

Analysis of Stress Management the Dual Role of Female Employees at the Bappelitbang Tanjungpinang City

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Abstract

This study aims to find out how stress management works for employees who have multiple roles, as employees and housewives. The sample used in this study were 8 informants who were taken using a purposive sampling technique, namely taking samples of data sources with certain considerations or the most influential people. This study used qualitative research methods. And for the data collection method used in this study, namely field studies which include observation, interviews and documentation. Where respondents answered and detailed several questions that had been prepared based on the variables measured, namely from the identification of signs of stress, analysis of signs of stress, strategies to avoid stress, and coping with stress. From the results of the study it can be concluded that the way employees at these agencies manage stress is by doing regular exercise at least 2 times a week, consuming nutritious foods that can improve mood. As for other ways that can be done, namely adequate rest such as sleeping when the body is tired, thinking positively, discussing with closest relatives, doing activities with family can also be done to reduce stress.

Keyword: Stress Management, Government, Employees

1. INTRODUCTION

Human Resource Management (HRM) is management that focuses on maximizing the ability of its members or subordinates with various strategic steps to improve the performance of members or subordinates towards optimizing organizational goals (*Edison et al., 2017*). Human resources have an important role in organizations or companies. The development and growth of a company's performance cannot be separated from the role of people or Human Resources in it.

Every organization in carrying out activities to achieve its goals will never be separated from various problems, especially companies in human resources. One example of a problem in human resources is the onset of work stress. Work stress is closely related to organizational behavior. Work stress is often experienced by many parties in the workplace. From various expert explanations, work stress in the environment can have a good impact, and if the pressure experienced is very high it can have a bad impact on individuals and organizations. Therefore, it is necessary to do work stress management to better recognize the management of work stress and recognize its source, considering the adverse effects that stress can cause to employees.

Work stress can happen to anyone. Subordinates, superiors, men and women can all feel the impact of work stress. Especially for women who have two roles, namely as housewives while working in a company or agency. Economic growth and development in Indonesia is one of the reasons housewives must take part in helping the family economy with limited knowledge and abilities they have. This is what makes women workers in Indonesia increase every year.

Based on the results of a previous study conducted by Wahyu Puspitasari entitled "Management of Employee Work Stress Against Library Services, Faculty of Economics, University of Semarang During a Pandemic" stated that management or managing work stress during a pandemic is indeed very important and needs to be done to find out the symptoms caused by stress, its causes, then in this way we can find the best solution. Creating a safe work environment during a pandemic is very necessary and must be carried out according to health protocols set by the government. Things that must be done in managing stress are to recognize the causes of stress during the COVID-19 pandemic, control the stress and overcome it.

In another study conducted by Rosidah Zahra entitled "Analysis of Work Stress Management in Special School (SLB) Negeri 1 Padang" stated that stress management is very helpful in managing work stress for teachers at SLB Negeri 1 Padang. Therefore, it is very necessary to understand about work stress management to prevent a decrease in potential performance. Sources of stress come from the duties and roles as teaching staff, the behavior of students who have limitations, patience in teaching and the demands of parents. Symptoms that appear such as the body, mind, and body feel tired, the head feels dizzy, and the head feels twitching.

2. RESEARCH METHODS

The type of research used is qualitative research. Data collection techniques used observation, interviews, documentation. The population in this study is all female employees at the Tanjungpinang City Development Planning, Research and Development Agency (Bappelitbang) totaling 29 people. The sampling technique in this study is *purposive sampling*. *Purposive sampling* is a technique of sampling data sources with certain

considerations. This particular consideration, for example, the person is considered to know best about what we expect, or maybe he is the ruler so that it will make it easier for researchers to explore the object/social situation under study (Sugiyono, 2016). The sample of this study amounted to 8 people who were female employees who had dual roles at the Development Planning, Research and Development Agency (Bappelitbang) of Tanjungpinang City. Data analysis of this study used Triangulation. To test the validity of the data in this study using the Credibility Test.

3. RESULT AND DISCUSSION

The results of this study were obtained through interview techniques with resource persons, and direct observations that researchers conducted in the field and then analyzed. The interview was conducted at the Office of the Development Planning, Research and Development Agency (BAPPELITBANG) Tanjungpinang City. This study focused on knowing whether stress management in employees who have multiple roles has worked well. Here there are 6 informants who are female and married.

After conducting interviews with 8 staff, researchers can analyze the Stress Management Multiple Roles of Women Employees at the Development Planning, Research and Development Agency (BAPPELITBANG) Tanjungpinang City as follows:

1. Identify signs of stress

In identifying signs of employee stress, multiple roles that are directly felt by employees are still not good. Economic uncertainty is still a burden for the average employee. Sometimes working hours are also disrupted because there are problems and home affairs that must be resolved. Similarly, the demands of existing work, especially towards the end of this year, are very burdensome for mothers who have two roles. So sometimes the respondents also have difficulty in dividing time between home and office. So it can be said that the economy, in managing time and work demands becomes a source of stress or things that make employees stressed.

2. Analysis of Signs of Stress

Similarly, in the indicator of analysis of signs of stress, problems that occur during working hours make it difficult for employees to have to divide between completing office work or solving problems that occur during working hours. However, in facing the problem of economic uncertainty, and managing the problem can be said to be quite good. So it can be said that in the analysis of signs of stress, problems that occur during working hours become signs of employee stress.

3. Strategies to Avoid Stress

Although the results of the previous statement stated that there are no specific causes that make employees stressed and the average problem can be overcome properly, a strategy is still needed to avoid stress to deal with some problems that will arise. The strategies carried out by employees are arguably still ineffective. Because there are still respondents who do not have preparation in facing technological changes, economic uncertainty and in dealing with problems that involve multiple roles.

4. Coping stress

In managing time to stay healthy is also still needed improvement, namely in managing time to stay healthy, in addition to doing regular exercise and eating nutritious food, adequate rest and vacation are also needed to manage time to stay healthy so that you can do both jobs well. In controlling emotions to overcome problems at home so as not to interfere with work and vice versa this is good enough to be done by employees.

4. CONCLUSION

Based on the results of research and discussion on Stress Management Analysis of Multiple Roles of Women Employees at the Tanjungpinang City Development Planning, Research and Development Agency, it can be concluded that stress management of female employees who have multiple roles can be managed in several ways, including doing regular exercise at least 2 times a week, consuming nutritious foods and can improve *mood*. In addition, adequate rest such as choosing to sleep when the body is starting to feel tired and not forcing to complete homework or office work can also be done to manage stress. Other activities that can be done when you start to feel stressed are staying positive, telling stories or discussing with friends or family when there is a problem, doing activities with family and friends.

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