

# THE EFFECT OF WORKPLACE WELL-BEING AND MENTAL HEALTH ON EMPLOYEE PERFORMANCE

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**Abstract** In this case, companies operate actively in designing and solving strategic problems as well as have responsibility to business goals. In order to good employee performance, companies need to pay attention to employee well-being and mental health. This study aims to find out the impact of workplace well-being and mental health on employee performance at UD Putra TS Majalengka. The method used in this research is quantitative research. The population in this study is an employee of UD Putra TS Majalengka, sampling using simple random samplings with a total of 80 employees. The research uses data collection techniques in the form of questionnaires derived from the likert scale. The data analysis technique used in this study is using IBM SPSS 26 software. The results of this study show that workplace well-being has a high category, mental health has a good category, and employee performance has a high category. Partially, workplace well-being has a positive and significant effect on employee performance, mental health has a positive and significant effect on employee performance.

**Keywords :** workplace well-being and mental health have, employee performance.

*Abstrak Karyawan sekarang ini bisa diartikan yang menjadi asset yang krusial untuk suatu unit usaha yang memiliki andil aktif pada perancangan serta pemecahan persoalan dan mempunyai tugas dalam pencapaian sebuah target dari suatu unit usaha. Dalam upaya mendapat performa kerja karyawan yang optimal, oleh karena itu seatu unit usaha penting untuk melihat kemakmuran serta kesehatan mental karyawannya. Studi yang dilaksanakan memiliki maksud agar dapat memperoleh informasi mengenai workplace well-being dan mental health terhadap kinerja karyawan di UD Putra TS Majalengka.*

*Metode penelitian kuantitatif dipergunakan dalam studi yang dilaksanakan. Populasi pada studi yang dilaksanakan yaitu karyawan UD Putra TS Majalengka, untuk mengambil sampel mempergunakan teknik simple random sampling yang memiliki banyaknya karyawan sebanyak 80 orang. Studi yang dilaksanakan mempergunakan pengumpulan data yang berbentuk kuesioner yang asalnya dari skala likert. Teknik analisis data yang dipergunakan pada studi yang dilaksanakan adalah melalui penggunaan perangkat lunak IBM SPSS 26.*

*Temuan dari studi yang dilaksanakan mengindikasikan jika workplace well-being memiliki kategori tinggi, mental health memiliki kategori baik, dan kinerja karyawan memiliki kategori tinggi. Secara parsial, workplace well-being memiliki keberpengaruh positif serta signifikan terhadap kinerja karyawan, mental health berpengaruh positif dan signifikan terhadap kinerja karyawan. Dengan bersamaan, workplace well-being dan mental health memiliki keberpengaruh positif dan signifikan terhadap kinerja karyawan.*

**Kata Kunci:** Kesejahteraan di Tempat Kerja; Kesehatan Mental; Kinerja Karyawan

## INTRODUCTION

Today's business competition requires organizations to maximize all production factors, especially human resources who play an active role in planning and solving strategic problems. Without qualified human resources, work is not completed and the company's goals are not achieved. Yusuf in Mahdi et al. (2022:222) human resources are the main capital and determinant of organizational turnover, so the company must have employees with optimal performance in order to achieve goals and profits. According to Wartono in Putri et al. (2022:449), Performance is the result of work obtained by employees according to the tasks assigned by the business unit. . According to Page in Akhmad and Meita (2021:4), high Workplace Well-Being makes employees feel positive emotions, feel happy, and have an impact on increasing work productivity. According to the Ministry of Health of the Republic of Indonesia (2018), mental health is a health condition related to the psychological, mental, and emotional aspects of individuals in living life. The well-being and mental health of employees are still often underpaid by companies, even though they have a big impact on performance, productivity, work ability, and relationships between employees. Based on these conditions, this study was conducted to determine the influence of Workplace Well-Being and Mental Health on Employee Performance at UD Putra TS Majalengka, both partially and simultaneously. Workplace Well-Being

According to Page in Akhmad and Meita (2021:3), Workplace Well-Being or prosperity in the work environment is a well-being that can be experienced by all employees related to emotions in general and the internal or external value of the tasks given. Based on Page's statement in Akhmad and Meita (2021:4) Workplace Well-Being has 2 aspects consisting of internal aspects and external aspects, from those aspects, each aspect has components, are below:

1. Internal Aspects
  - a. Tasks assigned
  - b. Value of work
  - c. Independence
  - d. Implementation of capabilities

- e. Feeling successful
- 2. External Aspects
  - a. Time use
  - b. Employment Conditions
  - c. Supervision
  - d. Promotional opportunities
  - e. Recognition of performance
  - f. Appreciation
  - g. Wages
  - h. Security

**Mental Health**

According to Hayati (2019:46), mental health problems are experienced by all individuals. The limitations that exist in the midst of mental health problems with mild mental health disorders are not clear. Mental health problems are related to age, gender, cultural background, habits, and race. However, there are also mental disorders that have a biological mould and require further specific action. According to Hayati (2019:49), the indicators of employee mental health are as follows:

- 1. Role Conflict
- 2. Role Ambiguity
- 3. Excessive Workload (Work Overload)
- 4. Responsibility

**Employee Performance**

According to Bangun in Akhmad and Meita (2021:2), performance is the acquisition of work that has been obtained by workers according to the criteria of their work. Based on the statement of Bangun in Akhmad and Meita (2021:3), the elements that are able to weigh performance are as follows:

- 1. A Lot of Work
- 2. Quality of Work
- 3. Time Accuracy
- 4. Presence
- 5. Capacity in Cooperation

**RESEARCH METHOD**

Based on the results of the study regarding the general overview of respondents, a high category was obtained for the workplace well-being variable data with a total score of 3,958, a high category for the mental health variable data with a total score of 3,568, and a high category for the employee performance variable which had a total score of 2,497.

**Verifiable Analysis Results**

1. Normality Test

The normality test carried out through the Kolmogorov Smirnov (KS) test obtained the following results:

In the methodology section, the type of method used (qualitative/quantitative), research variables, types and sources of data, data collection techniques and data analysis techniques are explained. If using a table, the table can be loaded in a format

Table 1  
Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		80
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	290.53593711
Most Extreme Differences	Absolute	.068
	Positive	.068
	Negative	-.052
Test Statistic		.068
Asymp. Sig. (2-tailed)		.200 <sup>d</sup>
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: SPSS Output 26 (2024)

According to table 1, it shows if the Asymp is large. Sig (2-tailed) is 0.200. The value is > 0.05 (5%), so that conclusions can be drawn if all variables have a normal distributed residual amount or the normality test is sufficient.

2. Multicollinearity Test

The results of the multicollinearity test are shown in the table below:

Table 2  
Multicollinearity Test Results

Variabel Independen	Collinearity Statistic		Keterangan
	Tolerance	VIF	
Workplace Well-Being (X1)	0,555	1,801	Tidak terjadi multikolinearitas
Mental Health (X2)	0,555	1,801	Tidak terjadi multikolinearitas

Source: SPSS Output 26 (2024)

Based on table 2, a tolerance value of  $0.555 > 0.10$  and a VIF value of  $1.801 < 10$ . So there is no Multicollinearity

### 3. Heteroscedasticity Test

The results of the heteroscedasticity test can be seen in the image below:

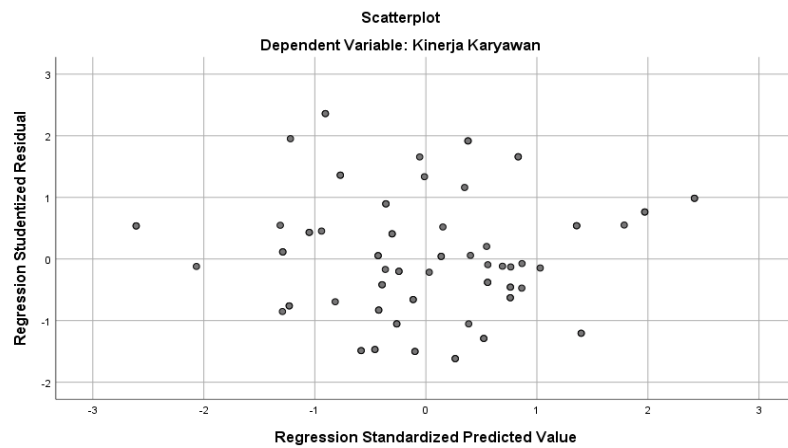


Figure 1  
Heteroscedasticity Test Results

Source: SPSS Output 26 (2024)

In Figure 1, it is shown that some points experience irregular distribution above or below the number 0, the spread of dots does not form a pattern, and some dots do not gather in one location. It can be concluded that heteroscedasticity does not occur in the regression model

### 4. Autocorrelation Test

The results of the autocorrelation test can be seen in the following table.

Table 3  
Autocorrelation Test Results

Model Summary <sup>b</sup>					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.402 <sup>a</sup>	.162	.140	2.44257	1.754
a. Predictors: (Constant), Mental Health, Workplace Well-Being					
b. Dependent Variable: Kinerja Karyawan					

Source: SPSS Output 26 (2024)

According to table 3, the magnitude d (Durbin – Waston) = 1.754. The magnitude is  $dL = 1.5859$  and  $dU = 1.6882$  with  $n = 80$  and  $k = 2$ . So that the equation in the study carried out was  $dU < d < (4 - dU) = 1.688 < 1.754 < 2.312$ . So conclusions can be drawn if there is no autocorrelation found.

### 5. Multiple Linear Regression Test

The results of the multiple linear regression test are shown in the table in this table:

Table 4  
Multiple Linear Regression Test Results

Coefficients <sup>a</sup>			
Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	6.762	1.620
	Workplace Well-Being	.397	.112
	Mental Health	.193	.106
a. Dependent Variable: Kinerja Karyawan			

Source: SPSS Output 26 (2024)

According to table 4, the following equation is obtained:

$$Y = 6.762 + 0.397 X_1 + 0.193 X_2$$

From these equations, it can be interpreted as follows:

- a) The constant in the regression model is 6.762 and has a positive sign. This means that if the Workplace Well-Being and Mental Health variables are 0, then the magnitude of the Employee Performance variable is 6.762 (positive value).
- b) The regression coefficient of Workplace Well-Being is 0.397 and has a positive sign, which means that if Workplace Well-Being is high, then Employee Performance is also high.
- c) The regression coefficient of Mental Health is 0.193 and has a positive sign, which means that if Mental Health is high, Employee Performance will also be high.
- d) Residual value (E) which means an error if there is an incorrectness in the sample data estimate carried out by the researcher.

6. Coefficient Determination Analysis

The results of the test of the determination coefficient of workplace well-being and mental health on employee performance are partially shown in the table below:

Table 5  
Partial Determination Coefficient Test Results (r2)

Coefficients <sup>a</sup>				
Model		Correlations		
		Zero-order	Partial	Part
1	(Constant)			
	Workplace Well-Being	.381	.374	.370
	Mental Health	.316	.239	.216
a. Dependent Variable: Kinerja Karyawan				

Source: SPSS Output 26 (2024)

- a) Coefficient of Workplace Well-Being determination on Employee Performance:  
 $KD = r^2 \times 100\% = 0.3812 \times 100\% = 14.51\%$ . So, the influence of Workplace Well-Being on Employee Performance is 14.51%.
- b) Coefficient of Mental Health determination on Employee Performance:  
 $KD = r^2 \times 100\% = 0.3162 \times 100\% = 10\%$ . So, the influence of Mental Health on Employee Performance is as much as 10%.

The results of the test of the determination coefficient of workplace well-being and mental health on employee performance are simultaneously shown in the table below:

Table 6  
Results of Simultaneous Determination Coefficient Test

Model Summary <sup>b</sup>					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.402 <sup>a</sup>	.162	.140	2.94285	1.754
a. Predictors: (Constant), Mental Health, Workplace Well-Being					
b. Dependent Variable: Kinerja Karyawan					

Source: SPSS Output 26 (2024)

- c) Coefficient of determination of Workplace Well-Being and Mental Health on Employee Performance:  
 $KD = r^2 \times 100\% = 0.4022 \times 100\% = 16.16\%$ . So, the influence of Workplace Well-Being and Mental Health on Employee Performance is 16.16%.

7. T test (Partial)

The results of the t-test (partial) are shown in the table below:

Table 7  
Results of the t-test (partial)

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.762	1.620		4.173	.000
	Workplace Well-Being	.397	.112	.496	3.542	.001
	Mental Health	.193	.106	.324	3.093	.003

a. Dependent Variable: Kinerja Karyawan

Source: SPSS Output 26 (2024)

- a) The workplace well-being variable shows the magnitude of the calculation of 3.542 > the table of 1.990 and the magnitude of significance is 0.001 < 0.05. This confirms that the first hypothesis explaining the positive and significant influence of Workplace Well-Being on Employee Performance has been proven.
- b) The mental health variable showed a magnitude of 3.093 > a table of 1.990 and a magnitude of significance of 0.003 < 0.05. The paper confirms that the second hypothesis that explains the positive and significant influence of Mental Health on Employee Performance has been proven.

8. F Test (Simultaneous)

The results of the F (simultaneous) test can be seen in the following table:

Table 8  
Test F Results (Simultaneous)

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1285.871	2	642.935	7.418	.001 <sup>b</sup>
	Residual	666.329	77	8.628		
	Total	1952.200	79			

a. Dependent Variable: Kinerja Karyawan  
b. Predictors: (Constant), Mental Health, Workplace Well-Being

Source: SPSS Output 26 (2024)

According to table 8, the magnitude of the calculation is 7.418 > the figure is 3.11. So it means that together the variables of Workplace Well-Being and Mental Health have a significant influence on the variables of Employee Performance.

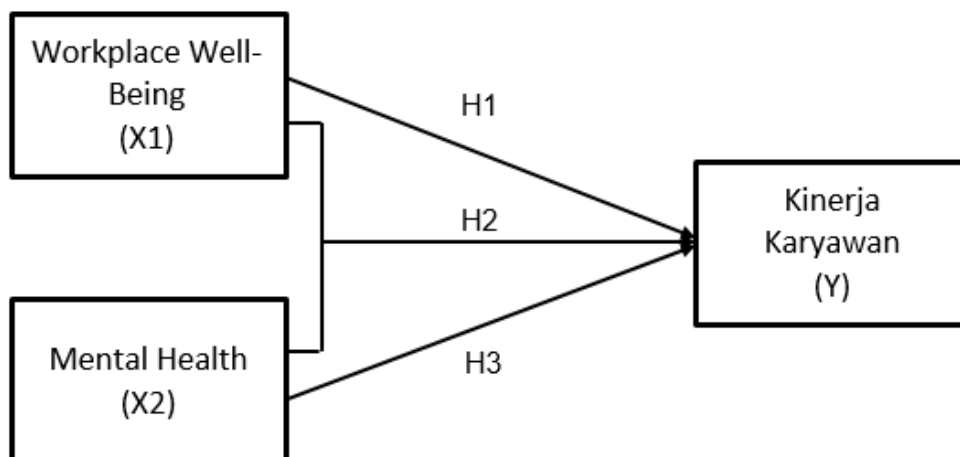


Figure 2  
Research Paradigm

RESULTS AND DISCUSSION

Based on the results of the research on the responses of UD Putra TS employees, it shows that the workplace well-being variable is in the high category which has a total score of 3,958 and the highest score is 338 where employees consider that the tasks carried

out for a business unit are very meaningful.

Based on the results of the study on the responses of UD Putra TS employees, it shows that the mental health variable is included in the good category which has a total score of 3,568 and the highest score is 318 where employees consider that there is a conflict of roles that causes them difficulty in completing tasks.

Based on the results of the study on the responses of UD Putra TS employees, it shows that the employee performance variable is in the high category which has a total score of 2,497 and the highest score is 323 where employees feel that they are always trying to improve the quality of their work and never once do their duties at work without permission. The results section presents the findings objectively without interpretation. It should be organized logically, often following the sequence of research questions or hypotheses. Tables, figures, or charts may be included to support the data presentation, and each should be clearly labeled and described. The goal is to provide readers with a clear and comprehensive view of the outcomes of the study.

## CONCLUSION

The results show that workplace well-being and mental health have an important role in improving employee performance. Workplace well-being has been proven to have a positive and significant effect on employee performance, where the higher is the level of employee welfare in the workplace, the higher the performance produced. Mental health also has a positive and significant influence on performance, so that the better the employee's mental health condition, the more optimal the work performance shown. In addition, workplace well-being and mental health simultaneously also affect employee performance, which means that improving both aspects simultaneously can produce maximum performance.

Based on these findings, several suggestions can be given. Company management needs to improve employee satisfaction with the work environment through thorough surveys and evaluations related to room conditions, organizational culture, and relationships between employees. Companies are also advised to provide training or counseling to assist employees in managing role conflicts, such as time management and communication training, and ensuring that the division of duties remains balanced. In addition, the attendance policy needs to be emphasized so that it is understood by all employees, by implementing a sanction system for violations and giving rewards to employees with good attendance. For further research, it is recommended to expand objects or use different variables so that the research results are more varied and enrich scientific studies.

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