

PROFESSIONAL COUNSELLORS: ABILITY TO HELP MANAGE STRESS FOR ADJUSTMENT TO THE WORLD OF WORK

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Abstract: Individuals must have careful preparation and planning to enter the world of work. Individuals need the ability to manage stress to adjust to the world of work so that individuals can know the work environment. This article is structured to outline the importance of focusing on adapting to the world of work. Collector study using literature study through national, international journals and books that have been implemented. The results of this study indicate that managing stress is necessary in adjusting to the world of work. The impact of anxiety isn't handled with beneficial effects in depression. Adjustments are made to order pressure to make the individual comfortable in the existing environment. Counsellors can assist individuals in managing stress to dealing with adjustments in work.

Keywords: Professional Counsellor, Stress Management, Workplace Adjustment

Abstrak: Individu harus memiliki persiapan dan perencanaan yang matang untuk masuk ke dunia kerja. Kemampuan mengelola stress dibutuhkan individu untuk bisa menyesuaikan diri di dunia kerja agar individu dapat mengetahui lingkungan dunia kerja. Artikel ini disusun untuk menyusun pentingnya stress dalam penyesuaian ke dunia kerja. Studi pengumpul yang menggunakan studi kepustakaan melalui jurnal nasional, internasional dan buku yang telah terimplementasi. Hasil penelitian ini menunjukkan bahwa mengelola stress diperlukan dalam penyesuaian diri dalam dunia kerja. Dampak jika tidak tertangani stress akan berakibat dalam depresi. Penyesuaian yang dilakukan untuk mengelola stres untuk bisa membuat diri individu nyaman di lingkungan yang ada. Konselor dapat membantu individu dalam mengelola stress untuk menghadapi penyesuaian di dunia kerja.

Kata kunci: Konselor Profesional, Pengelolaan Stress, Penyesuaian Dunia Kerja

INTRODUCTION

The government announced covid-19 as Indonesia's first outbreak case in March 2020, which was faced a pandemic and impacted all sectors in Indonesia, including education (Asmuni, 2020). All corners of the world feel this pandemic, and the changes that occur, one of those changes is the education faced by individuals and teachers (Nuraqmarina, 2021).

The Indonesian economy has become a victim of this pandemic. The government is taking steps to overcome it by implementing the Large-Scale Social Restriction method because this determination makes the economy weaken (Prayitno et al., 2021).

This Large-Scale Social Restriction resulted in a lot of unemployment and unemployment and many Vocational High

School graduates who had just graduated with only limited employment opportunities (Prisrilia & Widawati, 2021). The COVID-19 pandemic has resulted in changing working hours, work that can't be done many things for some time, resulting in work stress for current workers (Mangowal et al., 2022). Higher unemployment with a minimum of available jobs makes companies choose employees with a provision. Employees who register with a competition with fewer jobs make Vocational High School graduates anxious because of the lack of expertise and work experience (Azmi & Suprihatin, 2021).

The 21st century requires individuals to follow this social life, both challenges and choices made, one of which is an adjustment (Siregar, 2003). The stressful condition experienced by the pandemic for students is reducing the number of vacancies, which results in anxiety before getting a job (Zwagery, 2021). The lack of experience for fresh graduates coupled with this pandemic has made their worries in finding a job plus the company a crisis during a pandemic (Prisrilia & Widawati, 2021). Individuals must become professionals when graduating from vocational high school with the existing competition (Elmanda et al., 2022). The reality in the world of work during the COVID-19 pandemic is that the company is terminated unilaterally because the obligation to pay salaries can't be carried out (Syafriada et al., 2020). This COVID-19 pandemic has hurt the economy, which requires companies to

terminate employment to avoid losses that can't pay salaries to workers (Saputra, 2021).

Stress management is needed in the world of work. If you do stress management, then it will come quickly, but on the contrary, if you can't fail in stress management, it will have severe implications in the world of work (Mann, 2004). The community is expected to be able to adapt in the future to face an economy that won't subsidize (Prayitno et al., 2021). Learning is currently limited due to the pandemic causing the lessons given to individuals to be less than optimal, the level of work readiness of knowledge, skills and attitudes (Mariati, 2021).

As the front line, counsellors offer counselling services through counselling guidance related to personal, social, learning and career development and direction (M. P. Sari & Herdi, 2021). Solutions to stress are carried out by classical services, group guidance, group counselling, and individual counselling. Guidance and counselling are essential for planning and preparing students' future career plans, which aim to assist and facilitate individuals to achieve optimal developmental tasks (Nengsih & Simarmata, 2019), especially individuals in stress management.

Counsellors must be skilled in preventing stress at counselee (Purwadi et al., 2021). The role of the counsellor in the adjustment of students in the world of work is crucial. The world of work has so much competition that students need careful preparation and planning while at school to prepare individuals to be

successful in the future. Improving stress management in adjusting to work can use a behavioural approach to manage stress. This study focuses on managing stress for adjustment to the world of work.

METHOD

The literature method used in this research is to develop a concept about the ability to manage stress to adjust to the world of work. The literature used is data collected from various national journals, international journals, books or research data and then analysed for reduction from 2018 - to 2022. The stages of this research determine managing stress, then explore various ways of managing stress in work. Data analysis used several relevant journals to reduce vocational high school individuals in managing stress at work.

RESULT

Data on the importance of stress management through relevant journals from 2018 – to 2022. Furthermore, data on adjustment to the world of work through relevant journals from 2018 – to 2022. This data is reduced and presented through tables. Finally, the data presented is given a theoretical view of something through discussions supported and compared through various scientific studies.

Managing stress

Managing Stress in the present is very important for the individual and has its impact.

Managing stress is a problem that must be resolved immediately for individuals.

Table 1. Stress Concept

Topic	References	
	Description	Author
Understanding stress	Stress berasal dari pikiran individu, Penyesuaian diri terhadap lingkungan dan tuntutan yang ada.	Selye (1956) and Muslim (2020)
Academic Stress	Stress akademik yang dialami oleh peserta didik antara lain Ekpektasi diri, Keputusan yang di ambil, Tekanan belajar, Kekhawatiran terhadap nilai, Beban tugas. Respon berupa perilaku, pikiran, perilaku, reaksi emosi, reaksi fisik yang datang dari sekolah	Sun, J., Dunne, M.P., Hou, X., & Xu, A. (2011.) and Nist-Olejniak & Holschuh (2011)
Work stress	1. Tidak nyaman dan tegang 2. Situasi tempat kerja	Muslim (2020)
Type of stress	Distress, Eustress	Christyanti et al. (2012)
Characteristics of stress	Kondisi fisik, psikologis atau mental seseorang, pola pikir seseorang, hubungan seseorang baik dari dalam atau luar	Hardjana (1994)
Personal stress symptoms	Stress yang mengganggu mengakibatkan pengaruh kesehatan fisik terganggu, kesehatan psikologis, emosional, dan gejala perilaku	Pertiwi & Igiyany (2020), Santosa (2017), and Amalia & Prilliani, (2015)
Factors causing stress	Faktor penyebab stress di antaranya faktor internal yang meliputi biologis individu, sedangkan stress eksternal yang meliputi bentuk fisik dan sosial.	(Amalia & Prilliani (2015)

From the first table, it can be concluded that stress is a person's pressure that is given by others. Still, the ability can't accept its effects physically and psychologically. Stress has different types of stress, namely Distress and

Eustress. Distress is a harmful type of stress that disturbs the individual, while eustress is a non-disturbing positive type of stress. Stress in humans there is negative and positive. When stress is positive, managing it will impact both physically and psychologically. Therefore, individuals must have the ability to manage stress.

Ability to Manage Stress

The ability to manage stress is needed to maintain physical and psychological self. The pressures and demands that are so heavy on existing social skills are required to have the ability to manage stress.

Table 2. Ability to Manage Stress

Topic	References	
	Description	Author
The urgency of managing stress	Committed to work increases immunity to anxiety, stress, depression, and biochemical changes. Internal and external load balancing	Mulyani (2021) Wulandari & Rachmawati (2014) and Prihatini (2007)
Impact of managing stress	Self-confidence, work motivation, stable emotions.	Suwarto (2016) and Sari et al., (2020)
The impact of not managing stress	For individuals including: 1. Problem-focused coping 2. Emotional focused coping 3. Maladaptive coping 4. Great academic demands make stress management for individuals needed For students including: 1. Sensitive 2. Lack of concentration Academic decline 3. Social relations between friends aren't good 4. Insomnia 5. Often don't go to college 6.	Alawiyah (2020), Azmy et al. (2017), Shdaifat et al. (2018), Hakim et al. (2017), and Sukoco & Bintang (2018)

Topic	References	
	Description	Author
	For workers including: 1. Stress management for a work-related to task completion 2. existing work, increase work motivation	
How to manage stress	How to manage stress can be done through sports, recreation, and making friends with individuals who can be discussed.	Haris & Jamali (2017) and Sasono, (2004)
Benefits of managing stress	The approach taken can use an individual and organisational approach	Salmah, (2019)

An individual needs the conclusion from Table 2 about the ability to manage stress. Work has an impact on enthusiasm at work and loyalty. Effects that can't handle stress include problem-focused coping, emotional focused coping, and maladaptive coping. The product focuses on problems that occur, individual emotions, and problems that aren't good for future issues.

Adjustment in the World of Work

Adjustment to the world of work is needed to socialise with the surrounding environment and carry out work tasks as assigned.

Table 3. Adjustment in the World of Work

Topic	References	
	Description	Description
Causative factor	The factors causing adjusting to the world of work with so many jobs make physical, emotional, and mental decline, not according to skills, desires aren't channelled, and dissatisfaction at work.	Nursucianti & Supradewi (2014) and Ibrahim et al. (2016)
Importance	Managing stress makes employees change their work patterns and systems according to current demands.	Martini & Fadli (2011)
Impact of adapting	The impact of adapting can make work even	Wartono & Mochtar

Topic	References	
	Description	Description
	better.	(2017)
Step	Steps in adjusting to independence in the existing environment, individual commitment to increasing work effectiveness	Handayani, (2019) and Yudhaningsih (2011)

From table 3, it can be concluded that the influence of individuals in adjusting to the world of work is essential. The importance of adjustment is to make yourself comfortable at work. Steps that can be used are to create independence in the workplace. Individuals who can make adjustments at work have physical, emotional, and psychological well-being.

DISCUSSION

Adjustments to the world of work are needed in individuals to see individual readiness in vocational high schools. Adjustment to the world of work is defined as a good relationship with the work environment later. A good relationship with problem-solving at work, accepted workload, and existing environment. Bad relationships lead to conflict in work, resulting in feeling uncomfortable and wanting to move to another place. Job adjustment is an essential factor in carrying out Industrial Work Practices (Choirunnisa et al., 2014).

Good self-adjustment causes individuals to grow in a suitable environment around them. Individuals can also pass through adolescence smoothly with reasonable adjustments. The atmosphere at work, school, and home also

affects the individual's life. Adolescents must adapt to the surrounding environment so that individuals can become fluent in the next stage of growth (Maharani & Andayani, 2003). Individuals can also adjust to the friendships they get to be able to take comfort in their environment. The factor causing not to change isn't being familiar with friends in the background. Therefore, individuals have close friends in their setting to make them closer in a group by telling stories and communicating. That familiarity makes the individual feel comfortable in that environment. The influence of peer groups affects individuals' adapt themselves (Estiane, 2015).

Another factor that causes adjustment can be individual emotions. The emotions of this factor can make individuals feel inferior and lack self-confidence, which results in erratic personal emotions. This adjustment makes the individual's feelings feel accepted in the existing environment. The environment where individuals feel accepted is also one of the other factors that individuals want and need to survive in that environment. Acceptance of the environment can be appreciated and can make positive thoughts. Positive thoughts also make the physical spirit will be. The influence of emotions causes physical excellence and evil. Acceptance in the environment in social support makes individual factors think positively (Kumalasari & Ahyani, 2012).

The reality is that problems exist and are everywhere, so individuals in vocational high schools are expected to be able to adjust to the

world of work. Having the characteristics of an ordinary worker doesn't just give up but is more motivated to respond. Employment dynamics will develop from this behavioural pattern, and new stimuli will improve work performance. The body is undoubtedly harmful, but stress can also positively impact yourself. Positive pressure results in work or academics not delaying work. Jobs or academics cause a lot of pressure, but when individuals can manage that stress, the force that was initially negative stress makes the given job positive stress.

Therefore stress management is needed in managing the existing world of work. Prolonged stress can affect emotional, physical and psychological. Emphasise that work stress has a significant effect on work performance. The first journal also argues that work stress is very influential on unstable emotions, feeling uneasy, being alone, having trouble sleeping, smoking excessively, not being able to relax, being anxious, tense, nervous, increasing blood pressure and experiencing digestive disorders (Sunarsi, 2018). Therefore, individuals must be able to manage the existing stress to be ready to face what is happening in the world of work today. Techniques used in stress management can use behavioural strategies and self-management to improve personal stress management. This research still has many shortcomings that need to be investigated.

CONCLUSION

A good relationship with problem-solving at work, accepted workload, and existing

environment. Good self-adjustment causes individuals to grow a good atmosphere. Individuals also adjust to the friendships they get to be able to take comfort in their environment. An environment where individuals feel accepted is also one of the factors that individuals want and need to survive in that environment. Acceptance of the environment can be appreciated by having a positive in mind. Jobs or academics cause a lot of stress, but when individuals can manage that stress, stress that was initially negative stress makes the given job positive stress. Therefore, individuals must be able to handle the existing stress to be ready to face what is happening in the world of work today.

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