

Mental Health Promotion untuk Peningkatan Produktivitas Kinerja Karyawan = Mental Health Promotion for Employee Productivity

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Abstrak

Penelitian ini dilatarbelakangi tingginya angka prevalensi gangguan jiwa di lingkungan pekerjaan karena adanya tekanan kerja akibat tuntutan perusahaan atas karyawannya, Sementara mental health promotion yang berguna menciptakan workplace-wellbeing masih sangat jarang digunakan di Indonesia. Mental health promotion merupakan wujud intervensi sosial untuk meningkatkan kesejahteraan sosial individu dalam cakupan kesehatan mental melalui pencegahan dan pengurangan faktor risiko. Penelitian ini bertujuan pertama, mendeskripsikan mental health promotion untuk peningkatan produktivitas kinerja karyawan perusahaan. Kedua, mendeskripsikan dampak yang dihasilkan oleh perusahaan yang mengimplementasikan dan tidak mengimplementasikan program mental health promotion untuk meningkatkan produktivitas karyawan. Penelitian ini menggunakan pendekatan critical literature review, dengan meninjau secara kritis tiga penelitian utama yang dipublikasi pada tahun 2017 dan 2022 yang membahas mental health promotion pada perusahaan di Indonesia. Hasil penelitian kajian kritis ini menemukan tiga hal terkait mental health promotion . Pertama, perusahaan perlu menyediakan lingkungan kerja secara fisik dan non-fisik yang nyaman dengan menghadirkan budaya kerja apresiatif, peduli, dan tidak toxic. Kedua, peran seorang pemimpin sangat krusial untuk menciptakan proses psychological empowerment melalui ethical leadership untuk menciptakan workplace well- being melalui pembentukan regulasi. Ketiga, dukungan secara psikis dengan menghadirkan layanan psikologis seperti peer support group, employee assistance program (EAP), dan program pengembangan diri guna menjaga produktivitas karyawan. Penelitian ini juga menghasilkan gambaran terkait dengan dampak implementasi dan non-implementasi program mental health promotion di perusahaan. Berdasarkan hasil tersebut penelitian ini merekomendasikan perlunya kerjasama antara perusahaan dan karyawan, serta penelitian lebih lanjut untuk mendorong implementasi program mental health promotion untuk meningkatkan produktivitas kinerja karyawan.

.....This study is inspired by the high prevalence of mental disorders in workplace due to work pressure from company to employees, while mental health promotion which significant for workplace-wellbeing still uncommon in Indonesia. Mental health promotion is a form of social intervention to improve individual social welfare within mental health area in preventing and reducing risk factors. This study aims, first, to describe the mental health promotion used by the company. Secondly, describe the impact of implementing and not implement mental health promotion programs to increase employee productivity and performance. This study employs critical literature review approach that conducted by critically reviewing three primary studies published in 2017 and 2022 that discussed mental health promotion in the Indonesia companies. This critical review indicates three matter related mental health promotion. First, companies need to provide a comfortable physical and non-physical work environment by presenting an appreciative, caring, and non-toxic work culture. Second, the role of a leader is crucial to create a psychological empowerment process through ethical leadership to create workplace well-being through the formation of regulations. Third, psychological support by presenting psychological services such as peer support groups, employee

assistance programs (EAP), and self-development programs maintaining employee productivity. This study also generates an overview related to the impact of implementation and non-implementation of mental health promotion programs in the company. Based on those results, this study recommends urgency of cooperation between companies and employees, also further research, affirming mental health promotion program to increase employee performance productivity in the workplace.