



THE EFFECT OF APPRECIATION OF WORK AND WORK-LIFE BALANCE ON ELEMENTARY TEACHER'S MENTAL HEALTH AT KECAMATAN PULOGADUNG

Enrico Siahaan, Siti Zulaikha, Matin

Universitas Negeri Jakarta

Email: siahaan.enrico@gmail.com, siti-zulaikha@unj.ac.id, matin.unj@gmail.com

ABSTRACT

This research aims to know the role of the appreciation of work and work-life balance on elementary teacher's mental health at Kecamatan Pulogadung. This research uses quantitative methods with survey on Elementary teachers at Kecamatan Pulogadung. Research shows that the appreciation of work and work-life balance has a positive effect on teacher's mental health. Teachers who are able to get good appreciation and to maintain a balance between work and home life tend to have good mental health. The importance of institutional understanding in giving an appreciation and creating a work environment that supports work-life balance is also an important finding of this study. Supports such as giving the appreciation verbally and physically till changes to workload policies, time flexibility, and time management can help teachers achieve a better mental health. This research concludes that appreciation of work and work-life balance plays an important role in maintain teacher mental health at SD in Kecamatan Pulogadung. Therefore, both appreciation of work and work-life balance have positif role on teacher's mental health so that giving positive impact on the quality of education as a whole.

Keywords: The appreciation of work; work-life balance; mental health

INTRODUCTION

Nowadays, Indonesia is no stranger to the word mental health. Every individual feels the need to maintain mental health. Mental health is as important to maintain as physical health and social health to create a good condition. This is because health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity (WHO, 1946). From this definition of health, it can be understood that health is not only physically healthy, but also psychologically and socially healthy. In this article, we will delve deeper into mental health.

Everyone needs to maintain their mental health regardless of their role in life. Both old people and young people, both men and women, both office workers and field workers, all need to maintain mental health. This includes the teaching profession that we will discuss in this article.

A teacher is someone who has the duty to teach, educate, and guide students or learners to develop intellectually, emotionally, socially, and morally. Teachers not only teach subject matter, but also play a role in shaping character, skills, and positive values in students' lives. In general, teachers have the responsibility of developing students' potential through effective learning and setting a good example. As educators, teachers also function as facilitators, motivators, and inspirers for students. In other words, a teacher who has good mental health can certainly perform all his/her responsibilities as a teacher and educator.

The factors that affect teachers' mental health are workload, social support, economic conditions, work-life balance, technological influences, and student behavioural problems. Two factors that will be discussed in this article are the support or appreciation that a teacher gets and the life-work balance that affects teachers' mental health.

METHOD

This study uses quantitative methods, which can measure this phenomenon objectively and statistically. Data was collected using a questionnaire distributed online to elementary school teachers in Kecamatan Pulogadung. The population of elementary school teachers in Kecamatan Pulogadung is 1711 people. So that the sample to be studied according to the Slovin formula is 92 respondents. The analysis methods used are descriptive analysis and regression analysis. Descriptive analysis provides an overview of the main characteristics of a data set. Regression analysis is to analyse the influence between two or more variables.

RESULTS AND DISCUSSION

According to UU No. 36/2009 on Health, health is defined as a state of wellbeing, physically, mentally, spiritually and socially that enables everyone to live a socially and economically productive life. Physically healthy means that the condition in which a person's body is in a healthy and fit state. Socially healthy is a condition in which a person is able to establish good relationships with people around them. Mentally healthy includes many conditions, including feeling happy and content, being able to adjust to daily life, and being able to accept the strengths and weaknesses of oneself and one's peers. (Indonesian Ministry of Health Crisis Centre).

Mental health refers to a person's state of emotional, psychological, and social well-being. It includes an individual's ability to manage stress, relate to others, make good decisions, and function well in various aspects of daily life. Good mental health allows a person to enjoy life, overcome challenges and reach their full potential. Conversely, mental health problems can affect the way a person thinks, feels and acts, affecting social interactions and the ability to live life to the fullest. (WHO)

Mental health is a state of mind characterised by emotional well-being, good behavioural adjustment, relative freedom from anxiety and disabling symptoms, and the capacity to establish constructive relationships and cope with the ordinary demands and stresses of life. (American Psychological Association).

Factors that influence mental health are biological, psychological, social environment, and lifestyle (Suharjo, 2011). The indicators of mental health are emotion management, self-awareness, self-motivation, empathy, and social skills (Goleman, 2006).

Based on the above explanation, it can be synthesised that mental health is a state in which a person's emotional, psychological, and social aspects are in a state of well-being, free from stress and anxiety that can result in not being able to live life optimally.

Appreciation refers to the honouring or recognising of something, be it a work of art, an endeavour, an achievement, or anything else that is considered valuable. In general, appreciation can be defined as an attitude or feeling that shows appreciation for an object or action that is considered to have certain qualities, values, or beauty.



In the context of art, art appreciation means the ability to appreciate and judge works of art based on our knowledge, experience and feelings towards them. Art appreciation can involve understanding the technique, symbolism, and cultural context of the artwork. Appreciation is not only limited to art, but can also be used to show appreciation for one's efforts in achieving a goal, for example in education, work, or social relationships.

The definition of work can be explained as any activity undertaken by an individual to achieve a specific goal, whether it is to obtain material rewards (such as salary) or for personal achievements, such as satisfaction or self-development. Work can be a physical, mental or both activity, carried out in an economic or social context. In a broader context, work also includes the roles taken by individuals in organisations or communities to achieve common goals. Work can be formal or informal, and involves different skills, knowledge and competencies.

According to Robinson, D., Perryman, S., & Hayday, S. (2004) in his book *The Drivers of Employee Engagement*, appreciation at work refers to the recognition and rewards given to employees for their contributions and performance in the organisation. This appreciation can take many forms, be it verbal recognition, financial rewards, or other forms of rewards, which aim to increase employee engagement, motivation, and loyalty.

According to Luthans, F. (2005) in his book *Organizational Behaviour: An Evidence-Based Approach*, appreciation at work refers to rewards given to individuals for their performance or contribution in the organisation, which aims to increase employee motivation and commitment. Luthans emphasises that appreciation is not only in the form of financial rewards, but can also be in the form of verbal recognition, praise, or other rewards that show that the employee's efforts are valued by the organisation.

According to Armstrong, M. (2009) in his book *Armstrong's Handbook of Human Resource Management Practice* (11th ed.), appreciation at work refers to rewards given to employees as a form of recognition for their contributions, achievements, and performance in the organisation. Armstrong emphasises that this appreciation has a very important role in increasing employee motivation, commitment and job satisfaction.

Based on the explanation above, it can be synthesised that appreciation at work is an award and recognition given to individuals for the work that has been achieved. The award given can be in the form of incentives or bonuses, verbal recognition, and other awards in order to increase motivation and enthusiasm at work.

Work-life balance is a concept that describes a healthy balance between time spent on work and time for personal life, such as family, entertainment, or other activities that provide satisfaction and well-being. The main goal of work-life balance is to enable individuals to live a balanced life, where they do not feel pressurised or burdened by work demands that interfere with their personal time.

According to Haar, J.M., et al. (2014) in their research entitled *Work-life balance and well-being: The role of work resources and personal resources*, work-life balance is defined as a balance achieved when individuals are able to manage the demands of their work and personal lives in a non-conflicting way, so that they can feel satisfied and prosperous in both professional and personal aspects.

According to Greenhaus, J.H., & Allen, T.D. (2011), work-life balance is a condition in which individuals can manage the demands of their work and personal lives in a way that allows them to feel satisfied and not burdened by both. In this sense, work-life balance does not mean a perfect division of time between work and personal life, but

rather the ability to manage both flexibly, so that individuals can fulfil their roles in various aspects of life-both in work and in personal life-effectively without experiencing major conflicts between the two.

According to Kossek, E.E., & Ozeki, C. (1998), work-life balance refers to efforts to achieve harmony between the demands of work and personal life, which can include family, social activities, and time for oneself. They describe work-life balance as a condition in which individuals can fulfil their roles in work life and personal life without feeling depressed or experiencing significant imbalance.

Based on the above explanation, it can be synthesised that work-life balance is an effort achieved by individuals to balance the demands of work with personal life, which includes family life, social activities, and time for oneself, where both aspects of work demands and personal life do not conflict with each other.

Result of research:

X1, Y									
<i>Regression Statistics</i>									
Multiple R	0,66								
R Square	0,44								
Adjusted R Square	0,43								
Standard Error	3,60								
Observations	99,00								
<i>ANOVA</i>									
	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>				
Regression	1,00	967,68	967,68	74,81	0,00				
Residual	97,00	1254,65	12,93						
Total	98,00	2222,32							
	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>	<i>Lower 95,0%</i>	<i>Upper 95,0%</i>	
Intercept	17,035	2,974	5,729	0,000	11,133	22,937	11,133	22,937	
X	0,432	0,050	8,649	0,000	0,333	0,532	0,333	0,532	

It can be seen that the results of research (P-value) conducted with the appreciation variable at work (X) <0.05 on the mental health variable (Y). For this reason, it can be concluded that appreciation at work affects mental health.

X2, Y									
<i>Regression Statistics</i>									
Multiple R	0,62								
R Square	0,39								
Adjusted R Square	0,38								
Standard Error	3,75								
Observations	99,00								
<i>ANOVA</i>									
	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>				
Regression	1,00	856,19	856,19	60,79	0,00				
Residual	97,00	1366,13	14,08						
Total	98,00	2222,32							
	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>	<i>Lower 95,0%</i>	<i>Upper 95,0%</i>	
Intercept	15,937	3,436	4,638	0,000	9,117	22,757	9,117	22,757	
X	0,632	0,081	7,797	0,000	0,471	0,793	0,471	0,793	



It can be seen that the results of research (P-value) conducted with the work-life balance variable (X) <0.05 on the mental health variable (Y). For this reason, it can be concluded that work-life balance affects mental health.

CONCLUSION

From the research conducted, it can be concluded that appreciation at work and work-life balance affect the mental health of elementary school teachers in Pulogadung District.

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