



Ability Coping and Emotion Regulation as a Work Stress Predictor: Systematic Review

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ABSTRACT

Work stress itself is a condition of tension that affects a person's thought processes, emotions, and conditions, in other words, stress is the result of the interrelationship between individual sensitivity, external circumstances, and stressors. Coping and emotion regulation imply a person's ability to respond to stressful demands and emotional experiences in socially acceptable and adaptive ways. This systematic review aims to analyze 5 journals with details of 1 Indonesian journal indexed by Sinta 2 and 4 international journals. The results of the systematic review show that emotion regulation is a predictor of job stress. The higher a person's level of emotion regulation, the easier it is for that person to reduce work stress levels. Therefore, the emotion regulation variable is a predictor of job stress.

Keywords: *emotion regulation, work stress, early adulthood*

Introduction

The skills needed to cope with stressful events and chronic adversity and to regulate emotions, including emotions that arise in response to stress, are fundamental and pervasive aspects of development that emerge during childhood, adolescence, and early adulthood (Compass B. E., 2014). The stress vulnerability model of psychopathology proposes that vulnerable individuals show heightened sensitivity to acute stressors reflected in stronger affective, endocrine, and autonomic responses, which may be accompanied by "symptomatic" responses (Krkovic, 2018). The development of coping skills and emotion regulation reflects the coordination and interaction of social, cognitive, affective, and brain developmental processes during this developmental period. Moreover, coping skills and emotion regulation play a central role in transdiagnostic preventive intervention models and psychological treatments for a range of psychological problems and disorders (Compass B. E., 2013) with emotion-focused coping strategies aiming to reduce the perceived impact of stressors if the stressor cannot be changed or avoided, or if the individual perceives the stressor as particularly threatening. Several issues are critical to advancing our understanding of the intersection between coping and emotion regulation processes. First, a comparison of definitions and conceptualizations of coping and emotion regulation is essential to determine similar or different research contributions to these processes. Second, a comparison of the methods and measures used to study these processes can lead to greater integration of research and identification of ways in which findings from these two areas of research can complement and extend each other. And third, the integration of research on interventions involving the teaching of coping skills and emotion regulation designed to prevent or treat psychological disorders could lead to more robust, better targeted and more comprehensive interventions. We now address each of these issues (Compass B. E., 2014).

Workplace stress is a problem that occurs among workers in various professions. Sources of stress can be the nature of the job itself, the workplace organization, and working conditions. An individual's assessment of objective circumstances or events greatly influences the stress response in individuals. An individual's reaction to stress is the result of the interplay between individual sensitivity, external circumstances, and stressors. Individual sensitivity is determined by personality, age, and lifestyle. External circumstances include the environment, family, friends, and work environment (Cooper, 2020). The theory explains about cognitive appraisal where individuals determine an event as a threat, and coping which is an individual response to perceived threats. One of the coping functions is controlling or changing the problem, which is more likely to be chosen if the person estimates that the threatening environmental conditions can be changed. Otherwise, other coping functions are more likely to be chosen, such as regulating emotional reactions (Lazarus, 1984; Kadovi'c, 2023). Emotion regulation is defined as a set of processes through which a person attempts to influence what emotions they will experience and express, at what times and in what ways (Masumoto, 2015). Emotion regulation allows a person to adapt their own emotional expression to the demands of the environment, as well as protect, contain, and redirect unpleasant emotions to avoid interference with personal functioning (Pacaric, 2018). Although the concept of emotion regulation is interpreted in different ways, it can be said that it encompasses the ability to respond to stressful demands and emotional experiences in socially acceptable, adaptive, and flexible ways (Pacaric, 2018). Emotion regulation includes the management of negative emotions and emotional reactions, analysis of the reasons that cause emotions, choice of reactions, as well as the ability to delay immediate gratification. Therefore, emotion regulation determines one's external behavior and internal well-being (Pacaric, 2018).

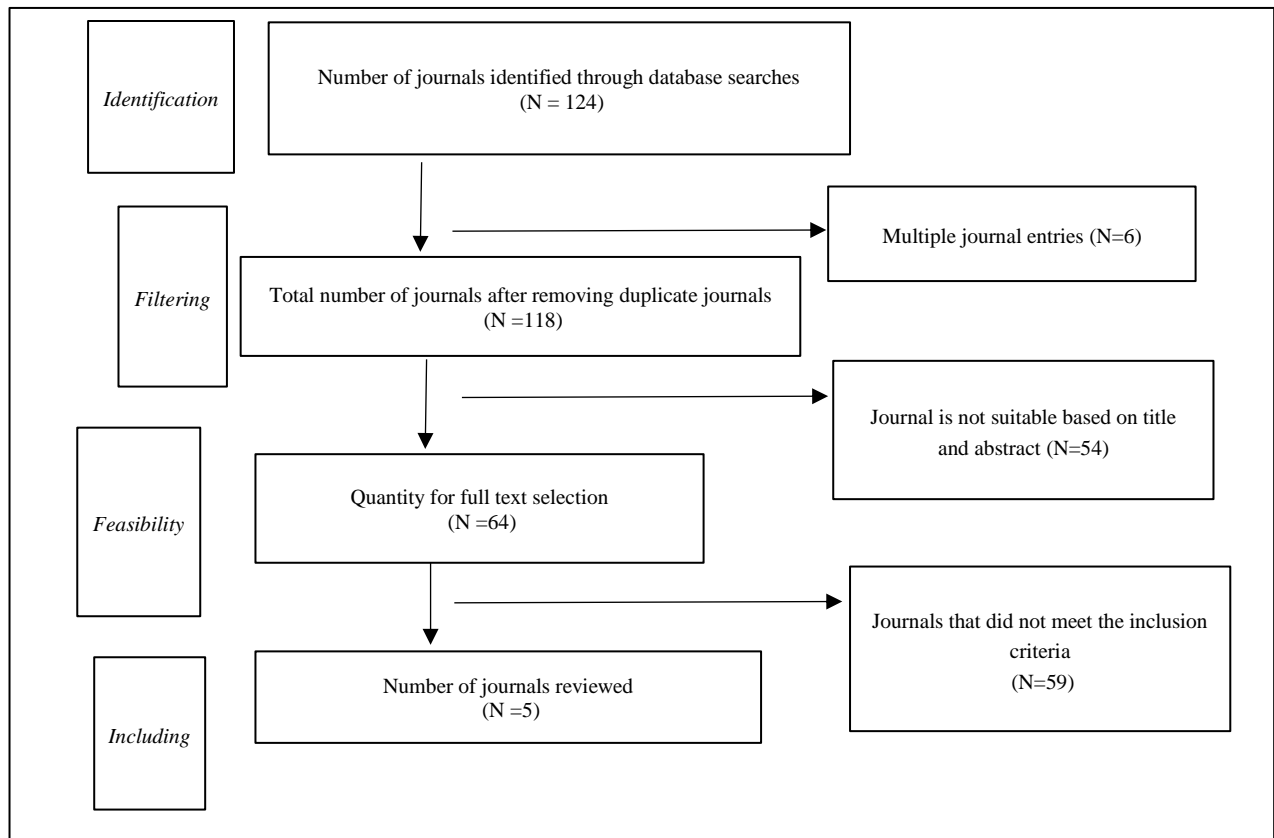
Methods

The stages in conducting a systematic review include; planning a review (determining research questions), namely Coping and emotional regulation as predictors of work stress, the next stage is to search for journals through academic databases such as publish or perish, google scholar, garuda, and others using keywords or keywords "Predictors or influences on work stress". The next stage is to select journals based on predetermined inclusion and exclusion criteria, including; journals published in the range of 2012-2022 with Indonesian (indexed sinta 2) and English (International Journal), objects discussed Work Stress and experimental research types. In the last stage, writing the results of the review based on the journals that have been selected. At the journal selection stage, the author uses Rayyan by starting to select based on duplication (journals with the same title). After filtering and ensuring that there were no similar journal titles, the author conducted a second journal selection stage, namely based on the title and abstract and then analyzed based on the full version of the journal. After going through the selection stage of 100 journals, 12 journals were obtained that discussed coping and emotion regulation as predictors of stress. The author determines the limitations in this review, namely; (1) the journal discusses coping and emotion regulation as predictors of work stress (2) the object is work stress (3) experimental research type, (4) English and Indonesian language journals (indexed sinta 2), (5) research conducted in the last 10 years 2012-2022. Journals that were not included in the criteria were: (1) journals that discuss job stress but the predictors are other than coping and emotion regulation, (2) articles with the type of reports, books, and research whose methods are not clearly described.

All tables must be numbered with Arabic numerals. Each table must have a title. The title should be placed above the table, flush left. Only horizontal lines should be used in tables, to distinguish column headings from the body of the table, and immediately above and below the table. Tables should be embedded into the text and not given separately. Below is an example that authors may find useful.

Table 1 - PRISMA Chart for Journal Selection Flow

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Discussion

A person's reaction to stress is the result of the interplay between individual sensitivity, external circumstances and stressors. Individual sensitivity is determined by personality, age, and lifestyle. External circumstances include the environment, family, friends, and work environment. (Cooper, 2020). Work stressors including workplace organization, career development, individual roles, work tasks, work environment, working conditions, and shift work are among the most important in the work stress group. Most of them cannot be changed by a person, but one must learn to manage emotional reactions well. Long-term exposure to stress can lead to a disorder known as burnout syndrome. This syndrome is characterized by psychological, physical and/or psychophysical exhaustion. Therefore, stressors related to the scope and uncertainty of work and feelings of inadequate compensation are prevalent in the healthcare system. Interestingly, stressors related to mutual communication within the team were rated relatively low (Bolliger, 2022).

Several factors affect stress in the work environment that cause the most frequent and intense organizational and financial stress in medical staff, such as unplanned 24-hour shifts, staff shortages, lack of time to complete tasks, working during breaks, too much paperwork, overtime, and shift work (Arapovic, 2016). The results also showed that assimilation of stressful events was a significant predictor of increased stressful experiences in the domain of Work Organization and Financial Issues, the domain of Public Criticism, and the domain of Workplace Conflict and Communication, Some researchers argue that the greater the number of daily problems, the greater the number of psychological symptoms experienced (Jurišić, 2019).

How to cope with stressful situations from a level of awareness of personal feelings as a measure of emotional accomplishment. the feelings individuals experience are interconnected and dependent on circumstances. Expressions of anger may result in personal satisfaction or feelings of guilt, depending on the situation. Some individuals can control their emotions when angry and perform tasks without problems. However, these tasks are often performed routinely (Pacarić, 2018), describing the concept of anger as a driving force that can change the state of emotional blockage and ultimately result in satisfaction. (Kim, 2019).

coping and emotion regulation, current conceptualizations suggest that they are not synonymous. That is, coping and emotion regulation are closely related but are distinct constructs. However, the relationship between these two constructs is complex. On the one hand, emotion regulation is a broader construct than coping as it encompasses ongoing emotional events, whereas coping is a subset of emotion regulation enacted in response to stressful events or circumstances. On the other hand, coping includes broader regulatory efforts than emotion regulation in the context of stressful encounters, and emotion regulation is part of the response to stress. Thus, coping is broader and more specific in its focus than emotion regulation. (Kompas B. E., 2014). One of the functions of coping is controlling or changing the problem, which is more likely to be chosen if the person estimates that the threatening environmental conditions can be changed. Otherwise, other coping functions are more likely to be chosen, such as regulating emotional reactions. Workplace organization, career development, individual roles, work tasks, work environment, working conditions, and shift work are among the most important (Arapovic, 2016).

Table 2. List of analyzed tables

No.	Author	Object	Destination	Results
1.	Katarina Krkovic, Annika Clamor, and Tania M. Lincoln	Stress	Knowing Emotion regulation as a predictor of stress response and recovery	The ability to regulate emotions is likely to influence how individuals respond to and recover from acute stress.
2.	George A. Bonanno and Charles L. Burton	Stress	People respond to stressful events in different ways.	Coping and Emotion Regulation are applied dynamically depending on the event and the regulatory strategy.
3	Bruce E. Compas, Sarah S. Jaser, Jennifer P. Dunbar, Kelly H. Watson, Alexandra H. Bettis, Meredith A. Gruhn, and Ellen K. Williams	Stress	Coping with stress and emotional regulation reflect fundamental aspects of development	Coping and emotion regulation are distinct parts of therapy that are closely related to all aspects of development.
4.	Marija Kadovic, Štefica Mikšić and Robert Lovric	Stress	Examining the contribution of emotion regulation and emotion control ability in the prediction of workplace stress in healthcare professionals.	the need to build effective and organized support aimed at objectifying stress and strengthening emotional intelligence and empathy in healthcare professionals
5.	Siti Muthia Dinni, Difa Ardiyanti	Postpartum Depression	This study aims to identify whether emotion regulation, maternal self-confidence, and marital satisfaction can be significant predictors of PPD.	The results showed that only maternal self-confidence and emotion regulation proved significant in predicting PPD simultaneously.

Table 2. shows that coping and emotion regulation when applied dynamically can influence individuals to recover from stress, need to build support to objectify stress and strengthen emotions and empathy towards individuals.

Coping and emotion regulation include efforts that are controlled and purposeful. This is reflected in the early work of Lazarus and Folkman (1984), who viewed coping as a purposeful response directed at resolving stressful relationships between the self and the environment. This response is represented in a goal-directed process in which individuals direct thoughts and behaviors toward the goal of resolving sources of stress and managing emotional reactions to stress (Kompas B. E., 2014).

Coping includes the regulation of emotions under stress. As emotion regulation is conceptualized as an ongoing process that occurs in both stressful and non-stressful states (Gross, 2013), coping can be understood as a special case of emotion regulation under stress (e.g., Eisenberg, 2010). Skinner and Zimmer-Gembeck note that "all emotion regulation strategies can be thought of as ways of coping with stress". Therefore, the intersection of coping and emotion regulation involves attempts to regulate emotions in response to stressful events and circumstances' (Kompas B. E., 2014).

The development of interventions to improve coping skills and emotion regulation is one of the most important applications of this construct. All of these interventions have been included in the general group of cognitive-behavioral interventions, have been designed for children, adolescents, and adults, and have focused on the prevention and treatment of psychological problems (e.g., Compas B. E., 2013, Mennin, 2013). Given the considerable overlap in terms of definitions, conceptualizations, and measures of coping and emotion regulation, it is not surprising that coping and emotion regulation interventions have much in common.

Interventions to improve emotion regulation skills Mennin and colleagues describe the development of emotion regulation therapy for generalized anxiety disorder in adults (Fresco, Mennin, 2013) based on cognitive regulation skills training and exposure to experiences to promote contextualized learning. The three main emotion regulation skills taught are acceptance and looseness, cognitive distancing (decentering), and cognitive change (reframing) (Fresco, 2013). Acceptance is taught through in-session exercises designed to increase the client's awareness of emotional, tactile, and cognitive sensations. Cognitive distancing or centering is taught through perspective taking, which allows the client to intentionally respond 'against' instead of reactively responding without thinking (Fresco, 2013).

Cover

From the explanation of the article above, we can understand that coping and emotion regulation when applied dynamically can affect individuals to recover from stress, need to build support to objectify stress and strengthen emotions and empathy towards individuals, coping as a deliberate response directed at resolving stressful relationships between self and environment, and improving emotion regulation abilities with acceptance and leniency, cognitive distance (decentering) and cognitive change (reframing) Individual approaches significantly contribute to job satisfaction, and minimize work-related stress.

Advice

To improve coping and regulation, individuals are expected to better manage rest time, Interventions target cognition as one of several domains of emotion regulation, and cognitive skills include conjuring up multiple images to counter dysphoric emotions, helping "self talk" or changing the way individuals think.

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