

ABSTRAK

Masalah dalam penelitian ini berangkat dari tekanan kerja yang dialami pekerja swasta di Banyumas, yang dapat memicu stres kerja dan belum diimbangi dengan kesadaran serta keterbukaan diri (*self-disclosure*) yang memadai dalam menjaga kesehatan mental. Penelitian ini bertujuan untuk mengkaji *self-disclosure* pekerja swasta dalam mengurangi stres kerja di Banyumas berdasarkan empat zona Johari Window: *open area*, *blind area*, *hidden area*, dan *unknown area*. Pendekatan kualitatif dengan studi kasus digunakan dalam penelitian ini, melibatkan lima informan yang bekerja di wilayah Purwokerto Selatan dan Timur, Banyumas. Data dikumpulkan melalui wawancara mendalam, observasi, dan dokumentasi. Hasil menunjukkan mayoritas informan berada pada zona terbuka, di mana empat dari lima informan merasa nyaman berbagi pengalaman stres kepada orang terdekat, yang berdampak positif terhadap kesejahteraan emosional. Semua informan memiliki zona buta yang berguna untuk memahami diri sendiri dari *feedback* orang terdekat. Satu informan memilih menyembunyikan stresnya termasuk dalam zona tersembunyi karena ketidaknyamanan dan keinginan menjaga citra profesional. Zona tidak diketahui para informan berhasil diketahui melalui hasil tes psikolog yang melalui serangkaian tes. Penelitian ini menunjukkan bahwa faktor stres pekerja lebih dipengaruhi oleh faktor imateril karena pekerja swasta lebih mengutamakan kondisi mental dan kenyamanan di lingkungan kerja dibandingkan keuntungan materi seperti gaji yang besar. Serta *self-disclosure* berimplikasi dalam mengurangi stres kerja pekerja swasta di Banyumas.

Kata kunci: Johari Window, Komunikasi Interpersonal, Pekerja Swasta, *Self-Disclosure*, Stres Kerja

ABSTRACT

This study originates from the issue of work-related pressure experienced by private sector employees in Banyumas, which can lead to work stress and is often not balanced with sufficient self-awareness and self-disclosure in maintaining mental health. The research aims to examine self-disclosure as a coping strategy to reduce work stress among private employees in Banyumas, using the four Johari Window areas: open area, blind area, hidden area, and unknown area. A qualitative case study approach was employed, involving five informants working in South and East Purwokerto, Banyumas. Data were collected through in-depth interviews, observation, and documentation. The findings reveal that most informants fall into the open area, where four out of five felt comfortable sharing their stress-related experiences with close individuals, which positively impacted their emotional well-being. All informants possessed a blind area that helped them better understand themselves through feedback from others. One informant chose to conceal their stress, falling into the hidden area due to discomfort and a desire to maintain a professional image. The unknown area was uncovered through psychological assessments conducted by licensed professionals. This study shows that stress among private sector workers is more strongly influenced by immaterial factors, as they tend to prioritize mental well-being and workplace comfort over material benefits such as high salaries. Furthermore, self-disclosure plays a significant role in reducing work stress among private employees in Banyumas.

Keywords: Interpersonal Communication, Johari Window, Private Employees, Self-Disclosure, Work Stress