



LITERATURE REVIEW: THE INFLUENCE OF SELF-MANAGEMENT AND STRESS MANAGEMENT IN IMPROVING EMPLOYEE PERFORMANCE IN COMPANIES

Eka Mayasari¹ Faidatul Hasanah² Dwi Suhartini³
Universitas Pembangunan Nasional Veteran Jawa Timur^{1,2,3}
eka.maia26@gmail.com¹ faidatulhasanah25@gmail.com²
dwisuhartini.ak@upnjatim.ac.id³

ABSTRACT

This research aims to explore and reveal the importance of the influence of self-management and stress management in improving employee performance in companies or agencies. The research method uses a literature review approach, by collecting 15 journal articles from 2017-2023 from Google Scholar. The results of this research reveal the positive impact of self-management in achieving work goals, conflict management, and improving employee quality of life. Apart from that, the concept of stress management is an important key in living a balanced and healthy life in a world full of challenges. Stress is a natural response to pressure and demands routine life, but if not managed carefully, it can have detrimental impacts on a person's physical and mental well-being as well as an important basis for improving the work environment and employee welfare, which can increase productivity and performance. The research contribution can explain that the more stress management increases, the impact it will have on increasing employee performance. For this reason, there needs to be a balance between soft skills and hard skills. This research has limitations, namely the small number of journals reviewed due to the limited number of relevant topics.

Keywords: Self Management, Stress Management, Employee Performance.

I. INTRODUCTION

In the midst of increasingly fierce and changing business competition, organizations are faced with the demand to have employees who are capable of high performance and adapting to rapid changes. Stress management is important because high work pressure can disrupt employee productivity and well-being. In an effort to improve employee performance, companies and agencies must prioritize two key factors which are the focus of this research, namely self-management and stress management. Self-management is an individual's ability to organize themselves, manage time, and achieve predetermined targets. On the other hand, stress management is an individual's ability to deal with pressure and stress that arises in a job. Apart from that, organizations also need to balance employees' soft skills and hard skills. Soft skills such as communication, leadership, and collaboration play an important role in improving relationships between employees and overcoming complex situations in the workplace. Hard skills are the information and technical abilities required for work, giving the premise for employees to competently carry out their duties. Developing both soft skills and hard skills is an critical strategy to support self-management, stress management, and ultimately improve employee performance. Organizations that understand this relationship and invest in developing employee

skills will have more productive and effective teams.

In his efforts to achieve time efficiency in accordance with his goals, a person can be influenced by his self- management abilities. Self-management is an individual's initiative to plan, focus, and evaluate their activities. There are psychological factors that guide individuals in making decisions, determining choices, and developing effective methods to achieve goals. Self-management covers various aspects, including self -monitoring, giving positive self - reward, making a contract or agreement with yourself (self-contracting), and controlling stimuli (stimulus control). The basic concept of self-management is that every individual behavior is the result of a learning process or experience in responding to various stimuli from the surrounding environment. Overall, human behavior can be interpreted as the result of learning in response to various stimuli from the environment. (Elvina, 2019)(Dhanpat et al., 2021)(TESSA, 2022).

Based on previous research, according to research by Rayi (2018), Novriski (2022), Pradnyani (2023), Prajuna (2017) and Imam (2019) explained that work stress has a positive and significant impact on employee performance simultaneously. An increase in work stress levels causes a decrease in work performance, while employee performance will increase along with increased self-management abilities. Wisdom research (2023) explains that soft skills and hard skills are one of the factors that have a positive influence on employee performance.

Based on the explanation that has been put forward, the author is interested in reviewing several literatures on the influence of self-management and stress management in improving employee performance in companies or agencies.

A. SELF MANAGEMENT

According to research by Tully (2022), Sahrah (2022), Budi (2020), Dewi (2020) and Tessa (2022) explain Self Management the good one is (1) Being able to manage emotions well, resist selfish impulses, and manage dishonesty and the desire to always achieve one's own victory is part of optimal self-management abilities. (2) Skills in living life with honesty, sincerity and reliability in various situations are the core of good self-management. The main principle is to uphold moral agreements, where there is no attempt to hide information that harms or disappoints colleagues. (3) Being able to adapt to environmental changes without compromising core principles is one important aspect of effective self-management. (4) The ability to innovate, keep up with current developments, and meet professional demands needs to be balanced with operations that are always within the applicable legal framework. (5) Carefulness in decision making and selection, as well as efforts to avoid actions that are futile or do not provide benefits, shows a focus on the main goal, namely making a positive contribution to many parties. (6) Loyalty to the established vision and mission proves that it is not easy to be influenced by negative aspects or turbulent feelings. This loyalty is rooted in a strong vision and purpose in every decision taken. (7) High resilience and perseverance in facing tests and obstacles reflects commitment to achieving desired goals in effective self-management.

According to Sa'diyah (2017:69), " Self management is a process in which individuals control their behavior independently." Kholijah, et al (2019:12) " Self management is an effort to regulate unwanted behavior while increasing positive

behavior and in accordance with correct values.". According to Ardini (2017), Self management is a person's ability to use their potential to control various aspects of themselves, involving physical, emotional, mental and spiritual dimensions, aiming to maintain control over themselves.(Muyassaroh et al., 2020)

B. STRESS MANAGEMENT

Stress is a very personal adaptive response, so what is considered stressful for one individual may not necessarily have the same reaction for another person. (Jenita DT Donsu, 2017). According to Fonkeng (2018), stress is excessive demands that affect a person's physical and psychological well-being. Stress management is a process that involves individual or group efforts to recognize, overcome, and reduce the impact of stress in their lives. Stress management involves skills in using human resources efficiently to overcome mental and emotional disturbances or chaos that arise in response to a situation. The focus of stress management is to improve the quality of life of individuals to reach a better level. (Imam et al., 2019)

C. EMPLOYEE PERFORMANCE

Employee performance is a measure of the extent to which an individual succeeds in achieving the goals and tasks that have been set in their work environment. According to Sedarmayanti as quoted by Burhannudin and colleagues (2019: 192), employee performance can be explained as the achievement of individuals or groups within an organization in completing duties and responsibilities, with the aim of achieving the organization's aspirations legally, in accordance with the law, and with moral and ethical principles.

According to Kasmir (2019: 182), performance can be interpreted as the results of work and actions that are successfully achieved by fulfilling the tasks and responsibilities given within a certain time period. Afandi's view (2021:83–84) states that performance is the willingness of a person or group of people to carry out or improve activities in accordance with their responsibilities, by achieving the expected results.(Pradnyani et al., 2023)(Widjadja et al., 2018)

Nurjaya (2021) defines performance as the level of achievement of results from carrying out certain tasks. Company performance, according to him, includes achieving results in order to achieve company goals. According to Putri (2020), performance can be explained as the results of individual or group work functions in an organization within a certain time period, reflecting the extent to which the individual or group fulfills job requirements to achieve organizational goals.

II. RESEARCH METHOD

The research method in this article utilizes a literature review approach, Snyder (2019: 333) states that literature reviews are this research method aims to collect and summarize the essence of previous studies, while analyzing the views of several experts described in the text. The author carried out the stages of the literature review according to Snyder's (2019: 336-337) guidelines, namely (1) designing the review, (2) conducting the review, (3) analyzing and (4) writing the review. The first stage is designing the review, the researcher makes a plan by collecting article material and other literature which will later be reviewed. The two researchers reviewed and

observed each piece of literature that would be used, with the aim of reviewing the results according to the topic of the article. The three researchers analyzed the results of a review of several literature using article writing guidelines. In the fourth stage, the researcher wrote a review of the results of the review article. The author uses secondary data as a type of data related to this research. Data collection techniques by collecting articles and journals in collecting data are not obtained directly from respondents. The search for journals relevant to the topic of 15 journals was limited from 2017 to 2023. Several articles that researchers took for discussion topics were obtained from Google Scholar with the keywords " Self Management, Stress Management, Employee Performance).

III. Research & discussion results

Discussion And Analysis

In this section, researchers carried out an exploration of scientific literature in 15 journals article to analyze the impact of influences self management, stress management and performance employees.

Table Identity Journal

Journal	Identity Journal	
1	Title	Self Management in Facing Stress During the Pandemic in Working Students
	Journal	Rosyada : Islamic Guidance and Counseling
	Vol & Hal, Year	Sinta 4 , Vol 3. No. 2, 2022
	Writer	Shofiyatul Muthmainnah
	Date Access	October 11 , 2023
	Link	http://etheses.iainponorogo.ac.id/18444/
2	Title	Self Management Techniques in Effective Personal Life Time Strategy Management
	Journal	Islamic Counseling : Journal of Islamic Guidance and Counseling
	Vol & Hal, Year	Sinta 4, Vol 3. No. 2, 2019
	Writer	Siska Novra Elvina
	Date Access	October 11, 2023
	Link	http://journal.iaincurup.ac.id/index.php/JBK/article/view/1058/0
3	Title	The Effect of Self-Management on Burnout in Marketing Funding Employees at Bank Sinarmas in Ternate City
	Journal	Psychopedia
	Vol & Hal, Year	Sinta 5, Vol 2. No. 1, 2021
	Writer	Naomi P. Tully , Tellma M. Tiwa , Meike E. Hartati
	Date Access	October 13 , 2023

	Link	https://doi.org/10.53682/pj.v2i1.2123
4	Title	Effectiveness of Self-Management Training to Increase Subjective Well-Being in Company X Employees During the Covid-19 Pandemic
	Journal	Journal psychology projection
	Vol & Hal, Year	Sinta 4, Vol 17 no 1, 2022
	Writer	Asda Hanida Maranata, Alimatus Sahrah
	Date Access	October 13 , 2023
	Link	https://jurnal.unissula.ac.id/index.php/projection/article/view/20027
5	Title	PERFORMANCE: Self, Management, and Organizational Social Perspectives
	Journal	Productive: Journal of Personnel and Organizations
	Vol & Hal, Year	Vol 1 No. 1, 2022
	Writer	Fitria Nur Anggraini
	Date Access	October 13, 2023
	Link	https://jurnalpustek.org/index.php/sdmo/article/view/7
6	Title	Working While Studying at University in the Self-Management Perspective: An Ethnographic Study on Java Ethnic Employees
	Journal	International Journal of Control and Automation
	Vol & Hal, Year	SSRN, Vol 13, No 02, 299-308, 2020
	Writer	Agus Purwanto
	Date Access	October 14 , 2023
	Link	https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3985847
7	Title	Self-management strategies of graduate employees to enhance work engagement
	Journal	SA Journal of Industrial Psychology
	Vol & Hal, Year	International , 1-12, 2021
	Writer	Nelesh Dhanpat; Dorothy L. Danguru; Oyisa Fetile; Kholeka Kekana; Kholosa N. Mathetha; Sphiwe F. Nhlabathi; Elmain Ruiters
	Date Access	October 14 , 2023
	Link	http://dx.doi.org/10.4102/sajip.v47i0.1857
8	Title	The Influence of Education Level, Hard Skills

		and Soft Skills on PT Employee Performance. Kencana Cakra Buana, Kab. Bogor
	Journal	eJRM : Journal Scientific Management Research
	Vol & Hal, Year	National, Vol. 09 No. 09, 2020
	Writer	Istna Muyassaroh, Abdul Kodir Djaelani, M. Khoirul ABS
	Date Access	November 6, 2023
	Link	https://jim.unisma.ac.id/index.php/jrm/article/view/8111
9	Title	SOFT SKILLS AND HARD SKILLS ON PERFORMANCE: INFLUENCE AND APPLICATION IN PT BANK SULSELBAR MAKASSAR EMPLOYEES
	Journal	APAJi : Accounting Profession Journal
	Vol & Hal, Year	Sinta 4, Vol 5 No. 2, 2023
	Writer	Wisdom Umar, Guntur Suryo Putra, Arfiany , Awisna
	Date Access	November 2023
	Link	https://ojsapaji.org/index.php/apaji/article/view/104
10	Title	The Effect of Job Stress on Job Performance is Moderated by Self-Management in Elementary School Honorary Teachers in Banda Aceh
	Journal	Diversita Journal
	Vol & Hal, Year	National, Vol 5 (2) pages 126-135 , 2019
	Writer	Imam Abdillah Lukman
	Date Access	November 2023
	Link	http://ojs.uma.ac.id/index.php/diversita
11	Title	Analysis of Job Stress, Motivation and Self Management Ability on Psychological Well Being in Driver Partners of Online Motorcycle Taxi Companies in Manado City
	Journal	EMBA Journal: Journal of Economic, Management, Business and Accounting Research
	Vol & Hal, Year	National, Vol. 10 No. 4 , 2022
	Writer	Chelsea Wijaya
	Date Access	November 6, 2023
	Link	https://ejournal.unsrat.ac.id/v3/index.php/emb a/article/view/43880

12	Title	The Impact of Managing Emotional Intelligence and Work Stress on Employee Performance at PT MNC Sky Vision KPP Padang
	Journal	Journal Management and Entrepreneurship
	Vol & Hal, Year	National, Vol 8 No 2 , 2017
	Writer	Angga Prajuna
	Date Access	November 6, 2023
	Link	https://ojs.unitas-pdg.ac.id/index.php/manajemen/article/view/204
13	Title	The Influence of Emotional Intelligence, Job Stress and Self-Efficacy on Employee Performance Study of Operator Employees at PT Sari Dharma Mandiri in Denpasar
	Journal	Widya Amrita: Journal of Management, Entrepreneurship and Tourism
	Vol & Hal, Year	National, Vol 3 No 7 , 2023
	Writer	Putu Ayu Pradnyani
	Date Access	November 6, 2023
	Link	https://ejournal.unhi.ac.id/index.php/widyaamrita/article/view/3805
14	Title	The Influence of Self Efficacy, Job Stress, and Emotional Quotient on the Performance of Mental Nurses
	Journal	JKI : Journal Entrepreneurship and Innovation
	Vol & Hal, Year	National, Vol. 1 No. 1 , 2022
	Writer	Novriska Safitri
	Date Access	November 6, 2023
	Link	https://jki.ub.ac.id/index.php/jki/article/view/7
15	Title	Self Management with Work Stress in Students Working Part-Time System, Department of Business Administration, Semarang State Polytechnic
	Journal	Journal empathy
	Vol & Hal, Year	National, Vol 7 no 4, 2018
	Writer	Rayi Hemas Citra Pertiwi
	Date Access	November 6, 2023
	Link	https://ejournal3.undip.ac.id/index.php/empati/article/view/23443

After determining and selecting the journal that will be the research subject, the next step is to carry out a journal review with the following results:

Table Review Results

Journal	Reviews	
1	Title	Self Management in dealing with stress during the pandemic among working students
	Problem	How does self-management affect the way working students deal with stress during the pandemic, and what impact does it have on physical, emotional, cognitive, interpersonal and organizational aspects?
	Objective	Carrying out an analysis related to self-management aspects of students working during the pandemic, identifying the impact of stress experienced, and determining supporting factors for self-management in dealing with stress.
	Method	approach with interviews and document analysis.
	Results Study	Working students _ own dimensions self-management which includes motivation self , organization self , control self , and development self . Impact possible stress _ happen covers aspect physical , emotional , cognitive , interpersonal, and organizational influences student . Supporting factors _ _ self-management involve health , skills , activities , and identity self .
2	Title	Self Management Techniques in Effective Personal Life Time Strategy Management
	Problem	A lack of effective time management among individuals can harm them in carrying out daily activities. Many people realize the importance of time management, but still often waste their time in vain. Apart from that, there are individuals who don't pay attention to the time that has just passed by. This kind of behavior can disrupt individual productivity and well-being.
	Objective	To understand how Behavioral Counseling with self-management techniques can help

		individuals change their behavior regarding ineffective time management. This study aims to investigate whether this approach can help individuals overcome time management problems and increase the effectiveness of their time use.
	Method	This research uses descriptive analysis methods. Data will be collected through interviews and surveys .
	Results Study	The application of self-management techniques in managing time has a positive impact on teenagers' daily behavior. They are able to use their time more effectively and efficiently, increase personal discipline, and face tasks better.
3	Title	The influence of self-management on burnout among Marketing Funding Bank Sinarmas employees in Ternate City
	Problem	issue in this research is the negative consequences of work fatigue experienced by employees in the Marketing Department of Bank Sinarmas in Ternate City. This situation has the potential to reduce their level of performance and quality of life.
	Objective	To find out the influence of Self Management against burnout among Marketing Funding Bank Sinarmas employees in Ternate City. The aim of the research is to explain the relationship between self-management and burnout and to understand the extent to which self-management can influence burnout.
	Method	Using a quantitative approach regression simple and saturated sample technique.
	Results Study	Significant relationship _ seen between self-management and level fatigue work (burnout) for Marketing Funding Bank Sinarmas employees in Ternate City. Management self own detrimental impact _ to burnout rate , and improvement ability management self linked with decline level fatigue work .
4	Title	Self-Management Training to Increase

		Subjective Well-Being in Company X Employees During the Covid-19 Pandemic
	Problem	During the COVID-19 pandemic, employees at Company X experienced low to moderate levels of subjective well-being. Employees feel the negative impact of the pandemic on their feelings, behavior and thoughts. Action is needed to improve employees' subjective well-being amidst these difficult conditions.
	Objective	Evaluation effectiveness training self-management in increase well-being subjective employees at Company X during the COVID-19 pandemic are objective from study this .
	Method	This research uses an experimental method involving 30 employees of Company subjective well-being level low to moderate. Analyze data by applying independent sample t-test and paired sample t-test.
	Results Study	That training self-management proven effective in increase well-being subjective employee during the COVID-19 pandemic .
5	Title	PERFORMANCE: Self, Management, and Organizational Social Perspectives
	Problem	self-management influence? Work motivation related to employee performance at the GMF AeroAsia Sejahtera Employee Cooperative?
	Objective	To analyze the influence of work discipline, work environment, and work motivation on employee performance at the GMF AeroAsia Sejahtera Employee Cooperative.
	Method	This research uses a quantitative approach with multiple regression analysis. Data was obtained through distributing questionnaires to 33 employees of the GMF AeroAsia Sejahtera Cooperative.
	Results Study	Together, self-management, work discipline, work environment, and work motivation are significantly affected by employee performance at the GMF

		AeroAsia Sejahtera Employee Cooperative.
6	Title	Working While Studying at University in the Self-Management Perspective: An Ethnographic Study on Java Ethnic Employees
	Problem	How are working ethnic Javanese students able to manage themselves in the context of study and work?
	Objective	The aim of this research is to examine the self-management perspective of Javanese ethnic students who work in the City of a Thousand Industries, Tangerang.
	Method	This research uses a qualitative approach with ethnographic methods. Data was collected through participant observation, document analysis, in-depth interviews, and focus group discussions (FGD).
	Results Study	The research results show that ethnic Javanese students who work while studying are able to manage themselves in facing academic and non-academic challenges. They use self-management methods to regulate their feelings, behavior and thoughts. These ethnic Javanese students are motivated to work in order to pay for college and improve their quality of life. They try to maintain a balance between study and work by managing their time, energy, and finances.
7	Title	Self-management strategies of graduate employees to enhance work engagement
	Problem	Self-management strategies increase new graduates' work engagement in new work environments?
	Objective	To explore how self-management strategies increase new graduates' work engagement and to provide insight into what keeps graduates engaged in the work environment.
	Method	This research uses a qualitative research approach with an interpretive research

		paradigm.
	Results Study	Graduates use self-management strategies such as goal setting, self-cueing, self-observation, self-reward, and self-penalty, as well as work engagement practices to increase their work engagement.
8	Title	The Influence of Education Level, Hard Skills and Soft Skills on PT Employee Performance. Kencana Cakra Buana, Kab. Bogor
	Problem	Does the level of education, hard skills and soft skills have an influence on the performance of PT employees? Kencana Cakra Buana?
	Objective	In order to understand the joint impact of education level, hard skills and soft skills on employee performance at PT. Kencana Cakra Buana.
	Method	quantitative approach obtained from questionnaires
	Results Study	Variable level education, hard skills, and soft skills in a way simultaneously give influence to performance employees. This shows that enhancement level education, hard skills, and soft skills a employees at PT. Kencana Cakra Buana will contribute to improvement performance employees in the company that.
9	Title	Soft Skills and Hard Skills on Performance: Influence and Application on Employees of PT Bank Sulselbar Makassar
	Problem	is influence soft skills and hard skills influential on performance employees ?
	Objective	For know application from Softskills and Hardskills and influence to performance employee
	Method	Approach qualitative
	Results Study	Soft skills and hard skills have significant impact on performance employee at PT Bank Sulselbar Makassar.
10	Title	The Effect of Job Stress on Job Performance is Moderated by Self-Management in

		Elementary School Honorary Teachers in Banda Aceh
	Problem	What is work stress? influential in performance work ?
	Objective	For know influence stress at work to performance work moderated by self - management .
	Method	Approach Qualitative
	Results Study	Enhancement level stress Work can give impact negative on performance, so can concluded that the more tall level stress work, then performance Work tend decreased . This thing caused by internal uncertainty organization about results or awards received by honorary teachers with high performance. _
11	Title	Analysis of Job Stress, Motivation and Self Management Ability on Psychological Well Being in Driver Partners of Online Motorcycle Taxi Companies in Manado City
	Problem	is influence Stress Work on the Psychological Well Being of Online Ojek Company Driver Partners in Manado City?
	Objective	For see the influence stress at work motivation and self- management ability to psychological well being
	Method	Approach Quantitative
	Results Study	Stress work, motivation, and ability management yourself, okay in a way simultaneously nor in a way separate , have significant impact on well - being psychological .
12	Title	The Impact of Managing Emotional Intelligence and Work Stress on Employee Performance at PT MNC Sky Vision KPP Padang
	Problem	What is the effect of emotional intelligence management and work pressure on employee performance at PT MNC Sky Vision KPP Padang?
	Objective	To find out the consequences of emotional intelligence management and work pressure

		on employee performance at PT MNC Sky Vision KPP Padang.
	Method	Approach Quantitative
	Results Study	Emotional intelligence management and work stress management have a positive influence on employee performance at PT MNC Sky Vision KPP Padang.
13	Title	The Influence of Emotional Intelligence, Work Stress and Self-Efficacy on Employee Performance (Study of Operator Employees at PT Sari Dharma Mandiri in Denpasar)
	Problem	How impact Intelligence Emotional, Stressful Work, and Self Efficacy on Employee Performance ?
	Objective	To understand the partial or simultaneous impact of emotional intelligence, work stress, and self-efficacy on employee performance.
	Method	Observations, interviews and questionnaires
	Results Study	That emotional intelligence, work stress, and self-efficacy have a positive and significant impact on employee performance in the PT operator section. Sari Dharma Mandiri in Denpasar.
14	Title	The Influence of Self Efficacy, Job Stress, and Emotional Quotient on the Performance of Mental Nurses
	Problem	How Self Efficacy, Stress Work, and Emotional Quotient affect the performance of mental nurses ?
	Objective	This research was conducted with the aim of investigating the impact of self-efficacy variables on the performance of psychiatric nurses at Dr. Mental Hospital. Radjiman Wediodiningrat Lawang, as well as the effect of work stress variables on the performance of psychiatric nurses in the same hospital.
	Method	ex planatory research with questionnaire data collection
	Results Study	Self-efficacy has a positive and significant impact on the performance of psychiatric

		nurses, while work stress does not have a significant influence on the performance of psychiatric nurses. Emotional quotient has a positive and significant influence on the performance of mental health nurses.
15	Title	Self Management with Work Stress in Students Working Part-Time System , Department of Business Administration, Semarang State Polytechnic
	Problem	Students need to have self-management skills which is good for juggling the demands between work and college assignments.
	Objective	Study This aim For identify correlation between self-management and stress work with students worker beak time in the Department Administration Business at Semarang State Polytechnic.
	Method	Approach Quantitative
	Results Study	level of self-management in students is correlated with a decrease in work stress levels, and vice versa, the lower the self-management abilities students have, the higher the level of work stress they experience.

IV. DISCUSSION

Based on from 15 journals on so can be explained that management stress and self-management own crucial role in influence performance employees in various context. A number of findings show that ability self-management, like motivation self and management time, impact positive on efficiency and quality work. Apart from that, management good stress also contributes to improvement well-being employees. Importance management time and ability face stress seen in context working students, honorary teachers, employees company, up to nurse soul. Balance between task academics and work, as well ability manage stress, become key in guard performance and well-being individual. Self-management strategies, such as in strategic time management, intelligence emotional, and self-efficacy, also have impact positive to performance. This thing reflect importance aspect psychological and emotional in reach objective employees. Influence soft skills and hard skills also become highlights, esp in a company. Skills technical and interpersonal both role in form performance employees. Temporary that, management stress own impact positive on performance employees, esp in overcome burnout and improve subjective well-being. With thus, integration between management stress, self-management, soft skills, and hard skills become base important in reach Optimal performance across a wide range sectors and conditions work.

Awareness will importance aspects This can help development of more organizational strategies support well-being employees .

V. CONCLUSION

Based on analysis on can concluded that m management stress and self-management influence performance in company with method increase efficiency and productivity. Capable employees manage stress and regulate self they with Good tend more calm, efficient, and productive in operate tasks them. Apart from that, soft skills, such as communication and empathy, contribute to relationships positive work and successful collaboration. Hard skills still important, however Skills management stress and self-management are also necessary for success employees. Management effective stress help reduce impact stress in the environment work, temporary self-management help in management time and tasks. Combination management stress and self-management including soft skills and hard skills can also increase performance employees and helpful they become more productive, efficient and performant tall in work them. In research This also reveals the positive impact of self-management in achieving work goals, conflict management, and improving employee quality of life. Apart from that, the concept of stress management is the main key in living a balanced and healthy life in a world full of challenges. The more tall self-management will influence reduced work stress employees. So, you can concluded that implementation of self-management strategies and stress management has role important and very influential I 'm growing performance company. Therefore, company must give serious attention to planning and implementing this strategy for reach level optimal success.

VI. LIBRARY LIST

Journal Source

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