

Cognitive Behavior Therapy Group Counseling for Reducing Work Stress

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The purpose of this quasi-experimental study was to determine the effectiveness of Cognitive Behavioral Therapy Group Counseling in reducing employees' work stress. Subjects for this study were 48 employees of Bank Mandiri Wilayah X, Makassar, Indonesia, selected by purposive sampling technique. The subjects were divided into three groups: weekly experimental group (E1), marathon experimental group (E2) and control group (K). Work stress scale adopted from Cooper's Occupational Stress Indicator was used to measure stress. The data was analysed by t-test and ANCOVA. The results showed that both the weekly and the marathon groups counseling were effective in reducing work stress among the bank employees.

Keywords: work stress, group counseling, cognitive behavior therapy.

Studi kuasi-eksperimental ini bertujuan menentukan keefektifan Konseling Kelompok dengan Terapi Perilaku Kognitif dalam mengurangi stres kerja karyawan. Para subjek studi ini adalah 48 karyawan Bank Mandiri Wilayah X, Makassar, Indonesia, diseleksi melalui teknik sampling bertujuan. Para subjek dibagi ke dalam tiga kelompok: kelompok eksperimen mingguan (E1), kelompok eksperimen maraton (E2), dan kelompok kontrol (K). Skala stres kerja yang diadopsi dari Cooper's Occupational Stress Indicator digunakan untuk mengukur stres. Data dianalisis dengan uji-t dan ANCOVA. Hasilnya menunjukkan bahwa kedua kelompok konseling, yang mingguan dan yang maraton efektif dalam mengurangi stres kerja di antara karyawan bank.

Kata kunci: stres kerja, konseling kelompok, terapi perilaku kognitif

Nowadays more experts in various disciplines are interested to study the phenomenon of work stress. There are at least three reasons for this increase in interest. Firstly, work stress is a natural phenomenon that is not easy to avoid because almost every work situation can cause stress (Beehr & Newman, 1978, Davis & Newstrom, 1989; Jonge & Dormann, 2006). Secondly, compared with social environment and family environment factors, work environment give greater leverage to the pressures of life experienced by individuals

(Cooper & Torrington, 1979; Fletcher, 1988; Muchinsky, 2006). Miller, Campbell, and Morrison (2000) believe that work stress have a negative impact on the family lives of the individuals. Third, and most importantly, facts have shown the negative impact of work stress on individuals and organizations. Stress is one factor that upsets an individual's psychological and physiological balance (Lazarus & Folkam, 1984; Robbins 1998; Muchinsky, 2006).

The effect of stress may be seen in the form of behavior, such as loss of appetite, over eating, insomnia, heavy smoking and increase dependent on alcohol and drug abuse. Stress causes inability to relax, inability to cooperate, and inability to resolve problems (Davis & Newstrom, 1989).

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