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Mental Health Impact Analysis and Work Environment on Employee Productivity Gen Z

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Abstract

This study aims to analyze the impact of mental health, particularly burnout, and the work environment on the productivity of Generation Z employees. An unfavorable work environment, including conflicts between employees and pressure from the company, also contributes to the stress experienced. This research emphasizes the importance of creating a positive and supportive work environment, where relationships between employees and between employees and leaders are well established. By paying attention to mental health and creating a comfortable work environment, companies can increase employee morale and productivity. These findings show that attention to employee well-being is the key to increasing productivity and loyalty of Generation Z employees in an increasingly complex era.

Keywords: Mental Health, Burnout, Work Environment, Productivity, Gen Z Employees.

Introduction

One of the valuable assets for a company is employees. Employees have an important role in continuing the process and maintaining the stability of a company so that the company continues to grow and increase its productivity (Daulay et al., 2019). This makes the focus for the company to continue to pay attention to meet the needs of its employees. Because by maintaining employee satisfaction, it will make employees more loyal to the company, thus keeping the company running and will increase productivity for the company (Marwanto & Hasyim, 2022). The phenomenon that occurs today mental health and the work environment are important aspects that need to be considered, because this is one of several factors that cause an increase in employee productivity in this era which is dominated by generation Z.

In this era, Generation Z or what is commonly referred to as Gen-Z, has entered the world of work. In fact, in the current conditions, the world of work is dominated by Gen-Z. Generation Z is a group of individuals born from 1997 to 2012 and they grew and developed in the technological era (Muhammad Daffa Al Fahreza et al., 2024). Generation Z is often referred to as the iGeneration (internet generation), because they have easy access to information and often communicate through social media (Rahmawati et al., 2024). In the world of work, this generation is prone to experiencing mental health problems. This is because this generation is dependent on technology and is influenced by social media. Despite having extensive access to information and resources, Generation Z is faced with a variety of complex economic and social challenges in the world of work.

Socially, mental health is the main focus, as this is important along with lifestyle changes, social pressures and technological developments that pose new challenges to the

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mental health of each individual. According to (Yulfanani & Roziana, 2022a) mental health (burnout) can affect employee performance and productivity. Mental health (burnout) is a form of fatigue caused by a person who is too intensely active, has high dedication and commitment, is active for too long and a lot and sees their needs, and desires as a second thing that can cause the individual to feel pressures that contribute more to his organization (Pratama et al., 2020). At work, pressure from the company can cause stress for workers. Although technological advances have made all forms of work easier, the demands of work are always there. Stressful or depressed emotions can be felt by workers due to work demands that are considered excessive. This will have an impact on the physical, mental and emotional conditions of employees (Issalillah et al., 2021). Mental health (burnout) can be a serious problem for companies or organizations and individuals which will later affect productivity, quality, job satisfaction and employee performance (Yulfanani & Roziana, 2022b). So this needs to be considered by companies or organizations in an effort to increase their productivity.

In addition to mental health being the main focus in work, the factor that can be expected from the workplace can be fulfilled is the work environment. The work environment around employees needs to be considered in order to have a good impact on a person's performance (Saptono et al., 2020). According to (Trisnawaty & Parwoto, 2021) The work environment is everything that exists around workers and can affect them in carrying out their responsibilities. Environmental conditions in the workplace can also cause stress in employees. Because in the workplace it is possible to have conflicts between employees, work complexity, company pressure, excessive workload, fatigue, tension, and panic (Naufalia et al., 2022). Employees receive a lot of information about various types of work that cause reduced employee performance and productivity levels. A good work environment is also inseparable from a good working relationship, both between employees and employees. A good work environment will create a comfortable and pleasant atmosphere so that employees are enthusiastic about carrying out their work (Madjidu et al., 2022). Comfort in forging work is one of the drivers of increasing employee work productivity. This is evidenced by the processes and results produced by employees in carrying out their activities, the absence of rewards for important work and various risks so that employees work uncomfortably and do not show their loyalty to the company. By looking at the context and problems above, this study aims to find out the factors that cause burnout, the impact of burnout on the productivity of generation Z employees, and the influence of the work environment on the productivity of generation Z employees.

Method

This research will use a quantitative approach to delve into the factors that can affect the productivity of Generation Z employees, especially with a focus on the analysis of mental health (burnout) and the work environment. This research method is based on a literature review study that will involve a critical analysis of previous researches, scientific articles, and relevant literature. In the study, a research concept framework was found based on the development of a hypothesis derived from a review of the previous literature that discussed mental health (burnout) and the work environment that affects the productivity of generation Z.

The population in this study is employees at a company in the Surya Cipta Karawang Area. The sample taken is 50 respondents as a requirement for the minimum number of the eligibility of the sample. The sampling method uses the non-probability sampling method. The sampling technique used is purposive sampling, which is sampling that limits a person's characteristics. The sampling criteria for the study are specifically for generation Z employees, namely employees born in 1997 to 2012.

Data collection uses a questionnaire that has been prepared and measurement uses a Likert scale consisting of 4 scales, namely strongly agree, agree, disagree, strongly disagree. Testing was carried out using SPSS 22 software. The data analysis techniques used in this study include Spearman validity, reliability, and correlation analysis.

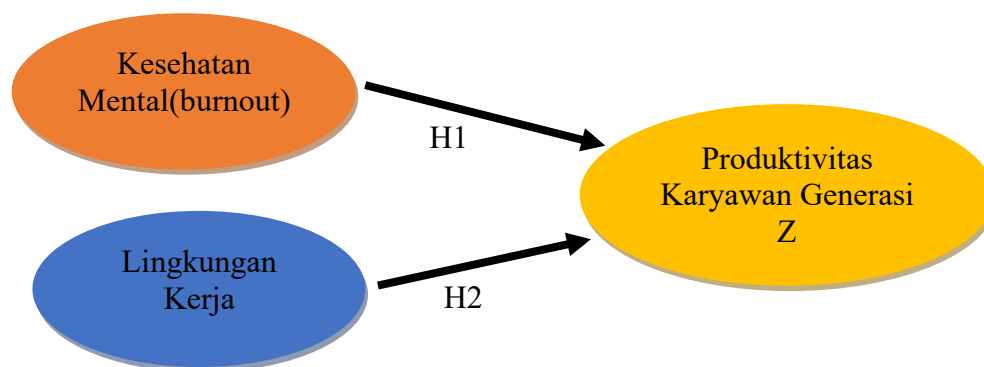


Figure 1. Conceptual Framework

Hypothesis:

H1 : Mental Health (burnout) has a positive effect on the Productivity of Generation Z Employees.

H2 : The Work Environment has a positive effect on the Productivity of Generation Z Employees.

Results and Discussion

The distribution of questionnaires to collect data successfully obtained 50 respondents as previously planned. The demographic profile of the respondents consisted of 31 women and 19 men. The average respondent worked less than three years and the average work experience of the respondent was 2 to 3 years.

The validity test was carried out by looking at the calculated r value in the correlation column of the corrected total item with the provision that 0.3 was said to be valid. At a significance level of 5%, all items are declared valid. The reliability test was carried out by considering the alpha Cronbach value. The alpha value must be greater than 0.6. From the results of the spss analysis, Cronbach's alpha value for the work stress variable was 0.811, for the psychological capital variable was 0.852, the social capital variable was 0.796, and the human capital variable was 0.887. Based on the results of the SPSS 22 analysis on the correlation test, it is shown in the following table.

Table 1 Results of Correlation Analysis

No	Relationship to Gen Z	R	Sig.
1	Employee Productivity Mental Health (Burnout)	-0,730	0,000
2	Work Environment	-0,300	0,001

From table 1, it is known that between the variables the significance value is less than 0.05, meaning that there is a real or significant relationship between the variable and the productivity of generation Z employees. This shows that the better the psychological capital, the lower the work stress. The correlation of the work environment with the productivity of generation Z employees was 0.300 and was negative. The strength of the relationship is quite weak. The better the employee work environment, the higher the productivity level of Generation Z employees.

The Influence of Mental Health on the Productivity of Generation Z Employees

This study shows that some Generation Z employees who work in companies feel pressured by the work they are doing. Having more than one job and different responsibilities results in Generation Z employees experiencing excessive fatigue both physically and mentally. Work that is not done well, causes work results that are not in accordance with the desired and makes other work not carried out, for example, generation Z employees who are also responsible as students, resulting in negligence in their responsibilities. Being responsible for the company and being a student at the same time makes Generation Z employees exhausted. Because they are required to stay focused on their work, so doing work from campus is done only for a while. This situation has been going on for 3 years since this generation Z employee chose to work while studying.

Work stress has become a growing concern for Gen Z employees, due to its detrimental impact on individual healthcare workers and the organizations they work for. This stress can manifest in a variety of ways, from heavy workloads and long working hours to exposure to work hazards and conflicts with coworkers (Zahra Raudia Gozali, 2022). This work stress in Generation Z not only has a negative impact on the physical and mental health of Generation Z workers, but also hinders their performance and productivity towards companies and educational institutions. Furthermore, the impact of work stress on Generation Z can extend beyond their professional lives, affecting their overall well-being and quality of life.

Overall, the impact of work stress on Gen Z employees has many aspects and can have serious consequences for Gen Z employees and the organizations they work for and the institutions where they receive their education. This highlights the need for strategies and support systems to overcome and reduce work stress in Generation Z employees, such as implementing better workload management, providing resources for stress management and mental health support, and fostering a positive work environment (Satriyanto, 2022).

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The Influence of the Work Environment on the Productivity of Generation Z Employees

The work environment plays an important role in determining the productivity experienced by Generation Z employees. Additionally, repetitive environmental stressors associated with workplace stress can affect the mental and physical well-being of Generation Z employees. This can lead to fatigue and even symptoms that resemble traumatic stress (Sheikhrabori et al., 2022). To reduce the negative consequences of work stress on Gen Z employees, it is important to focus on developing and promoting a resilient environment. This resilient environment can help Gen Z employees effectively cope with work- and education-related stress and maintain their overall health.

By creating a supportive and healthy work environment, companies can reduce the risk of work stress and its detrimental impact on Generation Z employees. By considering the impact of the work environment on work stress in the company, companies can implement strategies and interventions that address the specific factors that contribute to work stress due to the work environment.

Conclusion

Mental health, especially in the form of burnout, has a significant influence on the productivity of Generation Z employees. Many employees of this generation experience stress due to excessive workload and dual responsibilities, such as working while studying. This causes physical and mental fatigue that negatively impacts their performance. In addition, an unsupportive work environment, such as conflicts between employees and pressure from the company, also contributes to the stress experienced. It is important for companies to create a positive and supportive work environment, where relationships between employees and between employees and leaders are well established. A comfortable work environment can increase employee morale and productivity. Therefore, paying attention to mental health and creating a good work environment is key to increasing the productivity of Generation Z employees in an era dominated by technology and complex social challenges. As such, companies need to implement strategies that focus on employee well-being to ensure optimal performance and high loyalty from Generation Z employees.

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	<p align="center">Review: Journal of Multidisciplinary in Social Sciences</p> <p align="center">Volume 02 No 02 February 2025 E ISSN : 3031-6375 https://lenteranusa.id/</p>	
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