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WORK STRESS MANAGEMENT AND WORK MOTIVATION IN ISLAMIC PERSPECTIVE

Atabik Luthfi¹

Islamic University of Jakarta, Indonesia (attabik@uid.ac.id)

Syahrullah

Islamic University of Jakarta, Indonesia (Syahrul767@gmail.com)

Hardjadinata

Islamic University of Jakarta, Indonesia (hdinata_1@yahoo.co.id)

Deden Edi

Islamic University of Jakarta, Indonesia (dedenedies@gmail.com)

Fajar Harguna Endra Putra

Islamic University of Jakarta, Indonesia (fajarhargunaep@gmail.com)

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ABSTRACT

Stres kerja dan motivasi kerja merupakan dua faktor yang sangat berpengaruh terhadap kinerja individu dalam lingkungan kerja. Dalam perspektif Islam, stres kerja dapat dikelola melalui pendekatan spiritual, seperti tawakal, sabar, dan shalat, yang berfungsi sebagai mekanisme coping untuk mengatasi tekanan kerja. Sementara itu, motivasi kerja dalam Islam tidak hanya berorientasi pada materi, tetapi juga pada niat untuk mencari ridha Allah (ikhlas) dan bekerja sebagai bentuk ibadah. Penelitian ini bertujuan untuk menganalisis konsep manajemen stres kerja dan motivasi kerja dalam perspektif Islam serta bagaimana implementasinya dalam kehidupan profesional. Metode penelitian yang digunakan adalah studi kepustakaan (*library research*) dengan menganalisis literatur Islam, termasuk Al-Qur'an, Hadis, dan pandangan ulama terkait. Hasil penelitian menunjukkan bahwa manajemen stres kerja dalam Islam menekankan keseimbangan antara usaha duniawi dan spiritualitas, seperti menjaga kesehatan fisik, mental, serta memperkuat hubungan dengan Allah. Sementara itu, motivasi kerja yang berbasis nilai-nilai Islam dapat meningkatkan etos kerja dan kepuasan kerja yang lebih bermakna. Penerapan manajemen stres dan motivasi kerja dalam perspektif Islam dapat menjadi solusi efektif dalam menciptakan lingkungan kerja yang sehat dan produktif.

¹ Correspondence Author

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ABSTRACTS

Work stress and work motivation are two factors that greatly influence individual performance in the work environment. From an Islamic perspective, work stress can be managed through a spiritual approach, such as tawakal, sabar, and sholat, which function as coping mechanisms to overcome work pressure. Meanwhile, work motivation in Islam is not only oriented towards material things but also on the intention to seek Allah's pleasure (ikhlas) and work as a form of worship. This study aims to analyze the concept of work stress management and work motivation from an Islamic perspective and how to implement it in professional life. The research method used is library research by analyzing Islamic literature, including the Qur'an, Hadith, and the views of related scholars. The results of the study indicate that work stress management in Islam emphasizes a balance between worldly endeavors and spirituality, such as maintaining physical and mental health and strengthening relationships with Allah. Meanwhile, work motivation based on Islamic values can improve work ethic and more meaningful job satisfaction. The application of stress management and work motivation from an Islamic perspective can be an effective solution in creating a healthy and productive work environment.

A. INTRODUCTION

Work Stress Management is a series of strategies, techniques, and policies implemented to identify, reduce, and control stress experienced by employees in the workplace. Work stress can arise from excessive workload, an uncondusive work environment, interpersonal conflict, time pressure, or a lack of balance between work and personal life. Where the purpose of work stress management can reduce the negative impact of stress by preventing physical and mental health disorders due to work pressure (Alfian et al. 2021).

Job stress occurs when the demands of the job exceed an individual's capacity to cope, both physically and mentally. Job stress is a condition in which a person experiences physical, mental, and emotional pressure due to excessive or difficult-to-manage job demands. This stress can arise from various factors originating from the work environment, organization, or individual conditions. If not handled properly, job stress can reduce productivity, disrupt employee well-being, and even have a negative impact on health (Indrayana and Putra 2024).

One of the main causes of work stress is excessive workload. Excessive work demands, both in terms of work volume and difficulty, can make someone feel stressed. When an employee has to complete a task in a limited time with the expectation of perfect results, this can increase anxiety and frustration. In addition, the pressure of tight deadlines is often a trigger for stress because individuals have to work under pressure without enough time to complete their work optimally (Steven and Prasetyo 2020).

In addition to workload, an uncomfortable work environment can also cause stress. Factors such as room temperatures that are too hot or cold, disturbing noise, poor lighting, and narrow and less conducive workspaces can reduce comfort and concentration. This situation can worsen stress conditions, especially if employees have to work in these conditions for a long period of time. (Nurdiawati and Atiatunnisa 2018)

On the other hand, work stress can also arise from unclear roles and responsibilities in the job. When an employee does not have a clear understanding of the tasks he or she must perform or when expectations from superiors are not

communicated well, confusion and uncertainty can arise. This can make someone feel hesitant in making decisions and worry about the results of their work, which ultimately increases work pressure (Safitri 2020).

Another possible factor is a lack of support from superiors and coworkers. A less supportive work environment, where communication is poor and employees feel they are not getting help when they are facing difficulties, can exacerbate work stress. Poor relationships with coworkers or interpersonal conflict are also common causes of stress in the workplace. Disagreements with colleagues or a hostile boss can create prolonged emotional tension, which ultimately impacts an individual's work performance and well-being (Angwen 2017).

Individuals also play a role in the emergence of work stress. Someone who has a perfectionist personality tends to set very high standards for themselves, so they are more easily burdened and disappointed if the results of their work are not as expected. In addition, individuals who do not have good stress management skills will be more susceptible to stress. Lack of ability to manage time, resolve conflicts, or deal with work pressure can make it more difficult for someone to adapt to challenges in the workplace (Maharani and Pramadi 2021).

In the era of digital and rapidly developing technology, changes in the work environment are also becoming an increasingly common cause of stress. Rapid organizational changes, such as the implementation of new systems, company restructuring, or changes in work policies, can create uncertainty and stress for employees who must adjust to new conditions. In addition, the continuous development of technology often requires employees to continue learning and adapting to the latest technology. For those who are less familiar with technology or find it difficult to adapt, these changes can be a significant source of stress (Widyatmoko 2023).

Every individual faces various challenges that can trigger stress, whether from workload, pressure, interpersonal conflict, or career uncertainty. If not managed properly, work stress can reduce productivity, disrupt mental and physical well-being, and negatively impact a person's social and spiritual relationships. On the other hand, work motivation is an important factor that encourages a person to remain enthusiastic in carrying out their duties. High motivation will improve a person's performance, job satisfaction, and dedication to their work.

In the Islamic perspective, working is not just about fulfilling worldly needs, but also a form of worship that is valuable in the eyes of Allah SWT. Islam teaches its followers to work with full responsibility, professionalism, and sincerity. However, pressure and challenges in the world of work often make someone lose their spirit and even experience stress. Therefore, work stress management in Islam emphasizes a spiritual approach that can help individuals face stress more calmly and optimistically. The concept of *tawakal* (surrendering to Allah), patience, and *dhikr* and prayer are part of the coping strategies taught in Islam to manage stress (Daulay 2021).

Islam also provides guidance in building healthy work motivation. A Muslim is encouraged to have a sincere intention in working, not only to seek sustenance but also as part of devotion to Allah SWT. The concept of *ihsan* in working, which means doing the best job possible, also motivates every individual to always give their best in their work. By understanding that every effort will be rewarded by Allah, a Muslim can be more motivated to work with full dedication and enthusiasm (Julaeha 2019).

In practice, there are still many individuals who have difficulty in managing work stress and maintaining motivation in working. Some people may feel that their work does not provide deep meaning, while others may experience excessive pressure that causes physical and mental exhaustion. Therefore, there needs to be a holistic approach that focuses not only on psychological and managerial aspects but also on Islamic values that can provide inner peace and improve the quality of one's work (Yovi 2019).

Thus, this study aims to analyze how the concept of work stress management and work motivation in an Islamic perspective can be applied in professional life. This approach is expected to be a solution for individuals who experience stress at work and help them find deeper meaning in their work so that they are not only professionally productive but also gain peace and blessings in life.

B. METHOD

This study uses a library research method, which is a research method carried out by collecting, analyzing, and interpreting various relevant literature sources. The sources used include books, scientific journals, academic articles, interpretations of the Qur'an, hadiths, and Islamic literature that discusses work stress management and work motivation from an Islamic perspective (Hamzah 2020).

The first step in this study is collecting data from various references that discuss the concept of work stress, its causative factors, and stress management strategies based on psychological and Islamic approaches. In addition, this study also examines various theories of work motivation and Islamic values related to work ethic, such as the concepts of *ikhlas*, *tawakal*, and *ihsan* in working. After the data is collected, the next step is data analysis with a descriptive-qualitative approach. This analysis is carried out by comparing theories of stress management and work motivation in a general perspective with the concepts contained in Islamic teachings (Fazal and Chakravarty 2021).

The results of this study will be presented in the form of a discussion that describes how Islam provides solutions in managing work stress and how Islamic values can form strong and meaningful work motivation. With this library research approach, the study is expected to contribute to developing the concept of stress management and work motivation that is not only based on psychological and managerial approaches but also based on Islamic values that can provide inner peace and blessings in work.

C. RESULT AND DISCUSSION

Job stress is often defined in psychology as the body's response to demands or pressures coming from the work environment that are out of balance with the individual's ability or resources to cope. Lazarus and Folkman (1984) in their transactional stress theory explain that stress occurs when an individual assesses the demands they face as exceeding their ability to cope (Nasib Tua Lumban Gaol 2016).

They also identified two types of ways individuals respond to stress, namely problem-focused coping (facing the problem directly) and emotion-focused coping (managing the feelings that arise). Books such as "Stress and Health: Biological and Psychological Interactions" by Baum, Revenson, and Singer (2001), and "The Handbook of Work and Health Psychology" by Cooper and Cartwright (1994), provide further insight into the causes of work stress and its impact on physical and mental health (Farkas 2022).

In the context of work, stress can arise from various factors, such as excessive workload, lack of control over work, role ambiguity, and lack of social support. Continuous stress can cause various health problems, including burnout (emotional and physical exhaustion), which can reduce quality of life and work productivity. References from the International Labor Organization (ILO) and other psychology journals provide an overview of how these factors interact to trigger work stress (Marín et al. 2019).

Work Stress Management in Psychological Perspective

Various psychological studies have suggested strategies for managing stress in the workplace. One of them is the application of time management to reduce excessive workload, as well as the importance of social support from both coworkers and superiors. Communication and problem-solving skills training is also considered effective in reducing tension that arises in the workplace. Several books, such as "The Relaxation and Stress Reduction Workbook" by Martha Davis, as well as articles from industrial psychology journals, provide various relaxation and emotional control techniques that can be used to overcome work stress (NCTo4739696 2021).

Work stress management from a psychological perspective is an approach that focuses on ways to identify, understand, and manage stress experienced by individuals in the work environment. Work stress is often considered an unavoidable problem in an increasingly dynamic and competitive professional world. However, stress is not just a reaction to the burden or pressure of work but can be influenced by various psychological, social, and environmental factors (Madyaningrum 2022).

From a psychological perspective, work stress can be divided into two main types: positive stress (eustress) and negative stress (distress). Eustress is a form of stress that motivates a person to work better, focus, and feel challenged to achieve goals. Meanwhile, distress is excessive stress and has the potential to harm physical and mental health, which can cause anxiety, fatigue, sleep disturbances, and decreased work productivity.

In the context of psychology, these factors can include excessive workload, uncertainty in roles, conflict with coworkers or superiors, and lack of recognition or appreciation for performance. An unsupportive work environment, such as lack of facilities or poor interpersonal relationships, can also increase psychological stress. Internal individual factors, such as low self-confidence or perfectionist tendencies, also play an important role in managing stress in the workplace.

Unmanaged work stress can have a very negative impact on individuals, organizations, and even society. Psychologically, stress can cause emotional disorders such as anxiety, depression, and mental fatigue. In the long term, ongoing stress can also lead to physical disorders, such as high blood pressure, heart disease, and immune system disorders. In an organizational context, stress can lead to decreased productivity, high absenteeism, and increased employee turnover.

Work stress management from a psychological perspective is not just about reducing work pressure but more about how individuals and organizations can adapt to challenging work environments. With the right strategies, individuals can manage stress in a healthy and productive way, while organizations can create a work culture that supports psychological well-being. Effective stress management not only benefits employees but also improves the performance and long-term success of the organization.

Implementation of Work Stress Management in Islam

The implementation of stress management strategies in Islam does not only focus on managing mental stress but also integrates spiritual and social aspects. For example, the concept of *silaturahmi* (strengthening social relationships) is very important in Islam as a means to reduce stress caused by social isolation or interpersonal conflict in the workplace. In addition, *dhikr* and presenting a sense of gratitude every day are also considered effective in maintaining mental and emotional stability. Books such as "Psychology from an Islamic Perspective" by P. L. G. S. Neely and studies by al-Ghazali and other great scholars provide an overview of how Islam can be a comprehensive approach to work stress management (Bhat 2016).

The application of work stress management in Islam focuses on ways that are in accordance with religious principles in dealing with and overcoming stress that arises from work. Islam teaches a balance between the world and the hereafter, and provides clear guidance on how to manage the pressures and burdens of life, including those related to work. Work stress management from an Islamic perspective involves not only psychological techniques to reduce tension, but also an emphasis on spiritual values, strengthening relationships with Allah, and managing attitudes and behaviors in accordance with the guidance of the *Shari'a*.

In Islam, stress or pressure experienced by individuals is considered a life test given by Allah SWT. Every test or trial that comes is part of His destiny that must be accepted with full faith and patience. The Qur'an in Surah Al-Baqarah verse 286 reminds us that "Allah does not burden a person but according to his ability." This shows that stress, although a part of human life, is not something that is permanent, and there is always a way to deal with it (Kementerian Agama 2020).

Work stress in Islam can be seen as a form of challenge in fulfilling the mandate of work well. Islam teaches us to work hard, be sincere, and maintain a good relationship with Allah. However, if stress comes due to a heavy burden, Islam provides a solution so that individuals are still able to face these difficulties in ways that can calm the soul and increase peace of mind.

Islamic principles in managing work stress include trust in Allah and surrendering to Allah after trying, which is a basic principle in Islam. In dealing with work stress, a Muslim is taught to do his best in his work, but after trying, he must submit the results to Allah. Allah says in *Surah At-Taubah* verse 51: "Say: Nothing will befall us except what Allah has decreed for us; He is our Protector, and in Allah do the believers put their trust." This teaches that even though work pressure comes, we must have faith that everything that happens is already in His destiny.

Important values in Islam for managing stress are patience and gratitude. Stress often arises from feelings of anxiety or dissatisfaction with work conditions. In Islam, patience in facing trials is highly valued, and Allah will reward those who are patient. Surah Al-Baqarah verse 153 states, "O you who believe, seek help through patience and prayer, for Allah is with the patient." In addition, gratitude also plays an important role in calming the heart. Even though work is stressful, by being grateful for what one has, one can more easily accept the situation and feel calmer.

Dhikr (remembrance of Allah) and prayer are very powerful spiritual means in Islam to overcome stress. Islam teaches that by remembering Allah, the heart becomes calm. Allah says in Surah Ar-Ra'du verse 28: "Remember, only by remembering Allah do hearts become calm." *Dhikr* is not only limited to certain readings, but can also be done

by focusing the mind on the greatness of Allah and being grateful for all the blessings He has given. In addition, praying to Allah for strength and peace of mind is also a highly recommended way in Islam to manage stress.

The concept taught in Islam is to maintain balance in life. Islam does not only prioritize work or worship alone but teaches the importance of balance between the two. The Prophet Muhammad taught to work hard, but also to take time to worship and rest. For example, the Prophet Muhammad said in a hadith narrated by Bukhari and Muslim: "Indeed, for your body there are rights, and for your eyes there are rights, and for your family there are rights, and for yourself there are rights." This balance helps reduce excessive stress and gives individuals the opportunity to rejuvenate their bodies and minds.

One of the best ways to manage stress in Islam is to improve the quality of worship. Prayer, as one of the main acts of worship in Islam, plays an important role in relieving stress. Prayer provides an opportunity for a Muslim to take a break from the routine of work and refresh their relationship with Allah. In addition, other worship activities such as reading the Qur'an, fasting, or performing the Hajj can also provide peace of mind and refresh the work spirit.

The application of work stress management in Islam does not only focus on psychological aspects but also on spiritual and moral aspects. Islam provides comprehensive guidelines for facing life's challenges, including stress that may arise in the world of work. By integrating Islamic principles such as tawakal, patience, gratitude, dhikr, and maintaining a balance between the world and the hereafter, a Muslim can manage stress more effectively. Not only that, Islam also teaches the importance of maintaining good relationships with others and creating a mutually supportive environment so that work stress can be minimized and performance can be improved in accordance with religious values.

Islam Provides Solutions in Managing Work Stress and Building Work Motivation

In professional life, work stress is often a problem faced by many people. Heavy workload, time pressure, interpersonal conflicts, and job uncertainty can add to a person's mental and physical burden. This stress, if not managed properly, can reduce productivity, quality of life, and even lead to health problems. However, in Islam, there is a holistic approach to overcoming work stress, which is not only psychological but also spiritual. Islam teaches deeper solutions and provides inner peace for those who face challenges at work.

Work stress in the Islamic perspective is not only seen as a psychological problem that must be overcome with certain coping techniques but also as part of life's tests that must be faced with a wise attitude. Islam teaches its followers to always remember that life is full of challenges and tests, including in the workplace. However, these tests are not to torture but to mature and improve the quality of self. In the Qur'an, Allah says in Surah Al-Baqarah (2: 286): "Allah does not burden a person but according to his ability." This verse teaches that every test that comes, including those from work, is according to our abilities, so we do not need to feel stressed or hopeless.

Work motivation in Islam is not only driven by external factors such as salary, position, or recognition, but is more emphasized on nobler intentions and goals. A sincere intention in working is the main key so that work becomes worthy of worship

in the sight of Allah. Islam teaches that every activity carried out with the right intentions will be counted as an act of worship. This is confirmed in a hadith narrated by Imam Bukhari: "Indeed, all deeds depend on the intention, and indeed everyone will get according to what he intended." Therefore, work motivation in Islam originates more from the desire to seek Allah's approval, not just to fulfill worldly needs.

In addition to sincere intentions, Islam teaches the importance of *ihsan* (doing good in work). This concept of *ihsan* teaches that every job must be done with the best quality, as if we see Allah in every job we do, and even though we cannot see Him, we must always try to do our best. In Surah Al-Baqarah (2: 195), Allah says, "And spend in the way of Allah, and do not throw yourselves into destruction." In the context of work, doing *ihsan* means working with full dedication and trying to make a positive contribution to the progress of yourself, the environment, and society.

Work motivation is also obtained from useful achievements. Islam teaches that work that is useful, both for oneself and for others, will provide deeper inner satisfaction. By giving the best at work, a person will not only get appreciation from humans, but also from Allah who will give a better reward. In another hadith, Rasulullah SAW said: "Indeed, Allah loves His servants who, when they work, work with full sincerity."

In Islam, work stress is not only a psychological problem that can be solved with certain techniques but also a part of life's test that can be faced with inner peace and a positive attitude. Islam provides a comprehensive solution, both from a mental and spiritual aspect, to manage stress. *Tawakal*, patience, *dhikr*, and prayer are means that can help individuals face stress more calmly. In addition, work motivation in Islam emphasizes more on sincere intentions, doing good deeds, and making useful contributions. By following these Islamic values, individuals will not only find satisfaction in their work but also peace and blessings in life.

D. CONCLUSION

The results of the study on work stress management and work motivation from an Islamic perspective show that these two concepts are interrelated and can have a positive impact on individual well-being in the workplace. In Islam, work stress is considered a test that can be managed by prioritizing patience, trust, and gratitude. Through *dhikr* and prayer, a Muslim can find inner peace that helps overcome work pressure. On the other hand, work motivation in Islam focuses on sincere intentions, seeking blessings, and professionalism in work. These two aspects, when applied correctly, not only help individuals cope with stress but also increase enthusiasm and dedication to work. By applying Islamic principles in stress management and work motivation, individuals can achieve a balance between worldly and hereafter life and achieve more meaningful success.

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