

The background of the entire cover is an abstract, high-energy image. It features a blurred figure of a person, likely a runner, in motion. The figure is overlaid with vibrant, streaky light trails in shades of teal, blue, and orange, creating a sense of speed and dynamic movement. The overall aesthetic is modern and energetic.

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COLLOQUIUM PROCEEDINGS

EXTENDED ABSTRACT

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UNDERSTANDING THE ROLE OF GENDER, COPING APPROACHES, AND STRESS MANAGEMENT IN A MALAYSIAN FOOTBALL ORGANIZATION

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I. INTRODUCTION

Work-related stress is a significant concern affecting employees' well-being and organisational efficiency [1]. This study examines work stress levels and coping strategies among employees in Persatuan Bola Sepak Negeri Sembilan (PBNS). By assessing the relationship between stress and coping mechanisms, this research provides insights into mitigating workplace stress and fostering a supportive work environment. Findings aim to inform targeted interventions that enhance employee resilience and organisational productivity [2].

II. METHODS

This study employed a non-experimental quantitative design using survey questionnaires. Forty-five employees from PBNS were surveyed, with data analyzed using descriptive and correlational techniques via Jamovi. Work stress was measured using the Work Stressor Questionnaire ($\alpha = 0.86$), and coping strategies were assessed with the Brief-COPE scale ($\alpha = 0.81$). The entire PBNS population was sampled for comprehensive insights.

III. RESULTS AND DISCUSSION

A. Work Stress Level

The analysis revealed that most employees (78.4%) at PBNS experienced moderate stress levels, while 19.6% reported high stress, and only 2.0% fell into the low-stress category. This distribution suggests that stress is prevalent but predominantly at moderate levels, necessitating tailored interventions to prevent escalation.

B. Coping Strategies Level

Employees demonstrated a balanced distribution in coping strategies, with 45.1% at both moderate and high levels, and 9.8% at low levels. These results indicate that most employees actively employ coping mechanisms, though a notable minority may need additional support to enhance coping skills.

C. Relationship between Work Stress and Coping Strategies

A moderate positive correlation ($r = 0.426$, $p < 0.002$) was found between stress and coping strategies, indicating employees experiencing higher stress are more likely to adopt coping mechanisms.

D. Gender Differences in Work Stress

Female employees reported significantly higher stress levels (194 ± 27.6) than their male counterparts (169 ± 25.5), with a substantial effect size ($d = 0.933$, $p = 0.011$). This finding suggests gender-based variations in stress experiences, emphasizing the need for gender-sensitive approaches to stress management in the workplace.

TABLE I
DESCRIPTIVE OF DIFFERENCES IN WORK STRESS IN TERMS OF GENDER

	Group	N	Mean	SD	p
Work Stress	Male	41	169	25.5	0.011
	Female	10	194	27.6	
Total					

IV. CONCLUSIONS

This study revealed that most PBNS employees experience moderate stress, with significant gender differences and a positive correlation between stress and coping strategies. Effective coping strategies, including problem-focused and emotion-focused approaches, are vital for mitigating stress impacts. These findings underscore the importance of targeted interventions to enhance employee resilience and workplace well-being.

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