

Work Duration and Sleep Quality Among Young Workers (A Study In Coffee Shops In West Denpasar District)

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ABSTRACT

Keywords:
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This study aimed to describe the work duration and sleep quality among young workers, conducted in coffee shops in the West Denpasar area in 2023. This study employed a quantitative descriptive method with an observational study design and a cross-sectional approach. The sample consisted of 56 coffee shop workers in the West Denpasar area. The variables in this study included the age of workers, work duration, and sleep quality. Data collection was done using primary data through a questionnaire instrument, and data analysis involved descriptive statistical tests. The research results showed that the average age of workers was 20.39 years, with the youngest worker being 18 years old and the oldest 24 years old. The majority of workers had poor sleep quality (80.4%) and worked with a duration of ≥ 40 hours per week (83.9%). This study concludes that young workers mostly work for ≥ 40 hours per week and have poor sleep quality. These findings indicate that the conditions of young workers have high-risk factors that could potentially trigger workplace accidents.



Introduction

Results of the 2020 Population Census indicate that the population composition of Indonesia mostly consists of Generation Z/Gen Z (27.94%), referring to individuals born between 1997 and 2012. This implies that the presence of Gen Z plays a crucial role and influences the current and future development of Indonesia, particularly in the workforce factor. The workforce in the Gen Z age group is known as young workers, those aged between 15 and 24 years old. In 2021, the Ministry of Manpower and Transmigration (Kemenaker RI) stated that the working young population amounted to 17.37 million people, or approximately 13.26 percent of the total working population in Indonesia, surpassing other productive age groups.

Young workers, predominantly from Generation Z, pose a doubled risk. Gen Z employees have to navigate a challenging work environment from the beginning of their careers, and according to a (Deloitte, 2022), Generation Z and millennials are prone to stress due to work-related issues. According to (Tambuwana & Sahrani, 2023), if Generation Z faces high job demands, it may lead to burnout or exhaustion from work.

Work-related fatigue is a symptom of health disorders that often arises from work (Verawati, 2016). Job fatigue is a situation marked by a decline in activities, motivation, and physical capacity to perform tasks (Maharja, 2015).

Work-related fatigue poses a specific issue as it can lead to the loss of work skills, a decrease in health conditions resulting in workplace accidents, and a decline in productivity (Verawati, 2016). The causes of work-related fatigue are classified into two aspects: internal factors (individual characteristics) and external factors (work environment and job) (Akmalia & Aliyah, 2022). Individual characteristics influencing work-related fatigue include age, gender, nutritional status, and sleep quality. Work-related factors affecting fatigue include work duration, shift work, and workload.

Coffee shops have become a popular business among young people (Alfirahmi, 2019). These establishments are often chosen as gathering places and have evolved into a lifestyle for the younger generation (Adhi & Yunus, 2022). The increasing number of coffee shops has created job opportunities offered by business owners, ranging from permanent employment to contractual positions. The research conducted by (Fazila & Rusdiana, 2022) indicates that coffee shops are workplaces commonly occupied by young workers. However, it was found that 6.9% of workers exceeded the stipulated working hours. This finding provides insights into the potential for work fatigue among young workers in coffee shops, influenced by both individual and job-related factors.

Young workers have several risk factors that make them more susceptible to workplace accidents, despite having physical advantages compared to other age groups. Therefore, research is needed to understand the factors triggering work fatigue, such as working hours and sleep quality, among young workers. This study aims to determine the profile of working hours and sleep quality among young workers, conducted in coffee shops in the West Denpasar area in 2023.

Research Methods

This research was an observational study with a cross-sectional approach. The sample consisted of 56 coffee shop workers in the West Denpasar area, selected through purposive sampling based on specific characteristics of the population, specifically small-scale coffee shops to facilitate research permissions. Data were collected using primary data through a questionnaire on individual characteristics (age and work duration) and the Pittsburgh Sleep Quality Index (PSQI) for sleep quality measurement. Data collection took place in 24 non-franchise coffee shops that agreed to participate in the study. Respondents independently filled out the questionnaire. The collected data were then analyzed using univariate analysis, aiming to describe the frequency distribution and proportion of each studied variable, such as age, sleep quality, and work duration. The research has been declared ethically acceptable based on the Ethical Clearance Certificate No: 1100/UN14.2.2.VII.14/LT/2023 dated April 27, 2023.

Results and Discussion

Based on the data analysis of 56 samples of young workers, it is known that the youngest age in the sample is 18 years old, and the oldest is 24 years old, with an average age of 20.39 years. According to (Sasongko, 2018), young workers tend to find employment more easily because they are considered to have strong physical capabilities and high productivity levels. However, according to the International Labour Organization (ILO) in 2022, globally, more than 75 percent of workers in this young age group tend to work in the informal sector, making them vulnerable to economic shocks.

In addition to economic vulnerability, young workers, as stated by ILO (2018), have a higher rate of occupational accidents compared to adult workers. The risk for young workers aged between 15 and 24 to experience non-fatal occupational accidents is twice as high as workers aged 25 and above. (Bert et al., 2021) found that the perception of job security among young workers seems to be the most important predictive factor for the emergence of symptoms of depression and anxiety, alcohol consumption, and smoking habits compared to other socio-economic factors.

The dominant sleep quality in this study is poor. Based on **Table 1**, it is known that the sleep quality variable is dominated by the category of poor sleep quality, with 51 individuals (91.07%), while the category of good sleep quality is represented by 5 individuals (8.93%).

Table 1. Description of Sleep Quality Frequency

Variable	Total Sample	
	(n)	(%)
Sleep Quality		
Good	5	8.93
Poor	51	91.07

Regarding Sleep Quality, a study by (Kim, Kim, & Lim, 2021) found that both shorter and longer sleep durations, as well as longer working hours, are associated with a higher risk of suicidal ideation. A study by (Suciati & Wulandari, 2022) stated that workers with poor sleep quality are influenced by short sleep duration, sleep disturbances, and difficulties concentrating during work.

The results of the conducted research show that the variable of working hours exceeds the provisions of the law (more than 40 hours per week). Based on Table 2, it is known that the variable of working hours, workers who work for ≥ 40 hours per week dominate, with 47 individuals (81.82%). Based on the data analysis of the duration of work, it is known that the shortest working duration is 16 hours per week, and the longest is 56 hours per week.

Table 2. Frequency Distribution of Respondents' Work Duration

Variable	Total Sample	
	(n)	(%)
Work Duration		
≤ 40 hours/week	12	18,18
> 40 hours/week	54	81,82

Long working hours are not necessarily accompanied by efficient, effective, and productive work. Suma'mur (2009), as cited in (Syaputra & Lestari, 2019), suggests that fatigued workers forced to continue working will experience higher fatigue levels, disrupt the smooth flow of work, and have detrimental health impacts.

For young workers, age, working hours, and sleep quality can be crucial factors to consider. Both shorter and longer sleep durations, along with extended working hours, are associated with a higher risk of suicidal ideation. Under long working hours, male shift workers or those aged <45 years are more vulnerable to suicidal ideation. The research by Yella, T., & Dmello, M. K. in 2022 stated that the number of working hours in a day was significantly associated with burnout by job, aligning with the findings of (Swasti, Choiruna, Ekowati, & Amalia, 2023), which showed a relationship between working hours and work fatigue. Work fatigue is a mental and physical state in a

suboptimal condition caused by prolonged activity, reducing the ability to work safely and effectively. Work fatigue can impact decreased work productivity and have consequences on workers' health (Mustofani, 2020). Generally, fatigue is perceived from mild symptoms to a feeling of extreme exhaustion (Apriliani & Astuti, 2019). (Kim et al., 2021), found that.

Conclusion

The conclusion drawn from this research is that a significant majority of young workers operate with a weekly working duration of ≥ 40 hours (81.82%), and a substantial number experience poor sleep quality, with 91.07% of respondents reporting such conditions. These findings indicate that young workers, predominantly from Generation Z, face elevated risk factors that may lead to fatigue and workplace accidents. Greater attention needs to be directed toward young workers, particularly those dominated by Generation Z, to prevent potential impacts such as depression and suicidal tendencies.

Future research on young workers is encouraged to further analyze relationships between variables, including environmental factors (noise and temperature), which influence the occurrence of work fatigue. Additionally, the utilization of other fatigue measurement instruments, such as the Flicker Fusion Test, Wiersma Bourdon Test, Fatigue Measurement Scale (SPK), and the Fatigue Measurement Questionnaire (KAUPK2), is recommended to achieve more varied results.

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