CONFLICT AND STRESS MANAGEMENT IN STUDENTS AT MUTIARA BUNDA KARANGANYAR KINDERGARTEN

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ABSTRACT

This study discusses issues in educational institutions, especially schools related to conflict and stress. This issue must be managed and handled properly so that it does not negatively affect the student development process. The purpose of this study was to determine the application of conflict management in schools and to determine the application of stress management in schools. This study uses a literature study or library research using various journal articles published in the last 10 years. The result is that there is a lot of conflict and stress handling in schools. The treatment technique is considered effective and can significantly reduce anxiety levels, change thinking and behavior and increase positive emotions in them.

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INTRODUCTION

School as a place to gain knowledge and develop all the abilities and thoughts of everyone. The development of these abilities through an educational process where later it is hoped that they will have the best possible cognitive, affective and psychomotor abilities. Education must be able to provide provisions to all people for the life of the future. The great hope is in the form of an increase in everyone's standard of living, this is in accordance with the opinion of Indy et al., (2019) that the education they receive will advance everyone's thinking so that their standard of living will increase. For this reason, in order to achieve the best results in the educational process, the role of various parties is needed and also a system that regulates it in the form of good school management, clean and in current condition. This must be considered carefully because one's success in learning is not only influenced by internal factors, but also by external factors.

Learning success is not only in the achievement of learning outcomes maximum but also must be able to give birth to students who have positive character. It is hoped that this positive character will have a good way of dealing with problems that will arise later. According to Mulyati et al., (2021) that in essence schools have a role in building the character of each student. But as technology develops and time increases, there are setbacks and changes. The changes that have occurred are both positive and negative. An impossible problem immediately can be seen as a negative and bad thing. School as a place that contains various conditions and abilities of people makes it easy for problems to arise. These problems are in the form of conflict problems in the school environment and stress problems experienced by upper studentsnegative influence from outside.

Many people already have the notion that aconflict contains actions that contain anger, disappointment, destruction, and tension so that this mind builds an opinion that conflict is always negative. But most of every conflict that exists has a negative influence. In the opinion of Dogan, (2016) that conflict is

not always negative, there are also conflicts that have a positive perspective, which can be in the form of an opportunity for someone to improve their abilities, there is intellectual rebellion, excitement and encouragement to do something. For this reason, this positive conflict is only related to the discrepancy between thoughts and reality but does not cause destruction or damage to the physical environment and beneficially has good benefits. This is like a conflict wanting Indonesia to be independent in 1945, this caused a conflict to arise but was only able to provide positive benefits, namely the establishment of the Indonesian state. For this reason, in responding to a conflict, we must be able to think about the benefits or effects in the short and long term. This is supported by the statement that conflict is a very important part of managing an institution or organization, because when this conflict arises there will be a process of thinking, a process of seeing facts on the ground, making changes and improvements and improving the management of an organization.

Conflict is a condition of difference, contradiction and there is something that is not compact between related elements. Difference opinions and thoughts between people are natural and a normal condition because they have a stage of interaction with each other by having different thoughts and perspectives or in the sense that there is a mismatch between understanding and interactions between them. This is also in line with the statement from Dogan, (2016) that conflict will continue to occur and continue to be a problem that must be faced. As long as the interaction continues and there are differences in beliefs, values and thoughts. For that everyone both at school and in other environments will interact with each otherother. For this reason, according to Anwar, (2018) that conflict is a natural condition of interaction between individuals. It is said to be a natural condition because there must be conflict, this is because every interaction will definitely have influences that arise.

According to research from Panggabean, (2017) that conflicts that arise in schools are in the form of acts of violence committed by students, the number ofstudents who brawl and fight with other people, rampant cases of bullying or bullying of students with physical limitations, sexual harassment, sneering at students with a low economy or physically incomplete. All of these are conditions of problems that arise in learning at school. In line with this, according to data on the issue of physical violence including fights and brawls, the largest conflict is 95%, while further problems in the form of actions related to sex amount to 80%. This of course requires handling the conflict as well as possible so that this problem does not have a prolonged impact.

Research from Robin & Judge, (2019) that problems will arise if there is a negative influence that spreads to someone and that person believes in and exercises that influence. This condition is exacerbated when the number of people there is more and more complex, according to Dogan, (2016) the more complex the parties in the organization will beprovide more opportunities for conflict to arise. In addition, a second problem will arise, namely stress in each individual. Besides that, an activity at school is also able to bring up stressful behavior for both teachers and students. This stress problem is caused by one's own inability to assess what limitations they have so that the reality and desire cannot be realized properly. According to Aryani, (2016) that stress arises due to an imbalance in himself which results in anxiety, tension, and changes in bad behavior. This imbalance is due to the many demands and pressures within them. Besides that, according to Nurani et al., (2019) that the problem of stress is related to itself which is closely related to the maturity of each person, especially maturity in dealing with demands and desires within themselves so that many teenagers are affected by depression and stress. This condition if it continues to be carried out gradually will have a negative impact. This is supported by Mentari et al., (2020) if this develops within him, social problems will arise and affect health. Besides that, it will also affect their success in the learning process, their learning achievement, and the development of their personality.

The results of research from Nurani et al., (2019) that from the results of the observations they do there are various problems from this stress problem, namely: 1) Many students do not concentrate in studying because there are personal problems that they

have not accepted sincerely; 2) Students panic about the various school assignments they receive and the demands of getting good grades; 3) The fears that arise within oneself to achieve the best performance while their abilities are still limited. This problem causes many students to experience cases of stress. Therefore makes many teenagers and adults experience this stress withtrying to commit suicide. Data from the Data and Information Center of the Ministry of Health of the Republic of Indonesia, (2019) that the death rate due to stress in the form of suicide is 864 people per year or around 48% aged 10-39 years and at the age of 15-24 years 6.7% experience depression due to excess stress.

For this reason, schools must have good conflict and stress management. Good organizational management is needed through policies that are right on target and have the right strategy. Management required in the form of conflict management and stress management. According to Mulyati et al., (2021) managementconflict and stress in schools are needed to achieve education quality standards. For this reason, as a leader, you must address this problem properly because the better the handling of this problem, the better the performance of the organization. In accordance with the statement (Anwar, 2018) that it would be good if it could be handled with good management so that this problem would become an evaluation in the future. For this reason, these educational institutions really need conflict management and stress management to overcome the various problems they are facing in the short and long term. In the long term, the existence of conflict management and stress management in this school is hoped to be able to dispel the development of this deviant attitude and be able to provide the best solution in the problem solving process.

Based on the explanation of the problems above, this research will be carried out later

focuses on explaining how Mutiara Bunda Karanganyar Kindergarten applies conflict management and how Mutiara Bunda Karanganyar Kindergarten applies stress management. The results of this research are very important to discuss because the development of time and the development of the times will be more advanced, there will be many possible problems it faces, the level of

conflict and stress will also grow with the various forms of cases. For that, know the handling and effort prevention is something that must be considered properly. So that in the future similar cases do not occur and the development of this kind of problem can be stopped. For that this research aims to 1)to find out the application of conflict management at Mutiara Bunda Karanganyar Kindergarten; 2) forknowing the application of stress management at Mutiara Bunda Karanganyar Kindergarten.

METHOD

This research is included in library research based on the literature review method or using archived data from previous research which is then developed into a conclusion or research report. For the time this research was conducted in April2022 with assistance from national and international journal publication websites within a span of 10 years (2012-2022). The journal which is used as research development material is a PDF file type, entered in Indonesian and the discussion focuses on problems in Indonesia. Each research data from each party will later be selected which is most appropriate in terms of title, abstract and content which will then be developed into a discussion of the results of this research study.

RESULTS AND DISCUSSION

The process of discussing the results of explanations from various sources including booksand journal articles on the application of conflict management and the application of stress management in schools, especially for students. There are several journals that are used to explain how to implement conflict and stress case management. The various efforts made by the school will all be discussed in the explanation below.

1. **Application of Conflict Management in Mutiara Bunda Karanganyar Kindergarten**

Conflict handling at Mutiara Bunda Karanganyar Kindergarten is very important to do immediately, because we know that problems will keep coming and changing with new problems as long as there is still interaction within them. Mutiara Bunda Karanganyar Kindergarten is a place to study

knowledge for the future, it must be a place that has good conflict resolution. Very good. According to Mufti et al., (2021) conflict management is a way to handle conflict starting from before the conflict occurs (preventive) and when conflicts occur between individuals and between groups. For this reason, various stages must be carried out so that the management varies for each school depending on the problems that arise.

Conflict management is urgently needed because it involves the relationship between students at Mutiara Bunda Karanganyar Kindergarten, to avoid resource imbalances and avoid tensions between conflicting people, Mutiara Bunda Karanganyar Kindergarten must solve it thoroughly, because the true purpose of conflict management is to build and maintain cooperation between his colleague Anwar, (2018). There is a first opinion according to Anwar, (2018) that a conflict can be resolved by doing:

The first treatment is planning a possibility analysisemergence of conflict. The process of handling conflict is carried out by identifying the causes of conflict, conflicts that develop, sources and parties that cause conflict. To then be analyzed and mapped into information on the Counseling Guidance section of Mutiara Bunda Karanganyar Kindergarten.

The second treatment is in the form of evaluating conflicts that have arisen and developed. The process of recognizing whether a growing problem has entered into a serious status or not. If it has entered a serious level, action must be taken immediately so as not to affect the condition others negatively. This evaluation is very important to detect earlyconflicts that arise.

The third handling is in the form of providing solutions and appropriate steps in resolving conflicts. Conflicts that have been identified and stated in status will be sought for solutions or policies in handling the problem. The headmaster of Mutiara Bunda Karanganyar Kindergarten as a school policy holder, there will be strict policies for those

involved in the problem. These policies will be included in the learning process or will be carried out directly in life at Mutiara Bunda Karanganyar Kindergarten.

2. **Application of Stress Management in Mutiara Bunda Kindergarten**

Handling stress problems for students must begin to be managed properly. We know that teenagers are prone to depression and stress. This is because everyone in this life will experience a problem where there is no balance between what they think and what they becomein fact. They really need parties who provide self-strengthening to avoid this stress. Mutiara Bunda Karanganyar Kindergarten as a superior personality and human form must be able to provide the best possible stress management. This handling does not necessarily become a short term handling only, but must be carefully prepared through various stages, according to Mentari, the stages of conflict management are in the form of:

The first action is to identify the level of stress and the source that causes it. There are various levels of mental health, there are mild, moderate and severe. Each level will receive a different treatment. For this reason, recognizing the condition of each person is an activity that must be carried out. This is so that what will be done to deal with these problems can be right on target.

A technique used is problem focused coping, this technique willprovide assistance to interested parties to solve the problem. In its implementation, it can be done with 1) active coping, 2) suppression of competing activities, 3) restraining coping, 4) turning to religion, and 5) planning Idris & Pandang, (2018).

The second action is practicing coping skills in managing stress. To be able to do this stage is to apply emotional focus coping techniques. This is a technique for solving stress by diverting it with certain things that do not cause stress. This will be used for those who

have not been able to solve the problems they face on their own.

The third act is practicing stress management techniques and assessingeffectiveness. For this stage we can use group discussion therapy techniques. In this way, by carrying out group activities, initially they will be stimulated with motivation and support, then they are directed to solve problems interpersonally. This stage requires another response from the party in one group. Apart from that, there are also behavior techniques and guide imagery techniques to deal with stress problems. According to Hartini, (2018) that this behavior technique is a way of dealing with stress by asking them to tell them what problems they are facing and thinking about. This technique is the same as complaining and telling each other all the things that they feel are a heavy demand. Usually this is also applied in schools with the form that we are asked to tell a story in front of the counseling guidance teacher so that we can be directed to solve it. Besides that, the guide imagery technique can also be used in a way that they are directed and asked to imagine something beautiful so that they can see it happy and have emotions that are back in order. This is done by relaxing them then they will be blindfolded and focused in their mind. This technique is considered to have a good effect on stress management.

3. **The Effectiveness of Resolving Conflict and Stress Problems in Mutiara Bunda Kindergarten**

A handling of conflict and stress can be done in several ways that have been described previously. Problems faced such as violence, child delinquency, and the possibility of depressionbe a case of conflict and stress faced by the school. To prove whether the application of conflict management and stress management in schools is effective or not, it can be seen from the following discussion.

Conflict handling is carried out by schools by planning, evaluating and determining appropriate strategies which are then packaged into MBKS (School Based Conflict Management). Conflict handlingwith MBKS, according to Panggabean, (2017) it is felt to be quite effective and able to minimize the occurrence of conflicts in schools. The form is in the form of a school making the curriculum have the application of learning materials and the application of character development in resolving conflicts that are carried out every day in his life at school. Learning that has been integrated with managing conflict personally is in the form of simulation learning, learning by playing roles, discussing and forms of collaborative learning. For this reason, with the form of this process curriculum, they will apply positive values every day in life at school. In addition, there is a mediation program carried out by the school to mediate conflicting parties in the form of structured peer-to-peer media. This handling is deemed necessary because there will be many people whose colleagues are involved in reconciling the issues they are currently working on. Then the real form is to create a peaceful class. A peaceful class is a class

which is far from violence, bullying, so that this class does not have mutually punishing activities, an autocratic atmosphere. Classes are carried out with full good cooperation between students, the learning process by giving each other opinions and thoughts so that they collaborate with each other in positive matters. Planting positive character in dealing with conflict so that if it is not obtainedtheir agreement will bring about a peaceful school.

For this reason, a conflict will be resolved if there is cooperation between students and collaboration in positive terms. Apart from that, cultivating character in the curriculum is the main thing if positive characters are to be instilled and the use of conflict resolution in various subjects will reduce the level of conflict in schools. In addition, according to Thomaszen and Murtini, stress management training with the Stress Inoculation Training (SIT) procedure in students was significantly able to reduce anxiety, temporary fear and was able to improve student learning outcomes. In

addition, through a behavioral approach, it turns out that they have a significant role in developing and managing various reactions to the emotions and behaviors that they are worried about. According to this this is because the cognitive abilities possessed by students will be able to strengthen thinking and make a sense of increasingly prosperous in thinking so that they are able to change behavior in a better direction. In addition, practicing coping skills turns out to have a significant impact in helping students to be able to adapt so that they are able to manage various demands from outside and within.

In general, good conflict management and stress management will strengthen one's personality. Various problems will be easily solved, anxiety, fear, emotional will well change their thoughts into positive actions. its application scientifically able to have a significant effect on reducing student stress levelsand in action able to reduce conflict between students

CONCLUSION

Based on the discussion of the literature study conducted regarding the application of conflict management and stress management in Mutiara Bunda Kindergarten, a conclusion was obtained that: 1) conflict management is an action that is urgently needed to provide solutions and proper and complete handling of all conflict problems; 2) Stress management is also an important part of overall student management because many children are exposed to stress from the demands they face; 3) Conflict management and stress management can be overcome in several ways, but must also be prepared in the short term and long term so that planning, organizing, implementing and evaluating must have clear directions and objectives

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