conducted across Google Scholar, PubMed, and ScienceDirect databases (publication years 2017–2026) and extracted using the DSVIA method. Based on the selection criteria, 10 final articles (7 national, 3 international) with a quantitative correlational cross-sectional design were obtained. **Results:** Analysis of the 10 journals indicated that the majority of workload characteristics and work stress levels among ED nurses fell into the moderate-to-heavy category. Furthermore, the analysis demonstrated a significant positive relationship between workload and nurses' work stress ($p\text{-value} < 0.05$). **Conclusion:** High workload significantly influences the increase of work stress among nurses in the ED, where the accumulation of both variables risks decreasing productivity and worsening clinical performance. Hospital management is advised to restructure the nursing workforce based on actual workload and provide structured organizational stress management programs.

Keywords: Workload, Work Stress, Nurse, Emergency Department