The Influence of Mental Health on Employee Performance with Physical Activity as a Moderating Variable

Erwanto[1], Aria Elshifa[2], Teguh Setiawan Wibowo[3], Ikram Yakin[4], Maryam Salampessy[5]
Universitas Islam Negeri Raden Intan Lampung, Indonesia[1], Institut Teknologi dan Sains Nahdlatul Ulama Pekalongan, Indonesia[2], STIE Mahardhika, Indonesia[3], Universitas Tanjung Pura, Indonesia[4], Universitas Pattimura, Indonesia[5]
erwanto@radenintan.ac.id

ABSTRACT

Researchers believe that mental health can have a positive relationship and a significant influence on employee performance because mental health, which consists of psychological health and intellectual health, can make employees work stably, measurably, efficiently and effectively in taking every step and making every decision. facing difficulties. Apart from that, researchers also believe that the effect will be more significant if accompanied by good physical activity which leads to good physical health. This research is quantitative research with an explanatory approach. The data used in this research is primary data that researchers obtained from distributing a questionnaire containing 14 items consisting of 6 Mental Health variable question items, 4 Employee Performance variable question items, and 4 Physical Activity variable question items. This data can also be called primary data. This research was conducted on 300 Bank Permata employees spread throughout Indonesia. The result in this research show good Mental Health can have a positive relationship and a significant influence on Employee Performance because Mental Health which consists of Mental Health and Intellectual Health can make employees more focused at work, more efficient in completing targets, and more effective in solving existing problems. Therefore, the results of the first row of path coefficients in this study show that the mental health variable can have a positive relationship and a significant influence on employee performance due to the positive P-Values and being below the 0.05 significance level, namely 0.021. Apart from that, the results of the second row of the third table of path coefficients show that the beliefs and assumptions of the two researchers can be fulfilled because the P-Values are positive and are below the significance level of 0.05, namely 0.000, because good physical activity can make the body healthy so that employees can work with focus, fit, and be able to complete any target without hindrance. Moreover, this is accompanied by good mental health and intellectual health. In this way, employee performance can be easily achieved. Based on this, the first and second hypotheses in this research can be accepted.

Keywords: *Mental Health, Employe Performance, Physical Activity*

INTRODUCTION

In the book Mental Hygiene, mental health is related to several things. First, how a person thinks, feels and lives daily life; Second, how a person views themselves and others; and Third, how a person evaluates various alternative solutions and how to make decisions regarding the circumstances faced (Zein, 2022). Mental health refers to the health of all aspects of a person's development, both physical and psychological. Mental health also includes efforts to overcome stress, inability to adapt, how to relate to other people, and is related to decision making. Each individual's mental health is different and experiences dynamics in its development. Because in essence humans are faced with conditions where they have to solve them with various alternative solutions. Sometimes, quite a few people at certain times experience mental health problems in their lives.

Health is something that is important to pay attention to and maintain, both physical, mental and social health to achieve a harmonious condition. According to WHO (The World Health Organization), health is a condition of complete physical, mental and social well-being, in addition to the absence of disease or weakness (Syamsu, 2019). The definition of health is not only related to physical health, but is also related to being psychologically healthy and achieving social 'well-being'. Furthermore, WHO defines mental health as a state of well-being in individuals who realize their own potential, can cope with the normal stresses of life, can work productively and fruitfully, and are able to make a contribution to their community ("WHO | Mental health: a state of well-being" t.t.).

According to (Syah, 2015), mental health is harmony in life that is realized between the functions of the soul, the ability to face the problems faced, and being able to feel happiness and one's abilities positively. Furthermore, he emphasized that mental health is a condition where individuals are protected from symptoms of mental disorders (neuroses) and symptoms of mental illness (psychoses). According to H.C. Witherington, mental health problems involve knowledge and principles found in the fields of psychology, medicine, psychiatry, biology, sociology and religion. Mental health is a science that includes a system of principles, regulations and procedures to improve spiritual health. A mentally healthy person is a person who spiritually or in his heart always feels calm, safe, at ease (Riny Chandra, 2017). Another understanding of mental health, namely the realization of true harmony between mental functions and the creation of self-adaptation between humans, themselves and their environment based on faith and devotion and aimed at achieving a meaningful and happy life in this world and the hereafter (Fiorincia & Widayati, 2020).

Thus, it can be concluded that mental health is a condition of a person that allows the development of all aspects of development, both physical, intellectual and emotional, optimally and in harmony with the development of other people, so that they are then able to interact with the surrounding environment. Mental symptoms or mental functions such as thoughts, feelings, wills, attitudes, perceptions, views and life beliefs must coordinate with each other, so that harmony emerges that

avoids all feelings of doubt, anxiety, anxiety and inner conflict (contradictions within the individual himself) (Risambessy, 2019).

The mental health of employees in their work environment is a problem that often goes unnoticed because it is something that is not visible in physical form. So it requires careful observation from company leaders. Mental health influences the performance that employees will provide to the company. Employee mental health can be grouped into workplace wellbeing or well-being in the work environment which describes the positive feelings and situations that employees experience at work (Fakhriani, 2019). The presence of positive feelings within an individual regarding his or her work and coupled with positive support from the organization to repay the individual's services within the organization or to support and develop an individual's skills in carrying out their work will create a sense of well-being within the employee and encourage employee enthusiasm in carrying out their work efficiently. good performance.

The factor that is most influenced when employees have good mental health is employee performance. Research (Winda Meidina & Netty Laura, 2022) shows a positive relationship and significant influence on employee performance. Different from a number of studies (Winda Meidina & Netty Laura, 2022), this study adds the Psychological Activity variable as a moderating variable.

RESEARCH METHODOLOGY

Researchers believe that mental health can have a positive relationship and a significant influence on employee performance because mental health, which consists of psychological health and intellectual health, can make employees work stably, measurably, efficiently and effectively in taking every step and making every decision (Sugiyono, 2019). facing difficulties. Apart from that, researchers also believe that the effect will be more significant if accompanied by good physical activity which leads to good physical health. This research is quantitative research with an explanatory approach (Supriyanto, 2019). The data used in this research is primary data that researchers obtained from distributing a questionnaire containing 14 items consisting of 6 Mental Health variable question items, 4 Employee Performance variable question items, and 4 Physical Activity variable question items. This data can also be called primary data (Hair, 2010). This research was conducted on 300 Bank Permata employees spread throughout Indonesia. The primary data was analyzed using the smart PLS 4.0 analysis tool (Gujarati, 2013). These data were analyzed using Smart PLS 4.0 with the following research model:
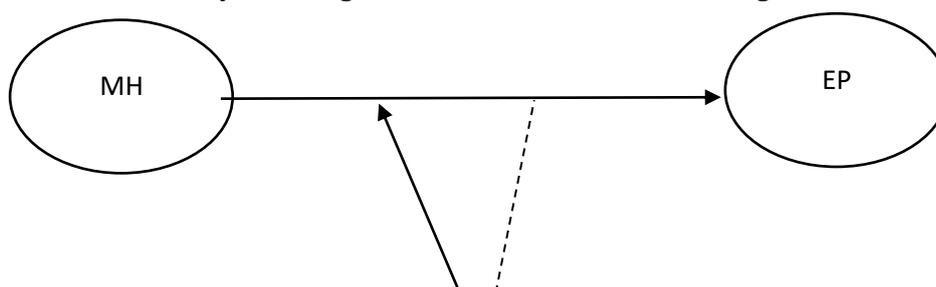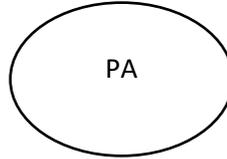
Figure 1. Model

Noted:
MH: Mental Health
EP: Employee Performance
AC: Physical Activity

Hypothesis:
H1: The Influence of Mental Health on Employee Performance
H2: Physical Activity can Moderates The Influence of Mental Health on Employee Performance

RESULT AND DISCUSSION

Validity Test

The 300 Bank Permata employees who were the research sample on this occasion have answered the 14 question items asked which include 6 question items for the Mental Health variable, 4 question items for the Employee Performance variable, and 4 question items for the Physical Activity variable which have been answered comprehensively. The first stage that must be passed is testing the validity of each question item with the following results (Sarstedt et al., 2014):

Table 1. Validity Test

Variable	Qestion Item	Loading Factor
Mental Health (X1)	Good mental health can make employees focus at work	0.811
	Mental Health can enable employees to work on targets on time	0.808
	Mental Health can affect Employee Performance	0.816
	Intellectual Health can enable employees to complete work effectively	0.821
	Intellectual Health can make employees complete work efficiently	0.829

	Intellectual Health can affect Employee Performance	0.818
Employee Performance (Y)	Employee performance can be influenced by mental health	0.851
	Employee performance can be influenced by Intellectual Health	0.849
	Employee performance can be influenced by good physical activity	0.855
	Employee performance can be influenced by good work morale	0.848
Physical Activity (Z)	Good activities can affect mental health	0.889
	Good physical activity can affect intellectual health	0.921
	Good physical activity can improve employee performance	0.905
	Good physical activity can make the body healthy and productive at work	0.908

Valid : > 0.70

Reliability Test

300 Bank Permata employees who answered 14 question items consisting of 6 question items for the Mental Health variable, 4 question items for the Employee Performance variable, and 4 question items for the Physical Activity variable showed valid results because the Loading Factor value was above 0.70. The next stage is the reliability test to find out the Composite Reliability and Cronbach Alpha values used in the research with the following results (Ghozali, 2016):

Table 2. Reliability Test

Variable	Composite Reliability	Cronbach Alfa	Noted
Mental Health	0.851	0.811	Reliable
Employee Performance	0.898	0.857	Reliable
Physical Activity	0.941	0.902	Reliable

Reliable > 0.70

Path Coefficient

This research has passed a validation test which validates 14 question items consisting of 6 question items for the Mental Health variable, 4 question items for the Employee Performance variable, and 4 question items for the Physical Activity variable and a reliability test with composite reliability and Cronbach alpha values above 0.70. In this way, the results of the validity and reliability tests can be declared valid and reliable. The final stage is the Path Coefficient to determine the direction of the relationship and the positive influence or not between the independent variable on the dependent variable with the following results (Gujarati, 2013):

Table 3. Path Coefficient

	Variable	P-Values	Noted
Direct Influence	MH->EP	0.021	Accepted
Indirect Influence	PA*-> MH->EP	0.000	Accepted

Significant Level > 0.05

In line with the researcher's statement above which shows that good Mental Health can have a positive relationship and a significant influence on Employee Performance because Mental Health which consists of Mental Health and Intellectual Health can make employees more focused at work, more efficient in completing targets, and more effective in solving existing problems. Therefore, the results of the first row of path coefficients in this study show that the mental health variable can have a positive relationship and a significant influence on employee performance due to the positive P-Values and being below the 0.05 significance level, namely 0.021. This is in line with (Winda Meidina & Netty Laura, 2022).

Apart from that, the results of the second row of the third table of path coefficients show that the beliefs and assumptions of the two researchers can be fulfilled because the P-Values are positive and are below the significance level of 0.05, namely 0.000, because good physical activity can make the body healthy so that employees can work with focus, fit, and be able to complete any target without hindrance. Moreover, this is accompanied by good mental health and intellectual health. In this way, employee performance can be easily achieved. Based on this, the first and second hypotheses in this research can be accepted.

CONCLUSION

In line with the researcher's statement above which shows that good Mental Health can have a positive relationship and a significant influence on Employee Performance because Mental Health which consists of Mental Health and Intellectual Health can make employees more focused at work, more efficient in completing targets, and more effective in solving existing problems. Therefore, the results of the

first row of path coefficients in this study show that the mental health variable can have a positive relationship and a significant influence on employee performance due to the positive P-Values and being below the 0.05 significance level, namely 0.021. This is in line with (Winda Meidina & Netty Laura, 2022).

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