



(RESEARCH ARTICLE)



The role of work place well-being and workload on *mental health* case study: Non-Civil Service Lecturer Halu Oleo University Kendari, Indonesia in 2024

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Abstract

Background: Mental health reflects an individual's emotional, psychological, and social state that allows them to cope with work stress, work productively, and contribute positively to the organization. A preliminary survey using an interview method for ten subjects from a total of 300 non-Civil Service lecturers at Halu Oleo University. This interview includes a number of questions, such as the identity of non-Civil Service lecturers, length of service, their views on their work, relationships with leaders and colleagues, and work environment conditions. The results of the interview revealed that the average non-Civil Service lecturer at UHO has a working period of about one year.

Methods: The type of research used is a correlational quantitative research. Research methods are basically a scientific way to obtain data with specific purposes and uses. Based on this, there are four keywords that need to be considered, namely scientific methods, data, objectives and uses. Correlational research is a type of research with problem characteristics in the form of correlational relationships between two or more variables.

Results: The results showed that the variable Work Place Well-Being had a weak correlation value with an appreciative value of $p = 0.452$ for mental health. For the workload variable, it showed a weak correlation with a significant value of $p = 0.976$ to the mental health.

Conclusion: The conclusion in this study is that there is a weak correlation between Work Place Well-Being and workload with health.

Keywords: Workplace Well-being; Workload; Mental Health; Lecturer

1. Introduction

Indonesia is a developing country with a large workforce dominated by a fairly productive age. The Central Statistics Agency (BPS) stated that the total Indonesian population who are working, especially in the industrial sector, is increasing every year. It is recorded in the statistical census data recorded in 2018 that the population aged 15 years and above who have the main job in the industrial sector is 17,924,002 people. Based on this number, there was an increase in 2019 to 18,228,162 people. Not only in the industrial sector, many Indonesian workers pursue other fields, including plantations, trade, agriculture, education, and in the service sector (1).

Workplace well-being is now one of the most crucial aspects of modern organizational management. A work environment that prioritizes employee well-being can have a great positive influence on their motivation, productivity,

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and mental health. This well-being includes a variety of factors, such as harmonious interpersonal relationships, comfortable workplace physical conditions, flexibility in work, and opportunities for professional development. When these aspects are managed well, employees will feel more satisfied, excited, and actively involved in their work (2).

However, the high demands of jobs in various industries today also increase the risk to employees' mental health. Excessive workload, pressure to achieve targets, and lack of rest time are the main triggers for the imbalance between work and personal life. Research shows that heavy workloads often lead to chronic stress, burnout, and even depression (3). In addition, uncontrolled work pressure also has a negative impact on social relationships in the workplace, thus creating an uncondusive work atmosphere (4).

The combination of lack of workplace well-being and high workload further worsens the mental condition of workers. This situation is a serious concern because impaired mental health can affect various other important aspects, such as individual performance, employee loyalty to the organization, and the company's image in the eyes of the public. Therefore, a comprehensive approach is needed to create a work environment that supports mental health. This approach includes the provision of mental health programs, the implementation of flexible work policies, and training to help employees better manage stress (5).

Previous research has also revealed that organizations that are committed to improving the well-being of their employees tend to have higher productivity as well as a more satisfied and happy workforce. By paying attention to well-being in the workplace and managing the workload wisely, companies can create a healthy and sustainable work environment in the long run (6).

2. Methods

The type of research used is correlational quantitative research. Research methods are basically a scientific way to obtain data with specific purposes and uses. Based on this, there are four keywords that need to be considered, namely scientific methods, data, goals and uses. Correlational research is a type of research with problem characteristics in the form of a correlational relationship between two or more variables. The purpose of this study is to determine whether or not there is a correlation between variables or to make predictions based on correlations between variables.

3. Results

3.1. Work Place Well Being

Workplace Well-Being is a concept that refers to the physical, mental, emotional, and social well-being conditions of employees in the work environment. This well-being is not only about the absence of disease or disorders, but also includes the existence of a sense of comfort, security, and satisfaction in carrying out daily work activities.

Table 1 Correlation of Work Place Wellbeing to Mental Health

Correlations					
		Work Place Well Being	Workload	Work Environment	Mental Health
Work Place Well Being	Pearson Correlation	1	0.009	-0.040	-.078
	Sig. (2-tailed)		0.931	0.698	0.452
	N	95	95	95	95

Source: Primary Data 2024

Based on the table, Work Place Well-Being has a weak correlation value with a cognitive value of $p = 0.452$ for mental health.

3.2. Workload

Workload is the number of tasks or responsibilities that an individual or group must complete within a given period of time. Workload includes quantitative aspects, such as the volume of work, and qualitative aspects, such as the difficulty or complexity of the task

Table 2 Correlation of Workload to Mental Health

Correlations		Work Place Well Being	Workload	Work Environment	Mental Health
Workload	Pearson Correlation	0.009	1	0.100	0.003
	Sig. (2-tailed)	0.931		0.336	0.976
	N	95	95	95	95

Source: Primary Data 2024

Based on the table, the workload shows a weak correlation with a significant value of $p = 0.976$ to the mental health.

4. Discussion

4.1. Work Place Wellbeing on Mental Health

- A weak correlation with $p = 0.452$ indicates that the relationship between workplace well-being and mental health in this study is not significant. This suggests that workplace well-being is likely not the primary factor affecting mental health in the context or population studied.
- The study, which focuses on more heterogeneous populations, shows variations in the influence of workplace well-being on mental health. They found that in some sectors of work, the influence of workplace well-being on mental health can be lower than other external factors, such as family support, social environment, and economic conditions (7).
- Other research shows that workplace well-being can be an indirect protective factor for mental health through increased work engagement. While it doesn't always have a strong direct relationship with mental health, workplace well-being can help reduce the negative effects of work stress through mediation mechanisms, such as peer support and stress management (8).
- Studies during the COVID-19 pandemic, such as those conducted by *Xi*, show that workplace well-being is losing a significant influence on mental health for many workers, especially those working from home. In this condition, other factors such as social isolation and increased workload become more dominant than workplace well-being (9).

4.2. Workload on Mental Health

- A weak correlation value with $p = 0.976$ indicates that the relationship between workload and mental health was not significant in this study. This means that in the context or population studied, workload may not be a major factor that directly affects mental health.
- Recent studies show that the influence of workload on mental health can be influenced by mediating factors, such as social support, management style, and coping strategies. They found that in some sectors of work, the direct relationship between workload and mental health tends to be weak due to intervention or mitigation from the organization (10).
- Other research also highlights that in the era of remote work, workload has a more complex relationship to mental health due to additional factors such as flexible working hours and the separation between work and personal life (11).
- The results of this study suggest a weak correlation, possibly due to unmeasurable external factors, such as the individual's ability to manage stress, differences in job sectors, or the availability of organizational support. Research contexts such as work culture, organizational structure, and employee wellbeing policies can also influence these results.

In addition, there is a need for a more comprehensive approach to understanding mental health. Workload should not be seen as the only risk factor, but rather should be considered along with other factors such as the work environment, social support, and work-life balance

5. Conclusion

- The workplace welfare variable had a weak and insignificant relationship with mental health with a correlation value of $p = 0.452$. This suggests that workplace well-being may not be the main factor affecting mental health in the context of this study. Other factors beyond workplace well-being, such as social support, personal conditions, or other external factors, are likely to have a greater role in determining mental health.
- The workload variable also showed a very weak and insignificant relationship to mental health, with a value of $p = 0.976$. This indicates that in this study, the level of workload experienced by individuals did not have a significant impact on their mental health. Moderation or mediation factors, such as coping abilities, organizational support, or certain job characteristics, may play a role in influencing the relationship.
- Overall, these results suggest that the relationship between workplace well-being and workload and mental health is complex and not always direct. More research is needed to identify other factors that may affect mental health more significantly, such as the quality of interpersonal relationships, the psychological work environment or external pressures outside of the workplace.

Suggestion

- Development of Holistic Wellbeing Programs, although workplace well-being shows a weak correlation to mental health, organizations still need to strengthen holistic well-being programs. The focus can be directed towards approaches that include increased psychological support, counseling facilities, and mental resilience training programs for employees. The program is expected to create an overall positive impact even though the direct impact on mental health is not very significant.
- An insignificant workload in relation to mental health can indicate the need for a new approach to its management.
- Education to employees about the importance of maintaining mental health independently, such as through stress management, implementing a healthy lifestyle, and group support, also needs to be strengthened. Organizations can facilitate training or seminars that address this issue on a regular basis.
- Organizations are advised to develop data-driven mental health policies, which include aspects of work environment management, monitoring of employees' psychological well-being, and employee involvement in decision-making related to work welfare.
- To gain a more comprehensive understanding, further research is needed by considering other relevant variables, more in-depth measurement methods, and a broader population. This research can help organizations design more effective interventions to support employee mental health.

Compliance with ethical standards

Disclosure of conflict of interest

No conflict of interest to be disclosed.

Statement of informed consent

Permission has been obtained to conduct research with the relevant partners

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