MILLENIAL MENTAL HEALTH EXPLORATION

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Abstract

This study was conducted to determine how much influence work stress has on employee performance seen through mental health on millennial generation employees born 1981 to 1996 in Bandung City. The method used in this research is casual quantitative method. The primary data of this study used a questionnaire survey, and secondary data were obtained through articles, journal publications and theory books. Data collection in this study used a questionnaire distributed to millennial generation employees in Bandung City online and offline. The technique used in sampling used non-probility sampling with purposive sampling technique. Sampling taken was 398 respondents. Respondents were taken based on age, gender and employment criteria. The data analysis method in this study uses smartPLS software. Data testing through validity, reliability and hypothesis testing. Based on the results of the study, it shows that the work stress variable (X) has a significant effect on the employee performance variable of 0.096. Work stress variables and mental health have a significant effect on employee performance variables on millennial generation employees born 1981 to 1996 in Bandung City, namely 0.012

Keywords: Employee Performance, Mental Health, Work Stress.

INTRODUCTION

Along with the times, people began to consider other factors that affect employee performance in the work environment. This realization arises because of the recognition that the factors that drive employee performance are not only the environmental conditions of the company, but also influenced by internal factors such as work stress and mental health. Interest in the impact of job stress on employee performance is still insufficient. Some researchers have studied the effect of work stress on employee performance during the COVID-19 pandemic (Saleem et al., 2021; Tu et al., 2021), but the relationship between the two has not been fully explained, which limits understanding of the impact of work stress. As job stress can cause psychological distress in employees, they perform less well. In addition, according to research conducted (Biao Chen, Lu Wang, Biao Li, and Weixing Liu, 2022) on Work stress, mental health, and employee performance that there is a relationship between work stress and employee performance which has a negative impact on employee performance.

According to the Directorate General of Health Services - Ministry of Health of the Republic of Indonesia, mental health disorders have been known to affect around 19% of the adult population, 46% of the adolescent population, and 13% of the child population worldwide. From this data, it can be seen that employees who have good mental health have increased productivity levels by 12-15%. Susenas data shows that around 26.27% of Indonesians reported having a health complaint in the past month in 2023. According to the demand-control-support (DCS) model (Karasek and Theorell, 1990) high-stress jobs - such as high job demands, low job control, and low social support at work - can trigger health problems in employees over time that trigger changes in employees' cognitive, physical, mental, and emotional status. (Chou et al., 2015; Lu et al., 2020).

Millennials are those born between 1981 and 1996, in other words, millennials are teenagers who are growing up (Lloy det al., 2013). According to Dataindonesia.id, the millennial generation in Indonesia has a percentage of anxious respondents of 28.1% consisting of 23.5% of millennials who feel anxious and 4.6% very anxious. This data shows that the millennial generation is the generation that has the second highest level of anxiety after generation Z. Currently, millennials in Bandung City experience mental health disorders with symptoms of depression that occur due to work pressure, finances, excessive anxiety, and uncontrolled emotions which have increased to 9.8%. (Riskesdas, 2018). According to studies, the risk of stress and depression in urban neighborhoods is 40% higher, while the risk of experiencing anxiety increases by 20%, and the risk of schizophrenia (severe mental illness) is twice as high. Bandung, as the third largest and most populous metropolitan city in Indonesia. From a psychological point

of view, job stress has a significant impact on the psychological state of employees, which in turn affects their level of productivity at work (Richardson and Rothstein, 2008; Lai et al., 2022). According to data reported by the Bandung City Data Portal, in 2020 there were 43,580 people who experienced mental disorders in Bandung City in almost 116 hospitals and health centers in Bandung City. West Java Riskesdas in 2013 (Ministry of Health of the Republic of Indonesia, 2013) showed that Bandung City had a prevalence of people with mental emotional disorders of 3%. Whereas in 2018 Bandung City experienced an increase in the prevalence of people with mental emotional disorders to 13.58% coupled with the prevalence of people with depression of 7.74%. Not long ago in Bandung City, this problem was exacerbated by the COVID-19 Pandemic. The cause of depression and mental disorders in the midst of this pandemic is also exacerbated by the increasing use of gadgets (an increase of 19.3%) which has great potential to cause stress and depression.

According to the Bandung City LKIP (Government Agency Work Report), in 2019 it was recorded that 22.73% of performance in Bandung City was successfully in accordance with the target with 54.54% of performance exceeding the target and 22.73% of performance had not met the target which was observed to be stable. However, in the LKIP of Bandung City the following year, namely 2020, the performance in Bandung City experienced a slight decrease to 22.73% in accordance with the target, 22.73% not on target and 50% performance exceeding the target and 4.55% performance is unknown. This was due to an increase in the unemployment rate in Bandung City which was affected by a spike in health risks in the community in Bandung City.

Based on the above description, it is important to understand the psychological mechanisms between job stress and mental health that relate to employee performance. By understanding these psychological mechanisms, individuals can realize the importance of developing more effective strategies in managing job stress and mental health in improving employee performance. The role of mental health as a mediator can strengthen the relationship between job stress and employee performance. This study analyzes whether there is an effect of job stress on employee performance through employee health in Bandung City (Study on millennial generation born 1981 to 1996) using a sample of employees in Bandung City who were born between 1981 and 1996. The sample of millennial generation employees was used because of the increasing psychological problems in Bandung City due to the challenges of work stress and mental health. This study aims to provide benefits for employees, companies and the Bandung City government in preventing and managing work stress and mental health on employee performance.

METHOD
Research Design
This research uses a quantitative approach, which is a structured, systematic, and planned research method. This approach focuses on objective measurements of social phenomena described in the form of problems, variables, and indicators. This research also uses descriptive analysis, which aims to describe the characteristics of the research, respondents, and data collected. The primary data of this study used a questionnaire survey, and secondary data were obtained through articles, journal publications and theory books. This research was conducted in May 2024. The design and analysis in this study is to examine the relationship between job stress and employee performance through mental health.

Participants
The participants in this study were 398 employees who were millennials born from 1981 to 1996 and worked in Bandung City. The technique used in sampling uses non-probility sampling with purposive sampling technique calculated by the Slovin formula. $n = \frac{N}{1+N(e)^2}$ with standard error (5%) $n = \frac{122.000}{1+122.000(0,05)^2}$ $n = \frac{61.000}{153}$ $n = 398,69$ who are millennial generation employees born 1981-1996 who work in Bandung City. Data collection in this study used a google form questionnaire with a Likert scale of 1-7 which was distributed to millennial generation employees in Bandung City online and offline. The data analysis method in this study uses smartPLS software.

Measurements
A construct or variable is declared valid if the outer loadings value is expected to be> 0.70 (Hair et al. 2021). And a reliable value if Cronbachs Alpha with a value> 0.70 is declared reliable. Composite Reability with a value of 0.70 is declared reliable. Average Variance Extracted (AVE) is the average variance which is at least 0.50 declared reliable. (Hair et al. 2021). The measurements on this research variable follow the indicators and questionnaire items that already exist in previous studies. To measure job stress, it has 15 questionnaire items with 3 measuring indicators (Shah et al., 2021). The total cumulative score of job stress in millennial generation employees born 1981-1996 is 38,037 and is classified as very high which is calculated using the interval score value. Job stress was measured

using a 7-point Likert scale, 1 = "Strongly disagree", 2 = "Disagree", 3 = "Moderately disagree", 4 = "Neutral", 5 = "Moderately agree", 6 = "Agree", 7 = "Strongly agree". Only 14 valid measurement items of the questionnaire were used for job stress (items SK 1,2,3,4,5,6,7,8,9,10,11,12,13,14) and one item was deleted due to high outer loading. Total scores for job stress items ranged from 146-5,491. The higher the score, the more severe the symptoms of work stress. The results of the reliability analysis of this study showed reliable internal consistency with (Cronbach's α = 0.950), (Composite Reability = 0.956) and (Average Variance Extracted/AVE = 0.606) and declared reliable. Employee performance has 18 questionnaire items with 5 measuring indicators (Chen et al., 2002). The total cumulative score of employee performance in millennial generation employees born 1981-1996 is 44,322 and is classified as very high which is calculated using the interval score value. Employee performance was measured using a 7-point Likert scale, 1 = "Strongly disagree", 2 = "Disagree", 3 = "Moderately disagree", 4 = "Neutral", 5 = "Moderately agree", 6 = "Agree", 7 = "Strongly agree". Only 12 valid measurement items of the questionnaire were used for employee performance (items KK 4,7,8,9,10,11,12,13,14,15,16,17) and five items were deleted due to high outer loading. The total score for job stress items ranged from 246- 4,704. The higher the score, the higher the influence on employee performance. The results of the reliability analysis of this study showed reliable internal consistency with (Cronbach's α = 0.923), (Composite Reability = 0.932) and (Average Variance Extracted / AVE = 0.533) and declared reliable.

Mental health has 12 questionnaire items to measure it (Liu et al, 2022). The total cumulative score of mental health in millennial generation employees born 1981-1996 is 19,789 and is classified as very high which is calculated using the interval score value. Mental health was measured using a 7-point Likert scale, 1 = "Strongly disagree", 2 = "Disagree", 3 = "Moderately disagree", 4 = "Neutral", 5 = "Moderately agree", 6 = "Agree", 7 = "Strongly agree". Only 6 valid measurement items of the questionnaire were used for mental health (KSM items 2,5,6,9,10,11) and six items were deleted due to high outer loading. The total score for job stress items ranged from 99- 2,352. The higher the score, the higher the severity of mental health symptoms. The results of the reliability analysis of this study showed reliable internal consistency with (Cronbach's α = 0.901), (Composite Reability = 0.924) and (Average Variance Extracted/AVE = 0.669) and were declared reliable. The results of the mediation test calculated using the upsilon formula $\beta mx^2 . \beta my^2$ The interpretation of the statistical value of upsilon ʋ refers to the recommendation (Ogbeibu et al. 2020), namely 0.0175 high, 0.075 medium, 0.01 low, so the results of the mediation test in this study were $(0.716)^2 . (0.156)^2 = 0.012$. The effect of high job stress on employee performance through mental health of millennial generation employees in Bandung City.

Data Analysis

Data analysis in this study used smartPLS version 3.0 which was processed with PLS Algorithm then tested through a bootstrap of 500. Descriptive analysis and correlation analysis were used to explore the relationship between job stress, employee performance and mental health. Before conducting mediation analysis, to test the hypothesis of this study, descriptive data output analysis was conducted for each research variable. Each variable was shown to have a significant and positive influence. Work stress variables have a significant effect on employee performance variables by 0.096. Work stress and mental health variables have a significant effect on employee performance variables for millennial generation employees born 1981 to 1996 in Bandung City, which is 0.012.

RESULTS AND DISCUSSION

Table 1. Summarizes the analysis of participant characteristics. A total of 398 participants were included in the analysis based on the criteria of this study, the year of birth ranged from 1981-1986 (22%), 1987-1992 (34%), 1993-1996 (44%) most participants were female (74%) and the rest were male (26%). A total of 137 participants (34%) are employees in Bandung City who work in the wholesale and retail trade business sector, 116 participants (29%) work in the processing industry business sector and 145 participants (37%) work in the information and communication business sector.

Tabel 1. Participant Characteristics

No	Characteristics		Total	Percentage
		1981-1986	87 people	22%
1	Birth Year	1987-1992	135 people	34%
		1993-1996	176 people	44%
2	Type of Gender	Male	103 people	26%
		Female	295 people	74%
		Wholesale and Retail Trade	137 people	34%
3	Business Sector	Processing industry	116 people	29%
		Information and communication	145 people	37%

Analysis of the results of the Inner VIF Multicollinear test. Inner VIF (Variance Inflated Factor) values below 5 indicate no multicollinearity between variables (Hair et al. 2021) can be seen in Table 2. All variables show an inner VIF value <5, so the level of multicollinearity between work stress, employee performance and mental health variables is low. These results strengthen the results of smartPLS parameter estimation is robust (unbiased).

	MENTAL HEALTH	EMPLOYEE PERFOMANCE	WORK STRESS
MENTAL HEALTH		2.054	
EMPLOYEE PERFOMANCE			
WORK STRESS	1.000	2.054	

Tabel 2. Inner VIF Multicollinearity Test

Next, in Table 3. Hypothesis testing (direct influence) between variables by looking at the p-value. The first hypothesis (H1) is accepted, namely that there is a significant influence between work stress on employee performance with path coefficient (0.382) and p-value (0.000 <0.05) as well as (f square 0.096) having a high or moderate influence. The second hypothesis (H2) is accepted, namely that there is a significant influence between job stress on mental health with path coefficient (0.716) and p-value (0.000 <0.05) as well as (f square 1.054) having a high or moderate influence. Hypothesis (H3) is accepted, namely there is a significant influence between mental health on employee performance with path coefficient (0.156) and p-value (0.032 <0.05) also (f square 0.016) has a high or moderate influence.

Tabel 3. Uji Hipotesis Variabel

Hypothesis	Path Coefficient	p-value	f square
H1 : Work Stress→Employee Perfomance	0.382	0.000	0.096
H2 : Work Stress→Mental Health	0.716	0.000	1.054
H3 : Mental Health→Employee Perfomance	0.156	0.032	0.016

Table 4 conducted a mediation analysis with job stress as the independent variable, employee performance as the dependent variable and mental health as the mediating variable and shows the coefficient model of the mediation relationship between the three variables. Figure 1 shows the mediation relationship between the three variables

Tabel 4. Variable Mediation Test

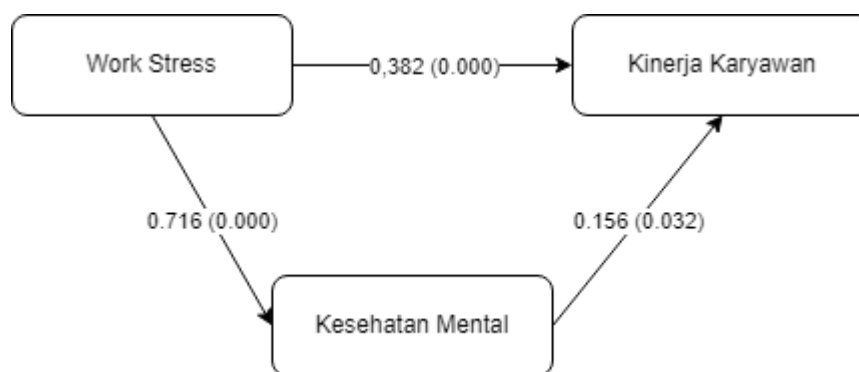| Hypothesis	Path Coefficient	p-value	Upsilon v
H4: Work Stress→Mental Health→Employee Perfomance	0.112	0.046	0.012

Figure 1. Mediation Relationship with Mental Health as the Mediating Variable

In Figure 1, there is a significant effect of job stress on employee performance through mental health with a path cofficient of 0.112 and a p-value of 0.046 <0.05. The upsilo v value has a high influence of 0.012. This finding indicates that the relationship between job stress and employee performance is fully mediated by mental health.

DISCUSSION

This study explores the influence of job stress on employee performance through mental health. First, our findings show that job stress has a significant and positive influence on employee performance. From the research results obtained, job stress has been proven to have a significant and positive influence on employee performance on millennial generation employees born 1981-1996 in Bandung City. The higher the work stress experienced, the impact on employee performance. Several studies also have the same effect, from a psychological point of view, work stress has a significant impact on the psychological condition of employees, which ultimately affects their level of productivity at work (Richardson and Rothstein, 2008; Lai et al., 2022). However, this study does not show that it significantly affects employees' productivity levels at their workplace. Alternatively, the results of this study are

in line with previous research by (Soomro et al., 2019) which also did not find job stress to affect employee productivity levels in the workplace. This means that future research needs to further explore how job stress will affect employee productivity levels in the workplace. Our findings also show that mental health has a significant and positive influence on employee performance. From the research results obtained, mental health has been shown to have a significant and positive influence on employee performance in millennial generation employees born 1981-1996 in Bandung City. The higher the mental health experienced, the impact on employee performance. Research conducted by (Biao Chen, Lu Wang, Biao Li, and Weixing Liu, 2022) shows that there is a relationship between work stress and mental health which has a negative impact on employee performance as seen from leadership variables. However, our study is different from this study because it does not use leadership variables. But alternatively, our results are supported and in line with research already conducted by (Mayerl et al., 2016). This means that future research can add other variables to see the effect of job stress on employee performance through mental health that can be seen from the other side.

Our findings also show that job stress has a significant and positive influence on mental health. From the results obtained, job stress has been proven to have a significant and positive influence on the mental health of millennial generation employees born 1981-1996 in Bandung City. The higher the work stress experienced, the impact on mental health. This is in line with research conducted by (Mayerl et al., 2016) that mental health problems including irritability, nervousness, aggressive behavior, inattention, sleep disturbances, and memory impairment are common responses to work stress. The main findings of this study provide support for the influence of job stress on employee performance through mental health. We found that job stress has an impact on mental health which will affect employee performance. Biao Chen et al. (2022) also found a relationship between job stress and employee performance mediated by mental health. One explanation is that mental health plays a mediating role in the relationship between job stress and employee performance. This suggests that employees' mental status is affected by job stress, which in turn decreases job performance.

This research has several advantages, these findings can help strategies that can be done by employees, companies and the Bandung City government in overcoming the phenomenon of work stress that affects employee performance through mental health. This study also uses a sample of millennials born 1981 to 1996 who are actively working in Bandung City which can facilitate further research in developing it. Some limitations in this study, first, the participants in this study were only millennial generation employees born between 1981 and 1996 in Bandung City. Second, the data collection method was distributed via google form which allows inaccurate data and the possibility that the sample is less representative of the population of the millennial generation in Bandung City.

CONCLUSION

The findings of this study provide evidence that work stress affects employee performance as seen through employee health using a sample of millennial generation employees born 1981 to 1996 in Bandung City. This implies that work stress has an impact on mental health which will affect employee performance in the workplace. This also provides good knowledge for employees, companies or the Bandung City government to reduce levels of job stress and mental health that can improve employee performance. Future research can use a diverse sample with other known populations to increase confidence in the generalization of research results. Approaches using other variables can also help explore the relationship between the three variables more comprehensively.

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