

## MANAGING STRESS IN MODERN LIFE

**Moh.Muslim**

Institut Bisnis Nusantara

Email: [muslim@ibn.ac.id](mailto:muslim@ibn.ac.id)

Received : 25 April 2025

Revised : 01 May 2025

Accepted : 22 May 2025

Published : 28 May 2025

DOI : <https://doi.org/10.54443/ijset.v4i6.1076>

Link Publish : <https://www.ijset.org/index.php/ijset/index>

### Abstract

Modern life is characterized by information acceleration, complex work demands, seamless digital connectivity, Global uncertainty has increased the prevalence of stress in society. Stress, once considered an individual psychological disorder, has now become a collective phenomenon that threatens the quality of human life. Often, stress is hidden in everyday routines, so symptoms such as fatigue or anxiety often ignored because it is considered normal, even though both are indicators important that requires a serious response. This article aims to raise awareness of the risks of stress by analyzing its indicators, variations in individual responses, and personality characteristics that influence how people cope. The solutions offered include conceptual and practical approaches, such as strengthening resilience through emotional intelligence, mindfulness techniques, social support, and effective time management. These strategies are designed to build resilience, enabling individuals to remain productive and maintain a balanced life amidst the dynamics of change and uncertainty. The paradigm shift in stress management now emphasizes a holistic approach focused on enhancing adaptive capacity. Its implementation involves self-awareness, long-term commitment, and collaboration with the surrounding environment to achieve well-being.

**Keywords:** *Stress, Resilience, Mindfulness, Modern Life*

### INTRODUCTION

Social transformations marked by accelerated technology, escalating socioeconomic demands, and complex relational dynamics have become key features of modern life. These changes generate psychosocial stress, increasing individual vulnerability to stress that can develop into chronic stress. The stress caused by global uncertainty and disruption has multidimensional implications, including disruptions to physiological and psychological systems, as well as social relationships. Stress, originally an adaptive response to environmental pressures, has now evolved into a widespread mental health disorder and poses a serious challenge to global public health. The World Health Organization (WHO, 2023) identifies chronic stress as a silent pandemic that contributes to mental dysfunction, weakens the immune system, reduces individual productivity, and causes disintegration in social relationships. This situation emphasizes the need for a multidisciplinary approach to understanding and managing stress as a systemic phenomenon that transcends individual and institutional boundaries.

The Indonesian Basic Health Research (Risksedas, 2022) shows a high prevalence of stress among productive-age people, especially young people and urban workers. Symptoms of stress can include anxiety, burnout, sleep problems, and depression. A study by the SMERU Research Institute (2022) stated that significant causes of mental stress in gig economy workers are job instability and high expectations. Meanwhile, a national survey by the Indonesian Ministry of Health (2022) revealed that nearly 30% of the productive-age population experiences symptoms of moderate to severe stress. This includes students, educators, managers, and organizational leaders. A similar finding was found in a survey conducted by the Central Statistics Agency (BPS, 2022), which found that around 60% of the population experiences varying levels of stress, which can impact mental and physical health. A recent survey by the University of Indonesia (Rachmawati & Siregar, 2023) found that 62% of respondents from young professionals experienced emotional stress stemming from social comparisons on digital media. From various sources, it's clear that modern stress is more often

triggered by psychosocial pressures than physical burdens. According to Gallup's Global Workplace Survey (2023), Indonesia ranks fourth in Southeast Asia for employee stress levels, with 48% of workers reporting being very stressed every day. The duality of stress presents a paradox within the stress paradigm. On the positive side, stress can be a driving force for innovation and progress; this stress is called eustress. Without the pressure of eustress, it would be impossible to exceed targets, learn new things, or achieve ambitious goals. However, if this eustress stimulation is excessive and persistent, it can become distress, stress with negative impacts. This stress overstimulation can be triggered by excessive digital exposure, an always-on culture, and relationship crises.

The constant exposure to digital information has become a source of stress that is difficult to avoid. Work now also demands more mental and emotional effort, rather than physical exertion as before. As a result, humans now live in the VUCA (volatility, uncertainty, complexity, ambiguity) era, constantly responding to stimuli with a chronic, persistent "fight-or-flight" response. Ultimately, this expenditure of energy leads to increased physical and mental health problems, thus reducing quality of life. This article examines the nature, indicators, and management strategies for stress based on multidisciplinary studies and national and international empirical data. It then seeks appropriate stress management strategies to transform stress from a barrier to a driver, from a burden to a strength. Thus, managing stress in modern life is fundamental to building a healthier, more productive, and more meaningful future. All of these themes will be discussed holistically, encompassing individual, organizational, and social interventions as preventative measures against chronic stress.

### **1. The Meaning of Stress and Stress Management**

Stress is understood as a multidimensional state of tension that affects an individual's emotional, cognitive, and physiological aspects when external demands exceed their adaptive capacity or resources (Rivai & Sagala, 2014). From a performance management perspective, stress reflects a disruption in the balance between the individual and the environment, which arises when external burdens exceed perceived personal control or competence (Wibowo, 2016). This understanding emphasizes that stress is an intrapersonal entity and a product of the dynamic interaction between internal and external factors. In organizations, work stress is a major focus due to its implications for individual performance and institutional effectiveness. Mangkunegara (2014) defines work stress as psychological distress resulting from a mismatch between personal characteristics and the work environment. Sedarmayanti (2019) highlights that stress in the workplace often stems from excessive workloads, role conflict, and authoritarian leadership styles, which can lead to physical and mental strain. Robbins and Judge (2018) add that stress can also arise from high-value but uncertain opportunities or challenges, triggering tension and anxiety. When the mismatch between the individual and the work environment is not resolved, stress has the potential to develop into a chronic condition that threatens psychological well-being.

One of the consequences of chronic work stress is burnout, a psychological syndrome characterized by emotional exhaustion, depersonalization, and decreased personal accomplishment. Maslach and Leiter (2016) explain that burnout arises from the accumulation of unmanaged stress in an unconducive work environment. Therefore, stress management cannot be solely the responsibility of the individual but requires systemic organizational intervention. Maslach and Leiter (2022) emphasize the importance of alignment between the individual and work across six key dimensions: workload, control, rewards, community, fairness, and values. A mismatch in any of these aspects can increase the risk of burnout and negatively impact employee commitment and productivity. Stress management is a strategic process aimed at reducing, preventing, and eliminating the negative impacts of stress on individuals and organizations. According to Rivai and Sagala (2014), stress management encompasses control efforts through prevention, reducing intensity, and recovering from its impacts. Mangkunegara (2014) emphasizes that effective stress management requires the active involvement of both individuals and organizations through the implementation of integrated adaptive strategies. Robbins and Judge (2018) offer two main approaches: reducing sources of stress in the workplace and strengthening individuals' capacity to cope. Sedarmayanti (2019) also emphasizes the need for interventions that encourage positive stress management to maintain and improve work productivity. Over time, the stress management paradigm has shifted from an individual and reactive approach to a holistic and preventative one. This transformation encompasses the structural dimensions of the organization, involving the strengthening of a supportive work culture, empathetic leadership, and work-life balance. This approach emphasizes personal resilience as a solution and the creation of a psychosocially healthy work environment. This ecosystem-based strategy is believed to be more effective in preventing chronic stress and increasing the resilience capacity of human resources. In modern life, characterized by complex work demands, socioeconomic pressures, and technological disruption, stress has become an unavoidable phenomenon. Therefore,

organizations need to make stress management an integral part of their strategic human resource management policies. This approach is crucial for supporting optimal performance and maintaining the sustainability of individuals' physical and mental well-being. An adaptive, inclusive, and balance-based work environment will foster individuals who are professionally productive and happy and meaningful in their social roles.

## **2. The Nature of Stress**

Stress is a natural and adaptive biological and psychological mechanism that functions as a basic human defense system in response to external and internal pressures. Understanding the nature of stress is a key prerequisite for effective stress management. Without stress, individuals tend to experience developmental stagnation due to the absence of challenges that trigger adaptation and personal and collective growth. In modern life, stress is multidimensional, encompassing physiological, psychological, cognitive, and social aspects. Contemporary stressors shift from tangible physical threats to more abstract and psychosocial pressures, such as the fear of missing out (FOMO) phenomenon and the increased tendency for social comparison driven by digital media (Kurniawan & Utami, 2022). An individual's cognitive appraisal and subjective perception play a central role in the process of evaluating stressors. These perceptions mediate whether external stimuli are interpreted as eustressful (motivating stress) or distressful (destructive stress). For example, the same stressor—such as a tight deadline—may be responded to adaptively by an individual with high self-efficacy and adequate social support, but may be perceived as a burdensome obstacle by an individual with limited psychological resources and a negative mindset.

Thus, stress can be viewed as a means of developing self-awareness. The pressures posed by stress allow individuals to reflect, identify stress triggers, and evaluate internal and external aspects that need improvement. From this perspective, stress serves as an instrument for developing adaptive capacity and psychological resilience, which strengthens as individuals successfully cope with the pressures they face. In line with the concept of antifragility (Taleb, 2012), stress is not merely something to be avoided, but can actually be a trigger for self-strengthening. Individuals who are able to cope effectively with stress will experience increased psychological resilience and greater adaptive flexibility in facing future challenges. However, stress can also arise from a failure to set personal boundaries or from taking on responsibilities that exceed an individual's capacity. Therefore, effective stress management requires a high level of self-awareness and the ability to set limits proportionate to external demands. Globally, stress can be reconstructed as a significant learning and self-development tool. Individuals are required to actively manage stress, be able to distinguish between constructive and destructive stressors, and develop adaptive strategies to cope with future stressors. This approach enables individuals to survive the complexities of the times and to develop greater resilience in the highly dynamic modern world.

## **3. Stress Indicator**

Chronic stress often goes unnoticed, especially in modern life. Stress often creeps in as part of routine, so symptoms such as fatigue, anxiety, or sleep disturbances are perceived as normal consequences of workload and social demands. However, ignoring these symptoms can potentially worsen an individual's physical and psychological well-being, as well as their overall well-being. The implications extend beyond the individual and can impact productivity and the quality of social relationships. Therefore, comprehensively identifying stress indicators is crucial for preventing chronic stress disorders. Given that stress is a complex response involving both physiological and psychological aspects, its identification cannot rely on a single parameter. A multidimensional approach encompassing physical, emotional, cognitive, and behavioral dimensions is necessary to ensure accurate early diagnosis and targeted intervention.

### **A. Physical Indicators**

Physical indicators reflect physiological changes in response to stressors. Activation of the sympathetic nervous system in stressful situations triggers a fight-or-flight response, which, if sustained, can lead to systemic dysfunction. Common symptoms include:

- Sleep disorders. This is caused by stress, which increases the hormone cortisol, thus inhibiting the production of melatonin, which is responsible for human sleep quality, resulting in effects such as insomnia and restless sleep (Anggarkusuma et al., 2025).
- Changes in appetite, Both increased (for example stress eating) and decreased food consumption, this is one of the body's mechanisms in responding to stress.

- Digestive problems, such as nausea, dyspepsia, abdominal pain, diarrhea, or constipation. This is caused by the direct involvement of the central nervous system with the digestive system, commonly known as the “gut-brain-axis” (Foster & McVey Neufeld, 2013).
- Muscle tension and pain. This is caused by hormones released by the body when facing stress, such as cortisol and adrenaline. These hormones can cause muscle tension and pain, especially in the shoulders, neck, and back.
- Decreased immunity. Chronic stress can significantly reduce the immune system's ability through two mechanisms: the sympathetic nervous system and the hypothalamic-pituitary-adrenal axis. The increase in cortisol from the sympathetic nervous system that occurs due to stress affects the hypothalamic-pituitary-adrenal axis, thereby suppressing the immune system's response.
- Changes in blood pressure and heart rate can be caused by the sympathetic nervous system reacting to exposure to stress, or they can also be caused by the release of adrenaline in response to stress.

**B. Emotional Indicators**

Stress also has a significant impact, affecting emotional stability and the ability to regulate individual feelings. Common emotional indicators include:

- Excessive anxiety and restlessness, usually occurs in individuals who worry about the future, are often nervous, or have mild panic attacks.
- Irritability or being easily angered, characterized by emotional reactions that are disproportionate to the triggers encountered, easily offended and often starting conflicts
- Depressive symptoms, such as loss of interest in previous activities, feelings of emptiness or hopelessness
- Difficulty controlling emotions, such as crying easily or experiencing excessive emotional outbursts
- Motivation and enthusiasm decrease, this is reflected in feelings of lethargy, weakness or indifference and apathy.

**C. Cognitive Indicators**

Cognitive function is often impaired in individuals experiencing stress. Some observable indicators include:

- Difficulty concentrating and focusing, stress can cause distractions that disrupt an individual's concentration so that
- Reduced memory capacity, characterized by difficulty remembering important information or frequently forgetting tasks
- Poor decision-making ability, even in simple matters.
- Repetitive negative thoughts, often thinking about problems repeatedly without solutions, including pessimism
- Reduced creativity, seen from the ability of individuals who experience obstacles in finding solutions to the problems they face

**D. Behavioral indicators**

In addition to the previous indicators, there are behavioral indicators that are most easily observed by both the individual and their surroundings. Some forms of behavioral change that serve as indicators include:

- Withdrawing from social environments, including being reluctant to participate in group activities
- Individuals experiencing stress tend to have lower levels of life satisfaction (Muslim, 2015). Consequently, behaviors of individuals experiencing stress can change, such as decreased productivity at work, aggressive behavior, increased interpersonal conflict, and a tendency to withdraw from social activities.
- The tendency to consume addictive substances, such as cigarettes, alcohol, caffeine, or illegal drugs as a form of maladaptive coping (Grant et al., 2020)
- Neglecting health and self-care, such as decreased personal hygiene, an attitude of not caring and not paying attention to appearance, or it can also be in the form of reduced physical activity.

Early recognition of these indicators allows for more appropriate and contextual interventions. The sooner stress is identified, the greater the chance of preventing escalation into chronic psychological disorders. Therefore, an individual's ability to recognize and respond to stress indicators is a crucial aspect of building psychological resilience and improving quality of life.

**4. Individual Responses to Stress**

Stress is an inevitable phenomenon in human life, a consequence of various stressors present in both personal and social environments. Although different stressors can trigger similar stress responses, the same stressor can produce varying responses in individuals. These differences reflect the complex interaction between physiological, psychological, and social factors that shape each individual's coping patterns.

Individual responses to stress can be classified along a spectrum ranging from adaptive strategies, which are constructive and promotive of well-being, to maladaptive responses, which tend to be destructive and counterproductive to both mental health and individual performance.

**A. Adaptive Response to Stress**

Individuals with adaptive responses have the view that stress is considered as something challenges that can be overcome, and developing effective coping strategies to respond to stress functionally. These strategies include:

- Problem-oriented coping, this mechanism focuses on direct efforts to address or change the source of stress through active problem solving, strategic planning and seeking relevant information.
- Emotion-focused coping, through emotion regulation, mindfulness, and relaxation, allows individuals to control the emotions caused by stress. This coping mechanism is typically employed when stressors cannot be changed or resolved.
- Psychological resilience, the most effective coping mechanism, is characterized by an individual's capacity to recover from adversity and thrive. Characteristics of resilient individuals include:
  - Optimistic and positive outlook, this individual will view failure as an opportunity to learn.
  - Self-confidence and trust in personal abilities to face challenges.
  - Strong social support networks, with the presence of emotionally and practically supportive relationships.
  - Cognitive flexibility, individuals are able to adjust their thought patterns and strategies when facing difficult situations or extreme changes.

Adaptive responses to stress indicate that individuals experiencing stress have adequate psychological and social resources to manage stress in a healthy and productive manner.

**B. Maladaptive Responses to Stress**

Maladaptive responses occur when individuals interpret stress as an uncontrollable threat, leading to feelings of helplessness and the adoption of ineffective coping mechanisms. Some common forms of maladaptive responses include:

- Avoidance, namely the tendency to avoid problems or postpone completing tasks, often accompanied by social withdrawal or denial of the existence of the problem.
- Emotional instability, including intense and uncontrolled emotional expression, increased aggressiveness, and symptoms of chronic anxiety and depression.
- Escape through unhealthy behavior, such as the use of addictive substances (cigarettes, alcohol, narcotics), as well as other compulsive behaviors (e.g. overeating or gambling) which aim to suppress negative emotions without solving the root of the problem.
- Excessive Perfectionism: A desire for perfection can actually reduce productivity. This tendency can lead to procrastination and ultimately exacerbate stress (Steel, 2007).

In contrast to adaptive responses, maladaptive responses reflect an imbalance between environmental demands and an individual's ability to cope. This can trap individuals in a negative feedback loop, where stress reinforces maladaptive behavior and ultimately exacerbates the stress, perpetuating the cycle and becoming increasingly damaging.

**5. Human Types in Facing Stress**

Individual responses to stress exhibit significant variation and can be classified into a number of general patterns. This diversity has been the focus of numerous studies attempting to identify response categories based on the adaptive and non-adaptive tendencies individuals display in the face of environmental pressures. This classification aims to broaden understanding of oneself and others, while fostering empathy and a more constructive attitude in dealing with psychosocial stress. However, it's important to note that this categorization is descriptive. While a person may exhibit characteristics of a particular type, these responses are dynamic and can change depending on the situation, life experiences, and level of stress faced. Thus, this approach represents a spectrum of adaptations that evolve over time.



Understanding these variations provides an important foundation for designing stress management strategies across various social and organizational environments. Identifying these types allows for the development of more effective stress management strategies in human resource management.

### **A. The Resilient Type**

Individuals with this type demonstrate a high adaptive capacity in the face of stress. They are able to recover quickly from stressful experiences, maintain optimal psychosocial functioning, and view difficulties as opportunities for growth. Prominent characteristics include a positive mindset, self-efficacy, and cognitive flexibility that allows them to approach problems from multiple perspectives. This dynamic adaptability makes this type effective in dealing with uncertainty and complexity, as demonstrated in a VUCA (volatile, uncertain, complex, and ambiguous) environment. They tend to use a holistic approach to stress management, including identifying sources of pressure, developing adaptive strategies, and maintaining a balance between psychological and spiritual dimensions. This psychological resilience is developed through life experiences, training, and strong social support.

### **B. The Perfectionist Type (The Over-Achiever)**

This type of perfectionist tends to set high standards for success, both internal and external. Despite demonstrating dedication, thoroughness, and a strong work ethic, individuals with this type often feel dissatisfied with their achievements, leading to chronic stress. Common stress-coping strategies for this type are compulsive, such as increased work intensity and excessive control, which in the long term can lead to emotional exhaustion (burnout), sleep disturbances, and psychosomatic illnesses. When experiencing failure or criticism, the response often involves excessive self-abuse.

### **C. The Avoider Type**

Avoidant individuals respond to stress by distancing themselves from the source of the pressure, both physically and psychologically. Common behaviors include procrastinating on tasks, withdrawing from social settings, or engaging in distracting activities as a form of escape, such as compulsive digital media use or overeating. While outwardly calm, this relaxed demeanor often hides coping mechanisms that don't solve problems. They choose to avoid stress—either physically (taking vacations, avoiding work) or psychologically (preoccupying themselves with social media, food, or entertainment). While this can be effective in the short term, it's dangerous if it becomes a persistent pattern because the underlying problem is never resolved.

### **D. The Self-Saboteur**

The self-limiting type unconsciously creates or exacerbates stress through self-sabotage. This is characterized by implicit self-sabotaging patterns, such as self-handicapping, solutionless rumination, and withdrawing from opportunities due to perceived self-inadequacy. Individuals with this characteristic generally have negative cognitive schemas formed from past experiences of failure or trauma. This type of individual often finds themselves trapped in negative thought patterns and has low self-esteem. Negative thoughts often manifest as feelings of unworthiness or fear of failure and failure. These negative thoughts are usually formed from unresolved past trauma or failure. Unresolved past trauma or previous experiences of failure are often at the root of this dynamic. As a result, they are vulnerable to chronic anxiety disorders and low self-esteem.

### **E. Complainer Type (Maladaptive Aggressor)**

Individuals in this category exhibit stress responses by venting excessive frustration and confrontational behavior. This can manifest as complaining about the situation, blaming others, or even exhibiting aggressive behavior, both verbally and non-verbally. They may feel helpless and act out their anger or dissatisfaction as a way to release uncontrolled stress, directed at others or their surroundings, often without regard for the consequences. Maladaptive behaviors such as chronic complaining, verbal/nonverbal aggression, and destructive social interactions can damage interpersonal relationships and worsen group dynamics. While venting emotions may provide temporary relief, this approach risks damaging interpersonal relationships, lowering workplace morale, and failing to address the root causes of stress. The five classifications above reflect that stress responses are the result of an interaction between psychological disposition, life experiences, and situational context. Each individual has a unique way of coping with stress, influenced by their personality. It's important to recognize that individuals aren't necessarily tied to one type exclusively, but can

exhibit a combination of responses depending on their context and life experiences. Therefore, self-awareness is a fundamental element in effective stress management. From a human resource management perspective, understanding these stress response types is crucial for designing interventions based on individual characteristics. Strategies that respond to psychological diversity will contribute to improved employee well-being, reduced burnout risk, and the creation of a more supportive and productive work culture, thereby maintaining mental health and enhancing a fulfilling quality of life.

### 6. Resilience Ability to Stress

Stress is an inseparable part of human life, dynamic in nature and present in various forms. The ability to adapt to diverse stressors requires developing mental capacity for growth and development. The essence of resilience lies in an individual's ability to bounce back, learn from difficult experiences, and strengthen themselves in the face of challenges and emerge stronger after experiencing stress.

#### A. The Concept of Resilience

Resilience is defined as an individual's capacity to cope, recover, and adapt positively after experiencing a traumatic experience or stressful situation. The American Psychological Association (2014) describes resilience as a process of positive adaptation in the face of adversity, trauma, tragedy, threats, or significant sources of stress. It's important to emphasize that resilience differs from coping mechanisms. Coping focuses more on short-term responses to emerging stressors, while resilience encompasses the long-term capacity to survive and thrive from complex stressors. Resilient individuals still experience the distressing effects of stress, but their adaptive capacity allows them to transform that stress into positive adaptive forces. Conceptually, resilience is a dynamic, multidimensional construct, representing a psychological skill that can be developed through self-awareness, daily practice, and adequate environmental support. For example, a study by Muslim (2020) highlighted an increase in symptoms of depression and anxiety during the COVID-19 pandemic due to uncertainty. However, healthcare workers, facing the threat of the virus, extreme working hours, complex ethical decision-making, and the risk of physical and emotional exhaustion, demonstrated remarkable resilience through the development of coping strategies, mutual support, and the discovery of new meaning in their profession (Hu et al., 2020).

#### B. Resilience Components

Building resilience involves the integration of various psychological and social aspects. The main components that make up resilience include:

- **Emotional Intelligence:** The ability to recognize, understand, and manage one's own emotions and those of others (Goleman, 1995). High emotional intelligence facilitates the identification of stressors, regulation of emotional reactions, and maintenance of healthy interpersonal relationships. This is crucial for maintaining emotional stability and maintaining strong social support.
- **Mindset:** The concept of a growth mindset refers to the belief that abilities and intelligence can be developed through effort and learning (Dweck, 2006). Individuals with this mindset tend to view difficulties as surmountable challenges, are optimistic, and demonstrate perseverance in the face of obstacles.
- **Social support** encompasses emotional, informational, and instrumental resources from family, friends, and the community. Studies have shown that social support can neutralize the negative impact of stress and increase an individual's adaptive capacity (Cohen & Wills, 2024). The presence of warm and supportive interpersonal relationships reduces feelings of isolation and aids individuals in the recovery process, helps them find solutions, and increases psychological resilience.
- **Adaptive coping strategies** involve constructive efforts to deal with stress, both through problem-solving and emotional management. These strategies include mindfulness practices, meditation, physical activity, adequate sleep, a balanced diet, and seeking professional help when needed. All of these strategies have been shown to improve our adaptive response to stress.

Research confirms that resilience is influenced by a variety of factors, including strong social support, effective coping skills, and a positive mindset. Muslim (2015) even highlighted how individuals with high optimism tend to view challenges as opportunities and are more effective at addressing problems and finding solutions. Resilience is a fundamental ability that determines an individual's quality of life. Building resilience optimizes human potential to learn,

adapt, and thrive through stressful challenges, recover from crises, and utilize emotional intelligence, positive thinking, supportive social networks, and healthy coping strategies.

### 7. Stress Management Strategies in Modern Life

Stress management is a fundamental solution to addressing the complexities of modern life, influenced by global economic dynamics, political instability, the climate crisis, and massive digital technology disruption, all contributing to increased stress, necessitating a comprehensive and holistic stress management strategy. The primary goal of stress management is to reduce stress and build adaptive capacity and resilience to facilitate individuals' recovery and growth through stress and crises. Optimal stress management encompasses multiple dimensions, from the individual to the organizational and societal levels. Each dimension is interrelated and contributes to improving the stress situation.

#### A. Individual Strategy

Stress management at the individual level is the foundation for successful interventions at a broader level. Personal strategies that have proven effective include:

- **Self-awareness:**Identifying personal stressors and recognizing physiological and emotional responses to stress is the first step in developing targeted adaptive strategies for managing stress.
- **Emotion Regulation:**Techniques such as deep breathing, muscle relaxation, and mindfulness meditation have been scientifically proven to reduce cortisol levels and increase inner calm (Kabat-Zinn, 1990).
- **Time Management:**Optimal time management through approaches such as the Eisenhower or Pomodoro Matrix contributes to a better life structure and increased productivity, thereby reducing feelings of stress (Covey, 1989).
- **Healthy lifestyle:**Regular sleep patterns, balanced nutrition, and regular physical activity contribute significantly to increasing the body's resistance to stress.
- **Social Support:**As social beings, humans need strong emotional support from family, friends, or community. Social support can create feelings of security and connection, helping individuals feel less alone (Cohen & Wills, 2024).
- **Digital and Psychological Restrictions:**In modern life, digital stressors are common. Many stressors stem from unlimited digital exposure. It's important to set boundaries, such as engaging in a digital detox or establishing a structured offline schedule, to support psychological recovery from excessive digital stress (Sinek, 2023).

This strategy increases an individual's sense of control over their life, strengthens psychological autonomy, and increases the capacity to deal with stress in a healthy and productive way.

#### B. Organizational Strategy

Organizations have a strategic responsibility to create a work environment conducive to mental health. While the work environment can be a major source of stress, it can also be a place of healing and growth if managed wisely. Some strategies for managing stress from an organizational perspective include:

- **Instilling Humanistic Values in Organizational Culture:**Building a culture that explicitly prioritizes employee mental health and work-life balance.
- **Meaningful work design:**Tasks with role clarity, a proportionate workload, adequate autonomy, and constructive feedback can increase work engagement and reduce psychological distress. Meaningful work can minimize stress and increase employees' intrinsic motivation (Karasek & Theorell, 2023).
- **Employee welfare:**Providing access to counseling services, meditation and mindfulness training, stress management sessions, and physical wellness programs has been shown to improve employee mental health and productivity.
- **Empathetic Leadership Training:**Leaders need to be trained to recognize the symptoms of stress in teams, have empathetic communication skills, and apply human-centered leadership (CIPD, 2024).
- **Work flexibility and family-friendly policies:**The implementation of a hybrid work system and leave policies that support a balance between personal and professional life are concrete recognition of basic human needs.

Implementing this strategy has been proven to reduce burnout, increase employee engagement, and strengthen employee loyalty and productivity within the organization.



### C. Social Dimension

Stress has a broad impact on social life, reflecting hidden conflicts between the biopsychosocial structures of humankind. Modern life, with its efficiency and connectivity, often sacrifices the inner dimension, meaningful relationships, and a sense of meaning in life. Therefore, social strategies that need to be developed include:

- Search and Formation of Meaning: Individuals who are able to find meaning in suffering tend to have stronger existential resilience.
- Meaningful Work Culture: Viewing fellow humans as valuable and meaningful individuals.
- Transformation Towards a Healthy Culture: Encouraging a work environment that is respectful, supportive, and oriented towards a holistic life balance.

Managing stress in modern life is a collective responsibility, especially amidst the dynamics and complexity of future challenges. With a comprehensive understanding and the application of appropriate strategies, stress can be used as a learning and self-development tool. Furthermore, stress should be interpreted as a moment of reflection to reorient one's life and re-prioritize values, so that individuals are not trapped in achieving goals but are able to fully present themselves in every life experience with awareness and inner peace. At the organizational level, employee stress levels reflect the prevailing work culture and management structure. Therefore, it is crucial for organizations to develop a more humanistic human resource management system that views individuals as meaningful individuals with complex psychological needs. Effective stress management ultimately requires a holistic and systemic approach, embracing the roles of individuals, organizations, and work cultures in creating healthier, more resilient, and more meaningful individuals, work environments, and communities.

### Closing

Technological advances in the modern era paradoxically increase individual stress levels, even though they are theoretically designed to increase efficiency and convenience. In practice, stress has become an insidious element of everyday life, so that its manifestations—such as chronic fatigue, anxiety, and sleep disturbances—are often internalized as normative consequences of work pressures and social demands. This situation demands the importance of early detection of stress indicators to prevent their transition into more complex chronic disorders. Stress management strategies that focus solely on symptoms are no longer sufficient; an adaptive capacity-building approach focused on psychological resilience is needed. Strengthening resilience includes developing emotional intelligence, internalizing mindfulness practices, setting healthy digital boundaries, and activating constructive social support. This psychological resilience serves as a key mechanism in transforming stress into a catalyst for mental growth and long-term adaptation. Thus, stress management strategies need to be designed holistically and across levels—involving interventions at individuals, organizations, and social communities—in order to create a conducive and mutually supportive ecosystem in facing the increasingly dynamic complexities of modern life.

## REFERENCES

- American Psychological Association (APA). (2014). *The Road to Resilience*.
- American Psychological Association (APA). (2024). *Stress in America™ 2024: The Impact of Economic Uncertainty*.
- Badan Pusat Statistik. (2022). *Indeks Kebahagiaan dan Kesehatan Mental Masyarakat Indonesia*.
- Chartered Institute of Personnel and Development (CIPD). (2024). *Health and Well-being at Work Report*.
- Cohen, S., & Wills, T. A. (2024). *Stress, social support, and the buffering hypothesis*.
- Covey, S. R. (1989). *The 7 Habits of Highly Effective People*. Simon & Schuster.
- Dweck, C. S. (2006). *Mindset: The New Psychology of Success*. Random House.
- Foster, J. A., & McVey Neufeld, K. A. (2013). The Gut-Brain Axis: Dietary and Microbial Interactions. *Neurogastroenterology & Motility*, 25(1), 1-13.
- Gallup. (2023). *State of the Global Workplace Report 2023*.
- Goleman, D. (1995). *Emotional Intelligence*. Bantam Books.
- Grant, B. F., Saha, T. D., Ruan, W. J., Chou, S. P., Compton, W. M., & Pickering, R. P. (2020). Epidemiology of DSM-5 Substance Use Disorders in the United States: Results From the National Epidemiologic Survey on Alcohol and Related Conditions-III. *JAMA Psychiatry*, 77(9), 922-932.

- Hu, T. Y., Zhang, W., & Xu, J. (2020). Mental Health Services for Healthcare Workers During the COVID-19 Pandemic: A Scoping Review. *Journal of Clinical Psychology in Medical Settings*, 27(4), 856-865.
- Kabat-Zinn, J. (1990). *Full Catastrophe Living: Using the Wisdom of Your Body and Mind to Face Stress, Pain, and Illness*. Delta.
- Karasek, R. A., & Theorell, T. (2023). *Healthy Work: Stress, Productivity, and the Reconstruction of Working Life*.
- Kementerian Kesehatan Republik Indonesia. (2022). *Laporan Nasional Kesehatan Mental dan Psikososial Masyarakat Indonesia*.
- Kementerian Kesehatan RI. (2022). *Profil Kesehatan Mental Masyarakat Indonesia*. Jakarta: Pusat Data dan Informasi Kemenkes.
- Kurniawan & Utami, (2022). Validation of Online Fear of Missing Out (ON-FoMO) Scale in Indonesian Version, *Jurnal Neo Konseling*, Volume 4 Number 3 2022
- Leiter, M. P., & Maslach, C. (2016). *Burnout and engagement: A work life handbook*. Routledge.
- Maslach, C., & Leiter, M. P. (2022). *The burnout challenge: Managing people's relationships with their jobs*. Harvard University Press.
- Mangkunegara, Anwar Prabu. (2014). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT Remaja Rosdakarya.
- Muslim, M. (2015). Manajemen Stres Upaya Mengubah Kecemasan menjadi Sukses. *Journal Esensi*, Vol. 18 No. 2.
- Muslim, M. (2020). Manajemen Stres Pada masa pandemic. *Journal Esensi*, 2020.
- Rachmawati, D., & Siregar, Y. (2023). "Stres Psikososial Akibat Tekanan Sosial Digital di Kalangan Profesional Muda." *Jurnal Psikologi Sosial Indonesia*, 19(2), 98–114.
- Riset Kesehatan Dasar Indonesia (Riskesdas, 2022)
- Rivai, Veithzal dan Sagala, Ella Jauvani. (2014). *Manajemen Sumber Daya Manusia untuk Perusahaan: Dari Teori ke Praktik*. Depok: Rajawali Pers.
- Robbins, S. P., & Judge, T. A. (2018). *Organizational behavior* (18th ed.). Pearson Education.
- Sedarmayanti. (2019). *Manajemen Sumber Daya Manusia, Reformasi Birokrasi dan Manajemen Pegawai Negeri Sipil*. Bandung: PT Refika Aditama.
- Sinek, S. (2023). *The Infinite Game*.
- SMERU Research Institute. (2022). *Tantangan dan Perlindungan Sosial Pekerja Gig Economy di Indonesia*.
- Steel, P. (2007). The Nature of Procrastination: A Meta-Analytic and Theoretical Review of Motivational and Cognitive Components. *Psychological Bulletin*, 133(1), 65–94.
- Taleb, N. N. (2012). *Antifragile: Things That Gain from Disorder*. Random House.
- Tedeschi, R. G., & Calhoun, L. G. (2004). "Posttraumatic Growth: Conceptual Foundations and Empirical Evidence." *Psychological Inquiry*, 15(1), 1-18.
- WHO. (2023). *Kesehatan Mental dalam Masyarakat Perkotaan Global*. Jakarta: Terjemahan Resmi Kemenkes RI.
- Wibowo. (2016). *Manajemen Kinerja*. Jakarta: Rajawali Pers.