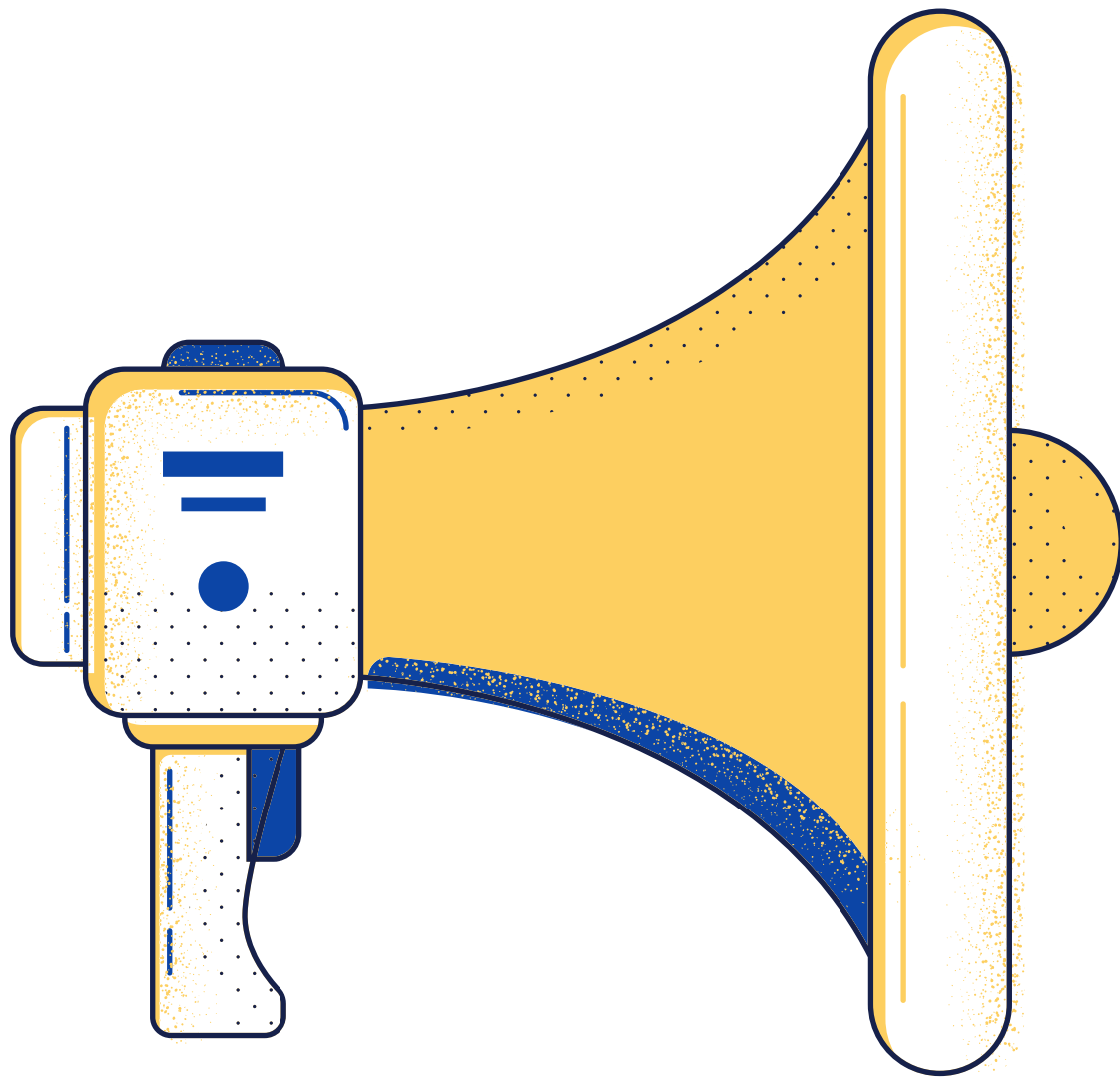


Understanding Employees' Mental Health and Here's What We Can Do

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Mental health is an **integral** and **essential** component of health. It is a **state of well-being** in which an individual **realizes their own abilities**, can cope with the **normal stresses of life**, can work **productively**, and can **contribute to their community**. -WHO

**Social norms and
expectation**

Physical environmental

External Factors

Social environmental

Organisational culture

Economy



Mental health condition

Upbringing

Internal Factors

Personality

**Coping mechanism and
ability**

MENTAL HEALTH



“Work is **good for mental health**, but a **negative working environment** can lead to **physical and mental health problems.**”

-WHO



TWO SIDES OF THE SAME COIN

Positive Side:

- Having a sense of responsibility for something
- Developing some hard skills and soft skills
- Developing social involvement
- Giving a sense of meaningfulness, usefulness for oneself and others.

Negative Side:

- Inadequate health and safety policies
- Poor communication and management practices
- Low level of support for employees
- Inflexible working hours
- Unclear organizational tasks or goals.

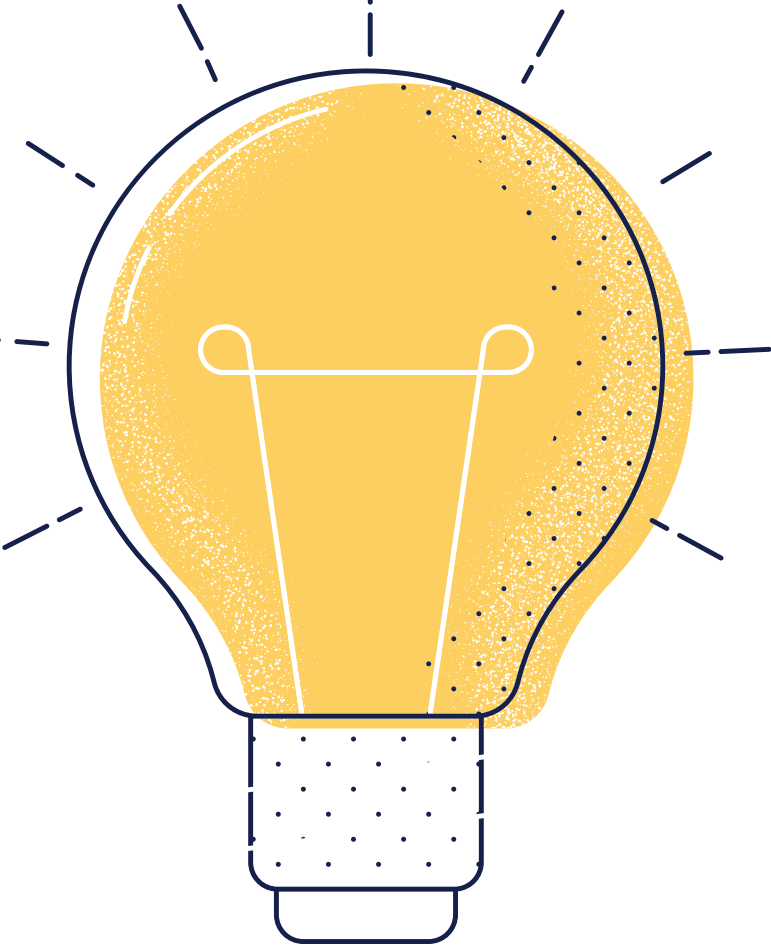
UNHEALTHY ORGANISATIONAL CULTURE

The culture **emphasizes the importance of competition and winning**. Such competition is usually not a healthy competition.

The characteristics:

- show no weakness
- strength and stamina
- put work first
- Dog eat dog





COVID-19 pandemic has changed the way we work and impacted our mental health as well.

HBR **RESEARCH**

While digital technologies like email and smartphones have always blurred the lines between work and home, the pandemic has eliminated any separation that might have remained.

Read the full article, **“The Endless Digital Workday,”**
by Arjun Narayan et al.

STRESS AND BURN OUT



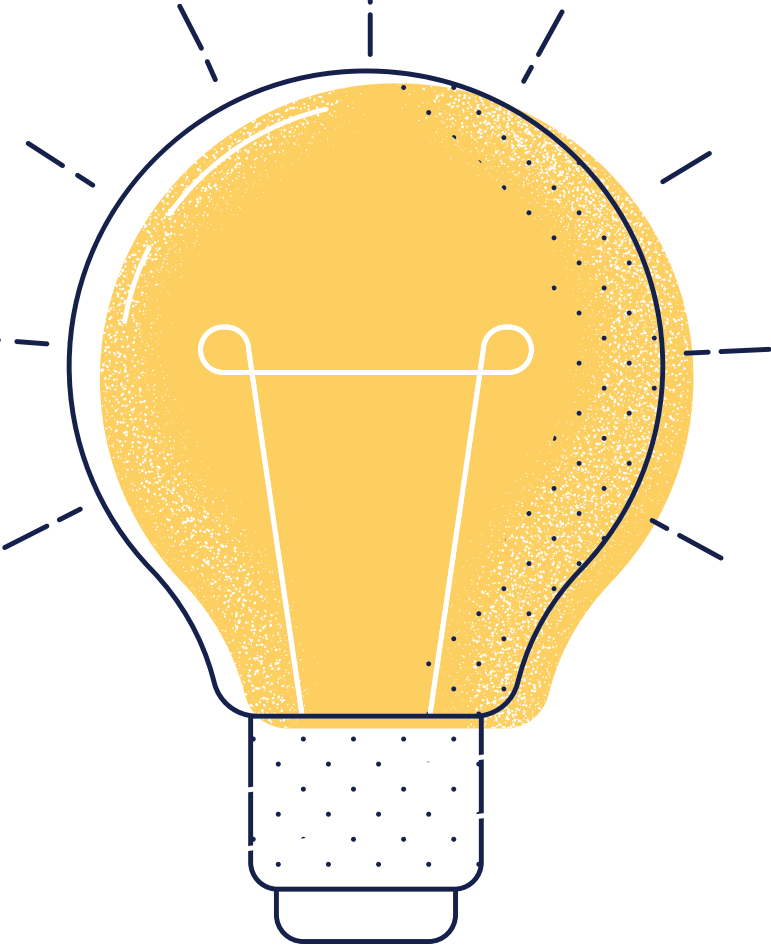
WHO defines burnout as a syndrome that arises as a result of **work stress** that is **chronic (long-lasting, accumulates continuously)**, and is **not managed properly**.

Signs and symptoms of burnout can appear through our **behaviour, emotions, cognitive and physical**. Hence, we have to be aware of the signs and symptoms.

The impact:

For individuals, **physical and mental health problems**, for example: psychosomatic.

For organisations: **jobs dissatisfaction, quality of work and productivity, turnover level, and high absenteeism**



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- Social stigma.
 - Mental health remains a taboo subject.
 - It doesn't feel safe enough to talk about mental health at work.
 - Inadequate mental health services

HBR HEALTH

Up to **80%** of people will experience a diagnosable mental health condition over the course of their lifetime, whether they know it or not.

But almost **60%** of employees have never spoken to anyone at work about their mental health.

Read the full article, "**How to Talk About Your Mental Health with Your Employer,**" by Kelly Greenwood

POSSIBLE IMPACTS THAT ARISE



- Loss of mutual trust in a working environment (esp. in a group/teamwork)
- Low psychological security (employees don't feel respected)
- Low job satisfaction, high turnover
- Burnout and other mental health issues
- Killing innovations
- Lower development rate and income

WHAT WE CAN DO

As individual

- Set up a realistic target
- Develop a healthy coping mechanism
- Take a break
- Set healthy boundaries
- Develop and maintain communication
- Utilise mental health service that provides by company.

When helping others

Look, listen, link

As a Company

- Start at the top (regulation, empathic leadership)
- Invest in education
- Provide support (EAP or other support that fits in your company)
- Set clear boundaries between work and personal space
- Do not support speech/joke that is demeaning, belittling or harassing. Should be reprimanded and invite people around not to normalize it.





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