


# Managing Stress in the Workplace: A Bibliometric Review of Coping Strategies and Resilience

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## INTRODUCTION

Workplace stress has become an increasingly urgent issue in the modern work environment. The World Health Organization (WHO) classifies workplace stress (burnout) as a syndrome resulting from chronic stress that is poorly managed (Kainalainen et al., 2024). The impact of workplace stress is felt not only by individuals but also by organizations as a whole, affecting productivity, employee health, and organizational performance (Adams et al., 2020; Putra, 2024a). Despite extensive research on workplace stress, there are still gaps in understanding the effectiveness of various coping strategies and the role of human resource management (HRM) in building organizational resilience to stress. Recent developments in the workplace, such as increased use of technology, changes in organizational structure, and global challenges like the COVID-19 pandemic, have altered the landscape of workplace stress and require new approaches to its management (Aram & Wang, 2023).

This study aims to conduct a comprehensive bibliometric review of coping strategies and resilience in the context of HRM for managing workplace stress (Alblihed & Alzghaibi, 2022), focusing on publications from the last five years (2019-2024). The method used is bibliometric analysis of scientific publications related to workplace stress, coping strategies, and HRM. Data will be collected from the Dimensions database, covering publications from 2019 to 2024. Analysis will be conducted using VOSviewer software to map research trends, identify influential articles and authors, as well as analyze collaboration and co-citation networks. Additionally, content analysis will be performed on selected articles to identify the most effective coping strategies and HRM practices.

The urgency of this research lies in the need to better understand effective strategies for managing workplace stress and how HRM can build organizational resilience. Poorly managed stress

can negatively impact employees' mental and physical health as well as organizational productivity and performance (Al-Adawi et al., 2022). The targeted outcomes of this research include a comprehensive map of current research trends in workplace stress, coping strategies, and HRM; identification of research gaps and future research directions; synthesis of best practices in applying coping strategies and HRM for managing workplace stress; as well as policy recommendations for organizations and HRM practitioners in developing effective stress management programs.

By conducting a comprehensive bibliometric review, this research is expected to provide a strong scientific foundation for developing evidence-based interventions for managing workplace stress while helping organizations create healthier and more productive work environments. This study also aims to explore and understand research trends, coping strategies, and resilience in HRM related to workplace stress. With this approach, it is hoped that more effective solutions can be found for managing workplace stress, thereby improving employee well-being and overall organizational performance (Putra et al., 2024).

Workplace stress is a phenomenon that has received widespread attention in human resource management (HRM) research and industrial psychology. In this context, workplace stress is defined as a physical and emotional response that arises due to job-related pressures. Research shows that poorly managed stress can lead to serious consequences for both individuals and organizations, including decreased productivity, increased absenteeism, and mental health issues. Coping strategies are mechanisms used by individuals to deal with stress (Agolli & Holtz, 2023). Coping strategies can be divided into two main categories: problem-focused coping and emotion-focused coping. Problem-focused coping involves active actions to change the situation causing the stress, while emotion-focused coping seeks to manage emotions arising from stressful situations. Recent studies indicate that a combination of both types of strategies can enhance the effectiveness of managing workplace stress. Organizational resilience refers to an organization's ability to adapt and recover from stressors and challenges (Alroomi & Mohamed, 2021). Research indicates that organizations with a strong resilience culture are generally better equipped to cope with changes and challenges faced (Akerstrom et al., 2021). HRM plays a crucial role in building this resilience through training programs development, social support initiatives, and policies that promote employee well-being.

Bibliometric analysis is a method used to evaluate and map scientific literature within a research field. This method can help identify research trends, leading authors, as well as collaborations among researchers. In the context of workplace stress, bibliometric analysis can provide insights into recent developments in research areas that need further exploration. Despite extensive studies on workplace stress and coping strategies, there are still gaps in literature that need addressing. Most studies tend to focus on specific aspects such as individual coping strategies or organizational interventions without integrating both approaches comprehensively. Furthermore, many studies utilize traditional qualitative or quantitative methods without employing bibliometric analysis techniques that could provide broader insights into research trends and relationships among concepts. This study aims to fill these gaps by conducting a comprehensive bibliometric review regarding coping strategies and resilience within the context of HRM for managing workplace stress with an emphasis on recent publications over the last five years (2019-2024).

## METHODS

The research method used in this study is a comprehensive bibliometric analysis, which aims to explore and understand research trends related to workplace stress, coping strategies, and resilience within the context of human resource management (HRM). A comprehensive bibliometric analysis involves the systematic evaluation of scientific literature using quantitative methods to map research trends, identify influential studies, and analyze collaboration networks. This approach

enables researchers to uncover relationships among key concepts, detect research gaps, and gain insights into the evolution of a specific academic field. This approach ensures a systematic mapping of the intellectual structure within the research field by analyzing citation patterns, co-authorship networks, and thematic clusters.

### Comprehensive Bibliometric Analysis

A comprehensive bibliometric analysis refers to a systematic and quantitative approach in evaluating existing literature to identify trends, influential works, and collaborative networks within a research domain. This study employs three key bibliometric techniques:

1. Co-Citation Analysis – Identifies highly co-cited papers, revealing the foundational works in the field.
2. Co-Authorship Analysis – Maps research collaborations by identifying leading authors and institutions contributing to the field.
3. Co-Word Analysis – Examines keyword co-occurrence to detect emerging themes and conceptual frameworks within workplace stress research.

By integrating these methods, this study provides a comprehensive overview of research developments, allowing for the identification of critical research gaps and future directions.

### Data Collection and Analysis

This study focuses on scientific publications from 2019 to 2024, indexed in the Dimensions database. Data collection involved retrieving bibliographic records using predefined keywords such as "work stress," "coping strategies," "organizational resilience," and "human resource management." The extracted dataset was analyzed using VOSviewer software, which facilitated the visualization of co-citation, co-authorship, and keyword networks to identify influential research clusters and interconnections among studies. Additionally, content analysis was performed on selected key articles to synthesize effective coping strategies and HRM practices for managing workplace stress. This dual-method approach strengthens the robustness of findings by combining quantitative bibliometric mapping with qualitative content interpretation.

### PRISMA Flow Diagram

To ensure transparency and reproducibility in the literature selection process, this study follows the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) framework. The PRISMA flow diagram below outlines the stepwise process of study selection:

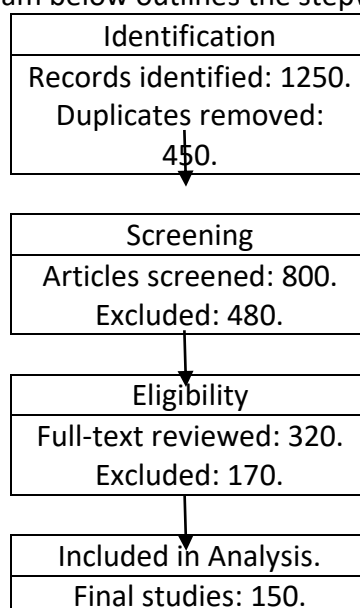


Figure 1. PRISMA Flow Diagram Bibliometric Review Stress.

This structured approach ensures that only highly relevant and high-quality publications are included in the final bibliometric analysis.

### Article Selection and Quality Assessment

The article selection process involved title and abstract screening by two independent reviewers, followed by a full-text evaluation to ensure study relevance and quality. Any disagreements were resolved through discussion, and a third reviewer was consulted when necessary. Bibliographic data from included articles (e.g., titles, authors, publication years, and citations) were extracted for further analysis. The bibliometric analysis included publication trend analysis, keyword mapping, and research collaboration assessment to gain a deeper understanding of the field's intellectual structure. Additionally, methodological quality assessment was conducted based on predefined criteria, including study design, sample size, and alignment with research objectives. The overall strength of evidence was also evaluated to ensure consistency and practical relevance of the findings. By adopting a comprehensive bibliometric framework and incorporating systematic literature selection via PRISMA, this study enhances methodological rigor and provides a transparent and replicable approach to analyzing workplace stress, coping strategies, and resilience research.

## RESULTS AND DISCUSSION

### Keyword Co-Occurrence Analysis

#### *Coping Strategies*

The VOSviewer map displayed in Figure 2 illustrates the relationships among various concepts related to coping strategies. Psychological capital is positioned at the center of the map, highlighting its essential role in coping strategies. This concept is closely linked to mindfulness, self-efficacy, and life satisfaction, indicating that enhancing psychological capital can strengthen an individual's ability to cope with stress. On the other hand, the leadership and support cluster underscores the importance of leadership roles, psychological empowerment, and organizational support in creating a supportive work environment (Blanco-Donoso et al., 2021; Putra et al., 2019). This cluster suggests that support from supervisors and well-structured organizational frameworks can help reduce employee stress.

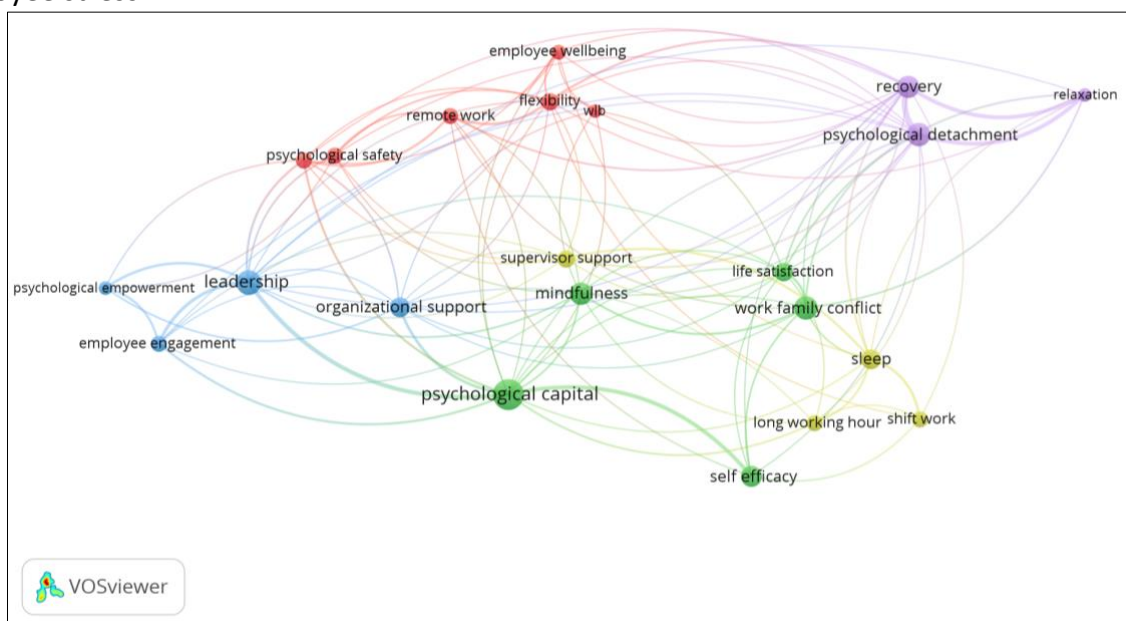


Figure 2. Keyword Co-occurrence Network for Coping Strategies Research.

Additionally, the employee well-being cluster emphasizes the importance of flexibility and remote work in enhancing employee welfare. Flexible work arrangements can have a positive impact on employees' work-life balance (Astuti et al., 2024; Boucher et al., 2024). Other clusters, such as recovery and detachment, highlight the necessity for employees to disengage from work to recover effectively, with terms like recovery, psychological detachment, and relaxation being key focal points. Finally, the work-life balance cluster underscores the challenges in managing conflicts between work and personal life, with factors such as work-family conflict, sleep, and long working hours impacting stress levels (Casjens et al., 2022). This map illustrates the interconnections between various themes, emphasizing the need for a multifaceted approach to workplace stress management. Table 1 below summarizes this explanation.

Table 1. Key Concepts and Clusters in Coping Strategies Research.

Cluster 1	Cluster 2	Cluster 3	Cluster 4	Cluster 5
Employee wellbeing.	Life satisfaction.	Employee engagement.	Long working hours.	Psychological detachment.
Flexibility.	Mindfulness.	Leadership.	Shift work.	Recovery.
Psychological safety.	Psychological capital.	Organizational support.	Sleep.	Relaxation.
Remote work.	Self-efficacy.	Psychological empowerment.	Supervisor support.	
Trust.	Work-family conflict.			
Work-life balance (WLB).				

Figure 3 shows the VOSviewer network visualization illustrating the relationships among various concepts in the literature on coping strategies. In this visualization, each node represents a key keyword or concept, such as psychological capital, mindfulness, and organizational support. The size of each node indicates the frequency or centrality of that concept within the research. The color of nodes and connecting lines indicates the progression over time, with a gradient from blue to green to yellow. Blue represents earlier research, while yellow highlights more recent research focus. For example, psychological capital and mindfulness appear as central concepts frequently discussed alongside organizational support, underscoring the significance of these three elements in coping strategies.

Emerging trends in the literature are seen in concepts like psychological detachment, recovery, and work-life balance (WLB), marked in yellow. This suggests a shift toward a more holistic approach in managing workplace stress. Additionally, topics such as flexibility and remote work are gaining attention, likely in response to shifts in modern work environments (Chu et al., 2022; Judijanto et al., 2023). Connections between nodes show the strong relationships between these concepts. For instance, there are strong links between sleep, life satisfaction, and work-family conflict, suggesting an integrated approach to understanding employee well-being. This visualization helps identify key focus areas and emerging trends in coping strategy literature, providing valuable insights for further research.

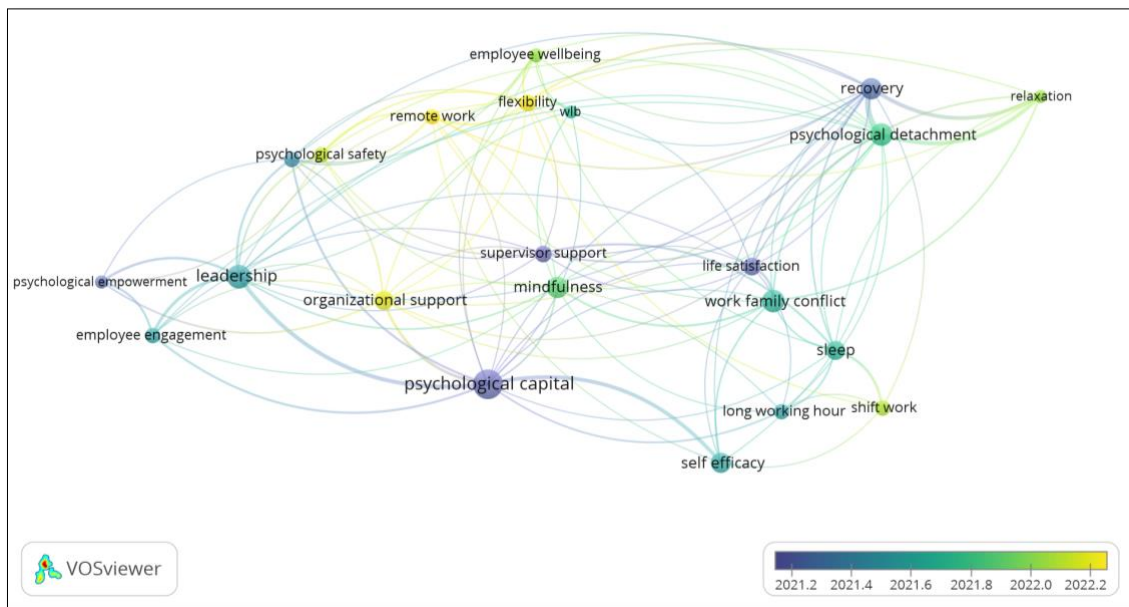


Figure 3. Temporal Evolution of Research Topics in Coping Strategies Literature.

### Resilience

Based on the VOSviewer visualization in Figure 4, engagement occupies a central position in this network, indicating that engagement is a key element in resilience. The green cluster includes terms such as commitment, job performance, job security, and positive relationship. This shows that engagement is closely related to employee commitment, job performance, job security, and positive workplace relationships (Muktamar et al., 2023). These factors are crucial in creating a supportive and productive work environment.

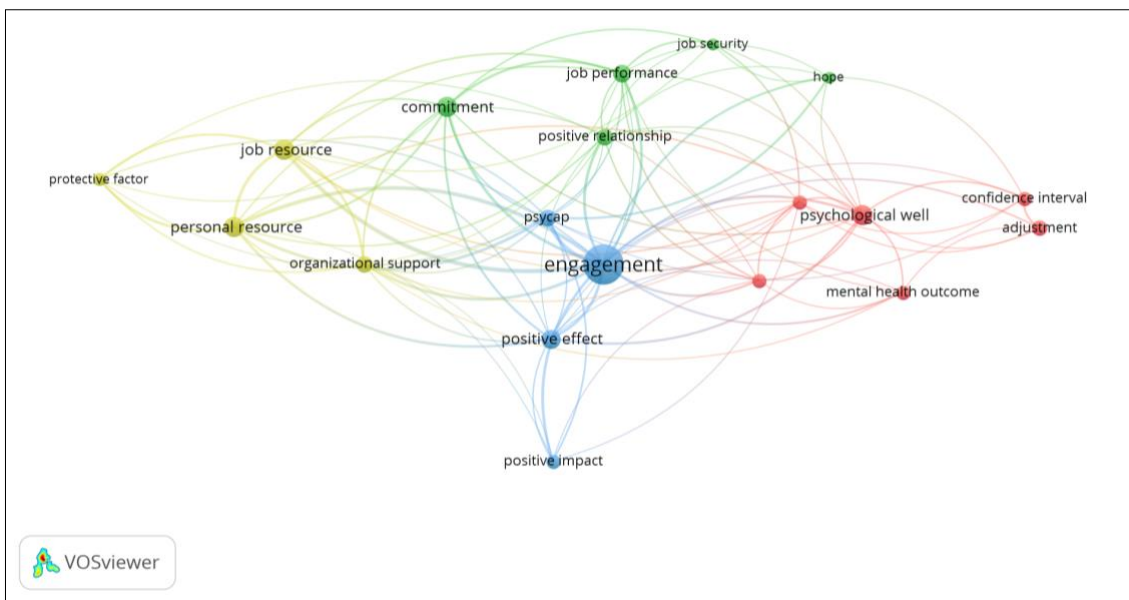


Figure 4. Keyword Co-occurrence Network for Resilience Research.

The yellow cluster focuses on terms such as job resource, personal resource, organizational support, and protective factor. This illustrates the critical role of job and personal resources, along with organizational support, in building resilience (Brossoit et al., 2023). These resources function as protective factors that help individuals cope with stress and enhance their coping abilities. Meanwhile, the red cluster includes terms like psychological well-being, mental health outcome, confidence interval, and adjustment. This highlights the psychological aspects of coping strategies,



emphasizing that psychological well-being and mental health outcomes are integral parts of stress management (Dugan et al., 2021). Overall, this visualization underscores that engagement, supported by various resources and organizational support, along with a focus on psychological well-being, is essential in enhancing resilience and the effectiveness of coping strategies in the workplace. Table 2 below summarizes this explanation.

Table 2. Key Concepts and Clusters in Resilience Research.

Cluster 1	Cluster 2	Cluster 3	Cluster 4
Adjustment	Commitment	Engagement	Job Resource
Confidence Interval	Hope	Positive Effect	Organizational Support
Flexibility	Job Performance	Positive Impact	Personal Resource
Mental Health Outcome	Job Security	Psycap	Protective Factor
Psychological Safety	Positive Relationship		
Psychological Well-Being			

The VOSviewer visualization in Figure 5 illustrates research trends related to resilience. The term engagement stands out as a central focus, indicating its primary emphasis in this study. The colors in the visualization represent temporal progression, with darker colors indicating earlier research and lighter colors representing more recent studies.

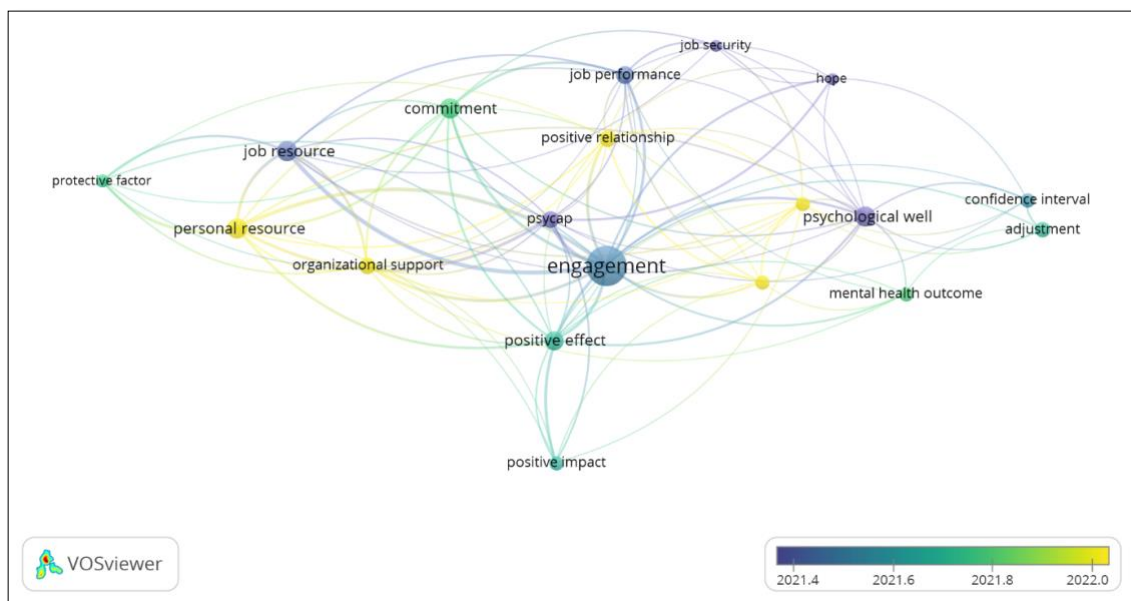


Figure 5. Temporal Evolution of Research Topics in Resilience Literature.

It is evident that topics such as PsyCap (Psychological Capital), job resources, and personal resources are gaining increasing attention, reflecting a growing interest in how psychological resources and organizational support impact engagement. Terms like psychological well-being and mental health outcome are also emerging as newer focal points, indicating a shift toward emphasizing mental health in the workplace. Additionally, the relationships between job performance, job security, and engagement suggest that research is increasingly highlighting the positive impact of engagement on both performance and job security. Overall, this visualization

reflects a developing trend toward a holistic approach in managing workplace stress through enhanced engagement and psychological well-being.

## Bibliographic Connectivity

### *Unit of Analysis: Documents*

In the bibliometric analysis conducted, several relevant articles on workplace stress, coping strategies, and resilience were identified based on significant citation counts. The most frequently cited article is “Burnout: A Review of Theory and Measurement” by Edú-Valsania et al. (2022), which has 228 citations. This research provides an in-depth review of burnout theory and measurement, relevant for understanding stress in work environments. Another highly cited work, “Characterization of Home Working Population during COVID-19 Emergency: A Cross-Sectional Analysis” by (Moretti et al., 2020), with 214 citations, explores the impact of remote work during the COVID-19 pandemic—an important context for studying coping strategies and resilience during a global crisis. Similarly, “The Impact of SARS-CoV-2 on the Mental Health of Healthcare Workers in a Hospital Setting—A Systematic Review” by (Sanghera et al., 2020), with 178 citations, provides insights into the mental health of healthcare workers during the pandemic, underscoring the importance of resilience in high-pressure situations.

Other articles, such as “Impact of COVID-19 on Field and Office Workforce in the Construction Industry” by (Pamidimukkala & Kermanshachi, 2021), with 146 citations, and “Employee Work Status, Mental Health, Substance Use, and Career Turnover Intentions” by (Bufquin et al., 2020), with 145 citations, also highlight the stress faced by workers in construction and restaurant sectors, respectively, as well as the coping strategies employed to navigate these challenges. Overall, these articles reflect critical trends in the study of workplace stress, where pandemic-related factors, mental health, and resilience mechanisms have emerged as prominent topics. This analysis supports the notion that effective coping strategies and resilience development in the workplace are essential components in managing stress (Biggs et al., 2021), particularly in the context of global crises like COVID-19.

Article Title and Author	Citations
“Burnout: A Review of Theory and Measurement” (Edú-Valsania et al., 2022).	228
“Characterization of Home Working Population during COVID-19 Emergency: A Cross-Sectional Analysis” (Moretti et al., 2020).	214
“The impact of SARS-CoV-2 on the mental health of healthcare workers in a hospital setting—A Systematic Review” (Sanghera et al., 2020).	178
“Impact of Covid-19 on field and office workforce in construction industry” (Pamidimukkala & Kermanshachi, 2021).	146
“Employee work status, mental health, substance use, and career turnover intentions: An examination of restaurant employees during COVID-19” (Bufquin et al., 2020).	145
“Assessing the Relative Impact of Diverse Stressors among Public Safety Personnel” (Carleton et al., 2020).	142
“Understanding the effects of COVID-19 on the health and safety of immigrant hospitality workers in the United States” (Sönmez et al., 2020).	135

Table 3. Most Cited Articles on Workplace Stress, Coping Strategies, and Resilience (2019-2024).

### *Unit of Analysis: Sources*

Table 4 presents the journal sources that have published the most articles related to the topic being analyzed. From the table, the International Journal of Environmental Research and Public Health emerges as the journal with the largest contribution, with a total of 186 documents



cited 3,507 times. This indicates that this journal is a primary source of literature on this topic, particularly concerning environmental health and public health.

Furthermore, the Journal of Occupational and Environmental Medicine and International Archives of Occupational and Environmental Health also significantly contribute to the literature related to workplace stress, with 38 and 34 documents respectively, and total citations of 192 and 467 times. Both journals extensively examine aspects of worker health and workplace environment, which are crucial components of coping strategies and resilience in the workplace.

The Journal of Occupational Health has a nearly identical number of articles, with 33 documents, but with a higher citation count of 615 times, indicating that articles in this journal have a greater impact on academic discussions regarding occupational health. Other journals such as PLOS ONE, International Journal of Workplace Health Management, and Safety and Health at Work also play important roles with fewer article contributions (29, 24, and 24 documents), yet they are still cited significantly, showing their relevance in studies on health and well-being in the workplace.

Overall, this table illustrates that literature on workplace stress, coping strategies, and resilience is widely published in journals focused on occupational health and environmental health. These journals serve as primary references for researchers examining this topic, with several journals having substantial influence based on citation counts.

Table 4. Top Journal Sources for Publications on Workplace Stress, Coping Strategies, and Resilience.

Source	Documents	Citations
International Journal of Environmental Research and Public Health	186	3507
Journal of Occupational and Environmental Medicine	38	192
International Archives of Occupational and Environmental Health	34	467
Journal of Occupational Health	33	615
PLOS ONE	29	220
International Journal of Workplace Health Management	24	225
Safety and Health at Work	24	289
Sustainability	23	293
Occupational Medicine	21	163
Journal of Occupational Health Psychology	20	509

### **Unit of Analysis: Organizations**

Table 5 displays the organizational units that have contributed to publications related to coping strategies and resilience in the workplace. The table highlights the organizations or institutions that have published the most research on the analyzed topic, along with the citation counts received by their publications.

Portland State University ranks first with 13 documents cited 565 times, indicating that research conducted by this institution has a significant impact in the field of workplace stress and coping strategies. The University of South Australia also published 13 documents, but with a lower citation count of 216. Nevertheless, its contributions remain significant in related research. The University of Tokyo, with 12 documents and 172 citations, adds substantial contributions from Asia to this study. Oregon Health & Science University and Griffith University each have 11 documents, receiving 202 and 246 citations respectively, suggesting they are also active in the study of occupational health, resilience, and coping. Both institutions focus on workplace environmental health, which is a critical factor in addressing workplace stress.

Other institutions such as the University of Nottingham, with 11 documents and 277 citations, and the Catholic University of the Sacred Heart, with 10 documents and 291 citations, also play important roles in global research on this topic. Similarly, the University of Sydney, Kitasato

University, and University of Toronto each published 10 documents, with citations ranging from 153 to 276, demonstrating strong contributions to health and resilience studies in the workplace. Overall, this table illustrates that organizations from various countries, including the United States, Australia, Japan, and Europe, are actively engaged in research on coping strategies and resilience in the workplace. The impact of their research is evident from the significant citation counts, affirming the relevance and contributions of these institutions to global academic literature.

Table 5. Top Contributing Organizations in Research on Coping Strategies and Resilience in the Workplace.

Organization	Documents	Citations
Portland State University.	13	565
University of South Australia.	13	216
The University of Tokyo.	12	172
Oregon Health & Science University.	11	202
Griffith University.	11	246
University of Nottingham.	11	277
Catholic University of the Sacred Heart.	10	291
University of Sydney.	10	276
Kitasato University.	10	165
University of Toronto.	10	153

### ***Unit of Analysis: Countries***

Bibliometric analysis using VOSviewer reveals interesting patterns in the literature regarding coping strategies and resilience in managing workplace stress. The United States significantly dominates document production and citation counts, indicating that it is a major research hub in this field. European countries such as the United Kingdom, Germany, and Italy also make substantial contributions, reflecting a strong interest in this topic within the region.

China and Australia emerge as countries with a considerable number of documents, showcasing an increasing interest in workplace stress research in the Asia-Pacific region. India and Canada also contribute significantly, although their citation counts are relatively lower compared to the aforementioned countries. Meanwhile, Japan and Indonesia have fewer documents and citations, suggesting potential areas for further research development.

The results of this analysis highlight the importance of international collaboration in research on workplace stress management. The United States can serve as a potential partner for further studies, given its dominance in this area. European countries may also provide a rich source of theoretical and methodological insights. For Indonesia, these findings indicate room for improvement in both the quantity and quality of publications in this field. Collaborating with researchers from developed countries could accelerate the advancement of knowledge and best practices for managing workplace stress. Additionally, focusing on developing coping strategies and resilience that are relevant to Indonesia's cultural and social context should be a priority.

### **Discussion**

The findings of this bibliometric analysis provide critical insights into the management of workplace stress through coping strategies and organizational resilience. The results indicate a significant evolution in research trends from 2019 to 2024, highlighting the interconnectedness of various factors influencing employee well-being and organizational performance.

The analysis reveals that psychological capital, mindfulness, and organizational support are pivotal in shaping effective coping strategies (Consiglio et al., 2023). This aligns with existing literature that emphasizes the importance of psychological resources in mitigating stress

(Donaldson et al., 2020). The centrality of psychological capital suggests that enhancing employees' self-efficacy and resilience can lead to improved coping mechanisms, thereby reducing burnout and enhancing workplace satisfaction. Moreover, the findings underscore the necessity for supportive leadership and flexible work arrangements, particularly in light of recent global challenges such as the COVID-19 pandemic. Research indicates that supportive work environments significantly contribute to employee engagement and resilience (Astuti et al., 2023; Putra, 2024b). The emphasis on work-life balance and flexible work conditions reflects a broader trend in organizational practices aimed at fostering employee well-being.

Table 6. Top Contributing Countries in Research on Coping Strategies and Resilience in the Workplace.

Country	Document	Citation
United States	234	5569
United Kingdom	110	1740
Germany	91	1832
China	98	1117
Australia	90	1530
India	70	641
Canada	78	1114
Italy	63	1492
Japan	56	487
Indonesia	55	195

The trends identified in this study resonate with earlier findings that highlight the role of coping strategies in managing workplace stress. For instance, studies have shown that both problem-focused and emotion-focused coping strategies are essential for effective stress management (Kowalska & Domagała, 2024). The current research builds upon these theories by integrating a bibliometric approach, which offers a comprehensive view of how these strategies have evolved over time. Furthermore, the significant focus on organizational resilience aligns with recent discussions in the field regarding the need for organizations to adapt to rapid changes and challenges. Research by (Schieman et al., 2022) posits that resilient organizations are better equipped to handle stressors, thereby enhancing overall performance. This study reinforces the notion that resilience is not merely an individual trait but a collective organizational capability.

The implications of these findings are profound for practitioners in human resource management and organizational leadership. Organizations must prioritize developing psychological capital among employees through targeted training programs that enhance self-efficacy and mindfulness practices. Additionally, fostering a culture of support where leaders actively engage with their teams can mitigate stress levels and promote a healthier work environment. Given the increasing prevalence of remote work arrangements due to recent global events, organizations should also consider implementing flexible work policies that accommodate employees' needs for work-life balance. This approach not only supports employee well-being but also enhances productivity and retention rates. This bibliometric analysis provides a robust framework for understanding the dynamics of workplace stress management through coping strategies and resilience. By linking these findings with established theories and current practices, organizations can better navigate the complexities of employee well-being in an ever-evolving work landscape. Future research should continue to explore these themes, particularly in diverse organizational contexts, to further enrich our understanding of effective stress management strategies.

## Implications

The findings of this study provide significant implications for human resource management (HRM) and organizational leadership in managing workplace stress. First, the bibliometric analysis highlights that effective coping strategies, such as a combination of problem-focused and emotion-focused approaches, can better equip employees to manage stress. This underscores the importance of training programs aimed at enhancing employees' coping skills, including mindfulness and self-efficacy development. Second, this research emphasizes the critical role of organizational support, including supportive leadership, flexible work arrangements, and employee well-being programs, in fostering a conducive work environment that builds organizational resilience. Organizations can leverage these insights to develop flexible work policies, such as remote work arrangements and initiatives to reduce work-family conflicts, which have been shown to positively impact employees' work-life balance.

Third, the findings on organizational resilience reaffirm that factors such as job resources, social support, and psychological capital play a vital role in enhancing employee engagement and overall work performance. Consequently, organizations are encouraged to integrate these elements into their HRM strategies, such as through leadership training and mental health support initiatives that foster employee well-being. Lastly, the implications for future research point to the need for further studies that integrate individual and organizational approaches to managing workplace stress. Cross-cultural studies can also provide broader insights into the effectiveness of coping strategies across diverse contexts, including in developing countries like Indonesia. By adopting this holistic approach, organizations can create healthier and more productive work environments, improving employee retention and satisfaction.

## Limitations and Further Research

This study has several limitations that should be acknowledged. First, the bibliometric analysis relied on data from the Dimensions database, which, while comprehensive, may not include all relevant publications on workplace stress, coping strategies, and resilience. Future studies could expand the scope by incorporating other databases such as Scopus or Web of Science to provide a more exhaustive analysis. Second, the study's focus on the time frame of 2019–2024 may limit the generalizability of the findings to earlier or future periods. Research trends and themes evolve over time, and a broader temporal scope might reveal additional patterns and insights. Future research could perform longitudinal bibliometric analyses to capture these dynamics.

Third, while this study utilized VOSviewer to map research trends and co-citation networks, it did not delve into qualitative methods, such as interviews or case studies, which could provide richer contextual insights into coping strategies and resilience practices. Researchers are encouraged to combine bibliometric methods with qualitative approaches to deepen the understanding of practical applications in diverse organizational settings. Lastly, the study primarily examined global trends without delving into regional or cultural differences in coping strategies and resilience. Future research could focus on cross-cultural comparisons, particularly in regions with distinct workplace dynamics, such as Asia, Africa, or Latin America. Understanding these cultural nuances would be beneficial in designing more tailored and effective interventions for managing workplace stress. Despite these limitations, the study offers valuable insights into the interplay between workplace stress, coping strategies, and resilience. Future research could build upon these findings by exploring the integration of emerging topics, such as digital transformation, remote work challenges, and artificial intelligence, in stress management frameworks.

## CONCLUSION

This research reveals that workplace stress is a significant issue that requires serious attention from organizations and human resource management (HRM). Through bibliometric analysis, this

study successfully mapped trends and effective coping strategies for managing work-related stress. It was found that a combination of problem-focused and emotion-focused coping strategies can enhance the effectiveness of stress management. Additionally, organizational resilience, supported by strong leadership and organizational support, proves essential in creating a healthier and more productive work environment. The study also emphasizes the importance of psychological capital, such as mindfulness and self-efficacy, in strengthening individuals' abilities to cope with stress. By adopting a holistic approach that integrates individual coping strategies with organizational interventions, this research provides policy recommendations for HR practitioners to develop more effective stress management programs. A better understanding of coping strategies and resilience can help improve employee well-being as well as overall organizational performance.

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## AUTHOR CONTRIBUTIONS STATEMENT

All authors contributed significantly to the study. Alfa Santoso Budiwidjojo Putra conceptualized the research framework, performed the bibliometric analysis, and wrote the initial manuscript draft. Vincentia Indah Puspita Sari contributed to the data collection, refined the analysis using VOSviewer, and provided critical revisions to the manuscript. Both authors reviewed and approved the final version of the manuscript.

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