

ABSTRACT

Poor psychosocial and organization can impair health both psychologically and physically. The importance of understanding psychosocial hazards to minimize negative effects in the workplace and to determine appropriate psychosocial hazard management programs. It also refers to organizational factors to create motivation through an organizational atmosphere. Harapan Ibu Hospital has potential problems with overlapping nurses' work, complex work routines and work shifts which affect the potential for saturation which makes nurses feel burdened and causes stress at work.

The purpose of this study was to determine psychosocial and organizational factors in the mental health of nurses at Harapan Ibu Purbalingga Public Hospital with a quantitative research type that used a cross-sectional design approach and used a random sampling technique to obtain a sample of 60 nurses from a total of 149 nurses. Psychosocial and organizational factors were measured using the COPSOQ II questionnaire and mental health using the DASS-42 questionnaire.

The results of the study with the univariate analysis test, obtained psychosocial and organizational with sufficient categories, namely 51 (85%), on mental health showed good results as many as 31 (52%). Based on the psychosocial and organizational description of the work unit, there was one inpatient nurse who experienced psychosocial and organizational factors in the deficient category, and in mental health there were five nurses who experienced mental health in the deficient category. From the results of the simple linear regression test, there is a positive influence of psychosocial and organizational factors on the mental health of nurses at Harapan Ibu Purbalingga Public Hospital. This can be seen from the results of the t -test $0.001 < 0.05$. So that the effect is significant, it is known that the psychosocial and organizational sig value is 0.001 and the constant is 5.266 and the coefficient value is 0.300 with the regression equation $Y = 5.266 + 0.300X$. So based on the regression coefficient it is positive, so it can be concluded that the direction of the influence of the X and Y variables is positive and if the X factor variable increases, the Y variable will also increase by 0.300 units at a constant of 5.266.

Keyword: *Organizational Psychosocial, Mental Health, COPSOQ II, DASS-42*