

Work Stress in Islam

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Abstract: Stress is a negative reaction that may occur in an individual due to the burden due to a large number of demands, constraints or opportunities, this study uses literature data and documentation or literal studies. Literature data that in some cases will be combined with existing reference sources. Work stress is a root or work stressor that results in individual reactions such as physiological, psychological, and behavioral. In conclusion from work stress in Islam, stress is a form of a dirty heart because of sins committed by man himself. The way to manage is to draw closer to Allah Almighty. namely by reading the Qur'an, thinking and praying in accordance with the sunnah taught by the Prophet Muhammad SAW.

Keywords: *Stress, work, Islam*

1 INTRODUCTION

In daily life, of course, we are not separated from a job, either the lightest work or heavy work that drains physically and psychically, and in a job there is something that is in accordance with the plan we have prepared or even not according to what we prepared so that feelings of unsatisfiance arise, such as worry, sadness and confusion. This condition can cause psychic disorders, in the field of psychology it is known as a stressful condition, if it is too severe the condition faced can make this condition worse. Stress gives a lot of good and brings bad if the symptoms are left excessively and without control (Ma'arof & Haslinda, 2004).

Excess stress can affect an individual's ability to deal with the surrounding environment. Stress is a negative reaction that may occur in an individual due to the burden of demands, constraints or opportunities that are very much (Stephen & Merry, 2010). Stress is a person's response to situations and events that are considered threatening to him (Santrock, 2017). Situations like this will be difficult to handle by someone who has stress, usually it will take a long time and even fail to overcome it, so they will have difficulty in working and doing activities. Stress in Islam is a trial given by Allah Almighty. based in surah Al-Baqarah verse 155 which "and truly we will give you trials, with a little fear, hunger, lack of treasure, soul and fruits and give glad tidings to those who are patient". At the heart of the discussion of the verse God gives people hunger, fear, lack of wealth and others. In accordance with the verse, that the trials that come will become pressures and burdens in a person so that there is stress that can interfere in carrying out a job. Therefore, the reason why the author raised this theme is to understand what stress is, the characteristics of stress, stress-provoking factors and how to manage work stress according to Islam.

2 MATERIALS AND METHODS

This study is in the form of a literature study or literature data that aims to reveal theories that are relevant to the discussion being studied. The technique carried out is in the form of collecting a number of data formulated

in the form of writings, notes, documents, and based on understanding, reading, and reviewing the sources of books. Literature data or literature studies in some existing cases will be combined with existing reference sources.

3 RESULTS AND DISCUSSIONS

Understanding Stress

Stress is an unable part of human life. The word stress comes from the *Latin Stringere* which means pressure (Wangsa, 2009). Stress in the Dictionary of Psychology is an undesirable reaction that arises due to the high demands given by the environment to a person (Chaplin, 2006). Stress is a person's reaction to changes that occur in the environment that require self-adjustment. Stress is about a crisis that affects a person's emotions, thought processes, and conditions or situations (Handoko, 2001).

Work stress is a root or work stressor that results in individual reactions such as physiological, psychological, and behavioral. The potential of the work situation or environment as a work stressor. Work stressors are all work matters that are perceived by employees as conditions that can cause work stress (Waluyo, 2009). Work stress is the feeling that employees are forced to feel when facing a job (Mangkunegara, 2013). It arises from a correlation of man to his work and is devoted by man such as modifications to humans that require them to carry out deviations from their normal habits or functions.

The term "Stressor" denotes a condition or event that is valued as hostility in that it gives rise to a stress response that overloads the physiological or psychological resources of a person that may provoke an individual (Anisman & Merali, 1999). It is based on the opinions of some of the figures above that the definition of work stress is about a relationship between work and humans in the form of a crisis condition that produces a contradiction between the psychic and the physical and then affects a person's emotions, thought processes, and conditions or situations (Asih, Widhiastuti, & Dewi, 2018).

Stress Symptoms

Some of the stress symptoms mentioned by CIPD (2008) state that people who experience stress tend to increase the consumption of alcohol and cigarettes. Symptoms of stress can be represented in terms of emotional, behavioral, and cognitive perspectives, including (Nekzada & Selamat, 2013).

From an emotional point of view:

- Restless
- Depression or fatigue
- Grumpy or frustrated
- Apathy or saturation

In terms of behavior:

- Having an accident or making a mistake
- Have problems eating or sleeping
- Taking drugs
- There are problems with his social behavior

In terms of cognition:

- Weakening of concentration and memory
- Weakening of the ability to decide things
- Lack of creativity and problem solving
- Excessive criticism
- Increased absences in work and schedule changes

In terms of physique:

- Sweating, dizziness, nausea and shortness of breath
- Aches and pains
- Frequent infections
- Asthma, skin and heart problems

Therefore, this section in identifying stress symptoms should be the first step in understanding whether an employee is experiencing stress at work or not. That way one can understand more about the causes and symptoms about stress management mechanisms appropriately.

Stress-Provoking Factors

Stressors are a stress-causing factor. Stressors between individuals have their own variations. Individuals who have the same stressors as other individuals do not necessarily have the same stress influence, so in the way of handling stress that everyone has is different (Wallace, 2007). The same stressor can be perceived differently, i.e. as a threatening event or a harmless event. The assessment of this has a strong influence on the response that will arise from a person's thinking (Waluyo, 2009). Relationships established between individuals and the environment can cause work stress. Stress arises because of an individual's answer in the form of emotions, physiologists, and thoughts to a situation, situation or an event that determines a person for his work (Wijono, 2015).

Conditions that often trigger stress for employees, namely: excessive workload, the presence of time pressure, poor quality of supervision, unsafe political climate, inadequate work implementation feedback, insufficient authority in carrying out responsibilities, *role ambiguity*, frustration, conflicts, differences in company and employee values, as well as the existence of various forms of changes that occur. Work stress can also be caused by problems that occur outside the company "off the job". Possibilities that can occur include: financial strength, child problems, physical or health problems, household problems, change of place of residence, personal problems (Handoko, 2001).

Factors that may be able to trigger stress at work are categorized into five namely intrinsic factors in work, role in organization, career development, relationships in work as well as structure and organization. First, the intrinsic factors in work are physical and task. Physical disturbances and the number of tasks that are done can be a burden in doing a job so that it has the potential to trigger stress. Secondly, the role of the individual in the organization which means that each employee has tasks that must be performed in accordance with applicable regulations. Third, career development is a stress generator due to job uncertainty. Fourth, relationships in work are not good judging by low self-confidence and interest in problem solving. Fifth, less participation in structural and organizational decision-making (Munandar, 2001).

Stress According To Islamic Views

After Christianity, Islam is the second religion that has the most adherents in the world. Islam is not only a religion but also a culture. Islam is a complete code for human beings to be even better, happier and more successful in the afterlife. Islam is related in every aspect of life. In Arabic 'Islam' which means 'inhibition'. The Islamic guideline is the Qur'an, a book handed down to the prophet Muhammad SAW through the angel Gabriel of Allah Almighty. and hadith is a word and behavior that is recited to the Prophet Muhammad SAW.

In the conditions of science in the development of the times of Islamic civilization, Muslim figures were born in various fields. In the field of Psychology such as Al-Farabi who wrote *the Treatise fi al-'aql*, Ibn Maskawaih who compiled *the book Tahdhib al-Akhlak*, Ibn Sina with *the work of al-Shifa'*, Al-Mawardi and al-Ghazali with his work *Ihya' Ulum al-Din*. In addition there is also Ibn al-Jawzi with his book *al-Tib al-Ridhni* and Ibn al-Qayyim with *al-Tib al-Nabawi*. Muslim scholarly studies are more about or talking about the soul, mentality, human behavior and the relationship of the concept of tazkiyyah al-nafs to draw closer to Allah (Sham et al., 2015).

Therefore, from an Islamic perspective, stress is meant pressure and is commonplace in human life who are always faced with various kinds of tests and trials. Only patience and devotion will determine the stage of

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acceptance of a person in the test he faces as in the Qur'an Surah Al-Baqarah verse 155 and verse 214, then it is from this test and distress that ends up manifesting stress or pressure on those whose souls are weak.

In Islam, stress is associated with the state of a dirty heart in man because of the sinful deeds he committed to Allah (Dora, Kadir, & Arif, 2006). People who have a good adaptive response can prevent the occurrence of stress that can endanger their lives, can adjust in any environment and the activeness of the elements of the psyche in each person is the main condition for stress management (Selye, 1952).

In the world of modern technology, stress is a common term such as smartphone, internet, laptop, wi-fi and others. Stress can be defined as the individual response of any change in its environment. Stress is something that makes us tense, both emotionally, physically, and spiritually. The techniques or methods used to deal with stressors in everyday life can be referred to as stress management techniques. There are so many stress managements that we can apply individually or with the help of experts and also manage stress in the effectiveness of Islamic psychology. Islam provides individuals with codes of conduct, ethics, values, oral that help them in the tolerance and development of adaptive strategies to deal with stressful life events. Some of the techniques of managing stress will be discussed based on the Qur'an and Hadith (Thaqib, 2021).

1. Remembering Allah Almighty and reading the Qur'an

Islam advocates always remembering Allah and reading the Qur'an to deal with stressful situations in everyday life. *"And the infidels said, 'Why not pass down to him (Muhammad) the sign (miracle) of his Lord?'" Say (Muhammad), "Verily Allah leads astrays who He wills and instructs those who repent to Him,". "(i.e.) people of faith and their hearts become at peace by remembering God. Remember, only by remembering God will the heart be at peace."* (Q.S Ar-Ra'd 13:27-28).

He trusts all that is good for you, he has faith in God, trusts believers, and becomes a mercy to those who have faith among you."

2. Prayer

Prayer is the second pillar of religion in Islam, there are many studies that show that prayer has the ability to manage stress. Prayer is the best medicine to cure stress. (footnote) Prayer is also a conversation between the creator and his creation. *".. He trusts all that is good for you, he has faith in Allah Almighty, trusts believers, and becomes a mercy to those who have faith among you."* (Q.S At-Taubah 9:61).

3. Dhikr

The practice of dhikr is familiar to Muslims. Since the time of the Prophet Muhammad SAW. until now dhikr is still practiced by Muslims who want to purify their hearts, calm the soul, and draw closer to Allah Almighty. Dhikr is read to the heart and re-read both singly and in groups. There are many benefits that can be obtained from dhikr, in addition to getting great rewards from Allah SWT, it also provides functional benefits in the form of peace of mind and soul (Bunyamin, 2021).

4. Exercise

Exercise is one of the best methods to manage stress. Physical activity can reduce stress by releasing endorphin hormones which are also called 'happiness hormones'. Exercise keeps individuals healthy both physically and mentally. Islam is a religion that states that the importance of sports. *"Rasulullah SAW. competed with me and I won. Then I stopped, so that when my body became a little fat, the Messenger of Allah SAW, competed again with me and he won."* (HR. Ahmad and Abu Daud).

There is also a sport that the Prophet Muhammad saw. *"Everything that does not contain dzikrullah is a vain deed, a joke and a game. Except for four things, namely, husband and wife, practicing horses, practicing archery, and swimming."* (HR. An-nasa'i).

4. CONCLUSIONS

Stress is an unable part of human life. The word stress comes from the *Latin* namely *Stringere* which means stress Stress in the Dictionary of Psychology is an undesirable reaction that arises because of the high

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demands given by the environment to a person Work stress is a feeling forced by employees when facing a job (Mangkunegara, 2013). It arises from a correlation of man to his work and is specialized by man as a modification to humans that requires them to carry out deviations from their normal habits or functions. Symptoms of stress can be seen in terms of cognitive, emotional, behavioral effectiveness. In terms of cognitive effectiveness, namely in the form of weakening of concentration and memory, from an emotional point of view, namely *gelisah*, anger and saturation arise, in terms of behavior in the form of disorders in eating and sleep, from a physical point of view, you will often experience dizziness and aches and pains. Conditions that often trigger stressed employees are excessive workload, pressure, poor quality of supervision. In Islam stress is often associated with a dirty heart because of the sinful deeds committed by man to Allah Almighty. in Islam stress is commonplace in human life, which is always faced with various kinds of trials and trials. Trials and hardships are a form of stress or pressure for those who have a weak soul. In Islam there are several techniques in managing stress based on the Qur'an and Hadith. that is, such as remembering Allah and reciting the Qur'an, Prayer, Dhikr and Sports.

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