

The Relationship between Ergonomics and Work Productivity

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Abstract

The objective of the research to find out the relationship between the application of ergonomics and work productivity for office staff at the Sawerigading Regional General Hospital (RSUD) in Palopo City in 2022. This research design uses a quantitative method using a cross-sectional approach, namely a research method that places more emphasis on the time of observation of independent and dependent variable data only once at a time. This research was carried out in the Office Room of the Sawerigading General Hospital, Palopo City, which was held from May to August 2022. The result of the research showed that There is no significant relationship between the application of ergonomics and work productivity in the office staff of the Sawerigading Regional General Hospital (RSUD) Palopo City in 2022. The statistical test results using the chi square test were obtained (p value $> .05$) = 1,000, so H_0 is accepted.

Keywords: Ergonomics, Work, Productivity

Introduction

Ergonomics is a science whose application seeks to harmonize work and the environment for people or as high as possible through the optimal use of human factors, this includes reciprocal work-to-labor alignment for work efficiency and comfort (Suma'mur 1989). The application of ergonomics will benefit two parties, namely employees and the hospital (Miruthu Bashini & Suresh, 2018). For employees, working area conditions are safe, comfortable and healthy so that they can work better and affect work efficiency and effectiveness (Parsons, 2007).

For hospitals, the benefits are increased employee productivity which has an impact on the financial benefits of the hospital and reduces health costs for employees (Aisha et al., 2014). The application of ergonomics can increase work productivity by 10% or more (Kroemer & Grandjean, 1997).

Based on the results of previous research by Supriyanta (2007), which was conducted on an organization that uses a lot of computers, namely insurance companies, obtained data on muscle pain complaints as much as 25% of employees complained of shoulder pain 19%, employees suffered from wrist pain 15%, and employees who complained back pain 14%. The results of Fera Rausanni Ilma A's research (2016), state that the application of ergonomics has a significant effect on the efficiency, effectiveness, and work productivity of employees in hospitals.

Based on data from the Asian Productivity Organization (APO), the percentage of Indonesian labor productivity is at 74.4%. This productivity level is below the average of the Association of Southeast Asian Nations (ASEAN), which is 78.2%. Indonesia is still inferior to neighboring countries such as the Philippines (86.3%), Singapore (82.7%), Taiwan (81%) and Vietnam (80%).

From the preliminary survey that the researchers conducted in May, it was found that several employees of the Sawerigading Regional General Hospital who were in the administration room did their jobs in an ergonomic manner, such as a sitting position that was too inclined to the computer. The objective of the research to find out the relationship between the application of ergonomics and work productivity for office staff at the Sawerigading Regional General Hospital (RSUD) in Palopo City in 2022.

Methods

This research design uses a quantitative method using a cross-sectional approach, namely a research method that places more emphasis on the time of observation of independent and dependent variable data only once at a time. This research was carried out in the Office Room of the Sawerigading General Hospital, Palopo City, which was held from May to August 2022. The population in this study is all Office staff at the Sawerigading Regional General Hospital (RSUD) in 2022, totaling 100. With a total sample of 50 respondent.

Results and Discussion

Univariate Analisis

Final Score Rula

Table 1. Distribution of the frequency of the final score of Rula in the Office Section of the Sawerigading Regional General Hospital, Palopo City. Year 2022

Final Score Rula	Frekuensi	Persent(%)
2 Safe Minimum	1	2,0
3 – 4 Small	49	98,0
Total	50	100

Work Productivity

Table 2. Distribution of the frequency of staff work productivity in the Office Section of the Sawerigading Regional General Hospital (RSUD) in Palopo City in 2022

Work Productivity	Frekuensi	Persent (%)
Productivity accordingly	40	80
Less productivity	10	20
Total	50	100

Bivariate Analysis

The Relationship between the Application of Ergonomics and the Work Productivity of Staff in the Sawerigading Regional General Hospital (RSUD) office in Palopo City in 2022

Table 3. The relationship between the application of ergonomics and the work productivity of the office staff at the Sawerigading Regional General Hospital (RSUD) in Palopo City in 2022

Application of Ergonomics	Work Productivity				Total		P Value
	Productivity accordingly		Less productivity				
	n	%	N	%	N	%	
2 Safe Minimum	1	2,0	0	0,0	1	2,0	1.000
3 – 4 Small	39	78,0	10	20,0	49	98,0	
Total	40	80,0	10	20,0	50	100	

Based on the results of statistical analysis using chi square, it shows that the value of $p = 1,000$ ($p > 0.05$) that there is no relationship between the application of ergonomics and work productivity in the office staff of the Sawerigading Regional General Hospital (RSUD) Palopo City in 2022. In this study out of 50 respondents, the number of respondents who got a score of 1-2 (minimum safe) with appropriate productivity was 1 (2.0%) of respondents, and those who got a score of 1-2 (minimum safe) with less productivity of 0 (0.0%) respondents, this is due to the ergonomic working position of the staff. And the number of respondents who got a score of 3-4 (small) with appropriate productivity, namely 39 (78.0%) respondents, and those who got a score of 3-4 (small) with less productivity, namely 10 (20.0%) respondents, this is because some of the office staff at the Sawerigading Regional General Hospital do work in an ergonomic position. Apart from that, from the results of observation, this is also due to the employees of the Sawerigading Regional General Hospital (RSUD) doing exercise activities that allow their health level to be maintained so that it does not interfere with work productivity, not only that, the work culture at the Sawerigading Regional General Hospital in Palopo City is also prioritizing kinship which creates comfort at work which has an impact on work productivity.

The results of this study are in line with research conducted by Asy Syaffa Auliaurrahman (2018), which states that the application of ergonomics has no significant relationship to the work productivity of employees at the hospital. With a p value = $.911 > \alpha = .05$ (Syaffa Auliaurrahman, 2018).

Conclusion

There is no significant relationship between the application of ergonomics and work productivity in the office staff of the Sawerigading Regional General Hospital (RSUD) Palopo City in 2022. The statistical test results using the chi square test were obtained (p value $> .05$) = 1,000, so H_0 is accepted.

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