

The Impacts of Employee Mental Health in the Workplace: A Literature Review

Ananda Fortunisa¹, Muhammad Rizky Darmawan²

Universitas Bakrie, Jakarta, Indonesia^{1,2}

H.R.Rasuna Said St.Kuningan, South Jakarta Indonesia 12920

Correspondence Email: ananda.fortunisa@bakrie.ac.id

ORCID ID: 0000-0003-3278-1107

ARTICLE INFORMATION

Publication information

Research article

HOW TO CITE

Fortunisa, A., & Darmawan, M. R. (2022). The impacts of employee mental health in the workplace: A literature review. *Journal of International Conference Proceedings*, 5(3), 31-45.

DOI:

<https://doi.org/10.32535/jicp.v5i3.1734>

Copyright©2022 owned by Author(s).
Published by JICP



This is an open-access article.
License: Attribution-Noncommercial-Share Alike (CC BY-NC-SA)

Received: 05 August 2022
Accepted: 26 August 2022
Published: 05 September 2022

ABSTRACT

Previous research has described a lot about how to manage the mental health of employees in the workplace. However, there is no comprehensive understanding the impact of the role of employee mental health on work learning systems, participatory practices, gratitude and employee emotions. The purpose of this study was to examine the impact of employee mental health. The research method is by reviewing 50 articles selected and screened based on key findings. This research reveals that mental health and gratitude are understood in a variety of ways. Mental health is primarily defined as mental health experiences and responses, and workplace learning primarily refers to learning through participatory practices. In addition, this study describes the relationship between mental health and learning in the workplace. Most studies focus on the active role of mental health in supporting and/or hindering learning in the workplace. Some research shows mental health in the workplace is negatively affected by gratitude. This research also reveals that mental health affects employees' emotions at work. This study suggests that companies can maintain their employees' mental health through various human resource management strategies, and for further research, it is recommended to describe trends and gaps in this field.

Keywords: employee mental health, work learning system, participatory practices, gratitude, employee emotion.

INTRODUCTION

The importance of mental health in work has received considerable attention in recent years. Furthermore, interest in mental health and learning has increased in the field of workplace studies. However, until a few decades ago, the workplace was seen primarily as a rational domain that demanded mental health neutral performance from employees and leaders. This paradigm is based on the assumption that human behavior in organizational settings follows rational rules, primarily guided by plans and calculations based on cognitive processes that has led to a paradigm shift in understanding the importance of mental health in organizational settings and elsewhere. Recent research has conclusively shown that mental health plays an important role in workplace, organizational behavior, and leadership (for example). There is also tendencies that grow under stress and well-being in the workplace and organizational psychology. Despite the greater focus on mental health in the workplace, only a few studies have investigated aspects of mental health related to employees and leaders in work life. From this literature review, it appears that in the field of workplace learning, the mental health dimension has been neglected. Therefore, this study will discuss mental health and the things that affect the mental health of employees in the workplace.

Basic health research data in 2013 showed that the prevalence of severe mental disorders in Indonesia reached 1.7 per mile. In other words, 12 out of 1,000 people in Indonesia suffer from serious mental health problems. Mental health and mental health problems have quite complex dimensions. Mental health is not only related to medical or psychological problems, but also has a socio-cultural dimension in the spiritual and religious dimensions. Cultural factors can influence the onset and recurrence of mental disorders. Cultural factors also play an important role in the healing and recovery process of people with mental disorders. The results of intercultural research led by WHO show that the process of schizophrenia mental disorders in developing countries is much better than in developed countries, both short term and long term,

To consider what types of studies should be carried out in the future, it is necessary to review what has been done so far. Thus, the main objective of this research is to analyze the diversity of research in the field, describe trends and gaps, and suggest future directions for researching employee mental health and its underlying issues. This article describes the procedures used to select and analyze the previous research included in this review, and introduces what appear to be striking details of the selected articles. In particular, this research discusses the relationship between mental health and learning in the workplace as revealed in an article that considers this phenomenon in the workplace context. Then, present the literature findings and discuss their implications before concluding with recommendations for future theoretical and empirical studies.

LITERATURE REVIEW

Mental health is very important for employee to work effectively in the workplace. Therefore, this study is essential to analyze deeply about the conditions of mental health of employees and the impacts to work based on the literature review. Some factors affecting mental health are included work pressure, long hours, and gratitude.

Work Pressure

Pressure at work is a major factor affecting the mental health of employees. Jobs that have a high level of stress can reduce the mental health condition of employees which of course can affect the quality of work in the workplace. Some of the effects of work pressure on employees' work processes include lowering employee performance,

increasing negative emotions, decreasing work accuracy, creating excessive fatigue effects that can affect the physical health of employees (Ugwu, Idike, Ibiam, Okorie (2020), Roe and Zilijsatra (2019), Ohari, Ridzoan, Zarefer (2019), Dolcos and Daley (2020), Demerouti, Bakker and Bulters (2020), Kundi, Sardar, and Badar (2021).

Furthermore, Kundi, Sardar and Badar (2021) found that employees with high emotional stability will perceive work pressure as a challenge, and have an impact on commitment to being involved in the organization. Dundon (2021) emphasizes the importance of the role of HR management practices in influencing employee performance outcomes and contributing. HR management practices will help shape the work climate. In line with Bronkhorst (2019) conveying research results which state that a work safety climate can be an optimal intervention to prevent and improve the physical and psychological health of employees. The work safety climate is even able to maintain employee emotional stability in the midst of uncertainty and organizational change.

Long Working Hours

The second factor affecting mental health is long working hours. Working hours or duration of work will trigger stress and negative emotional impact on employees. According to research by Schiller et.al (2017) long working hours can cause fatigue and a decrease in employee sleep quality which can affect mental health. For this reason, working hours affect the mental health of employees. This is also supported by research by Morgot Shields (2019) which suggests that women who work too long are more likely to develop depression. This study will examine more deeply and broadly based on a literature review on the impact of long working hours on the mental health condition of employees

Gratitude

The last factor that affects the mental health of employees at work is gratitude or the effect of gratitude. Employees who have high levels of gratitude are more likely to find happiness at work which can increase positive emotions in the workplace. Emmons and Crumpler have found that focusing on gratitude can make life more fulfilling, meaningful, and productive (Snyder & Lopez, 2001). Mc.Cullough (2002) found in his research that those who are grateful tend to have more positive emotions than their ungrateful friends, and those who are grateful are more satisfied in their lives. I find that I have hope. Highly grateful people also tend to score higher on prosocial behavior than their less grateful counterparts. They tend to be less empathetic, tolerant, helpful, supportive, and less focused on materialistic endeavors than their less grateful peers. In this case, the community is encouraged to realize, be grateful, thank and thank everyone for having received a lot of for this reason, this study will examine more deeply the effect of gratitude on employee happiness and mental health based on a literature review.

RESEARCH METHOD

In this scientific article the author refers to library research. This research was carried out by collecting and interpreting reading sources and carrying out various things, especially exploring various previous literature. The literature here is referred to as sources that are interconnected with issues regarding its definition and characteristics. In this study using data collection methods, namely literature collection. then analyze the descriptive literature data. The data used to conduct this survey is secondary data, namely data through existing publications or data issued by research institutions with the title of research and a document. The data sources used to conduct this research are secondary data sources, namely books, documents, other data related to the author's title. (Sugiono, 2014). The main research variable used is the mental health of employees at work. The research design starts from a problem phenomenon that is currently

happening and is analyzed by observation. Furthermore, the researchers used the literature review method, with descriptive narrative techniques.

The techniques and steps taken to review the literature in this research are presented in table 1 below:

Table 1. Relevant literature selection techniques

Step	Information	Change	Amount
Step 0	TITLE-ABS-KEY ("employee mental health *") AND TITLE-ABS-KEY ("gratitude *").	+	75
Step 1	Recording Duplicates	-6	69
Step 2	There is a relationship between pressure at work and mental health	-18	51
Step 3	There is a relationship between long working hours and the mental health of employees	-15	54
Step 4	The link between gratitude and mental health	-15	54
Step 5	Cannot be accessed	-6	48
Step 6	Other relevant (forward and backward)	+2	50

RESULTS

Work pressure: Causes and Effects

The results of previous research reveal that work pressure can affect many factors. Some of the results of this research are shown in Table 2. Among them, employee performance decreases, negative emotions increase, work accuracy becomes low, causing excessive fatigue from time to time which results in decreased physical health. (Ugwu, Idike, Ibiam, Okorie (2020), Roe and Zilijsatra (2019), Ohari, Ridzoan, Zarefer (2019), Dolcos and Daley (2020), Demerouti, Bakker and Bulters (2020), Kundi, Sardar, and Badar (2021).

The results of the literature review in this study regarding work pressure for the mental health of employees are shown in table 2 below:

Table 2. Impact of Work Pressure on Employees' Mental Health

Author (year)	Study design	Key findings
F. Ugwu, A. Idike, OE Ibiam, Francis A. Akwara, Cornelius O. Okorie (2020)	This study conducted an online survey using a Stress Diagnostic Survey (SDS) and Workplace Stress Scale (WSS) questionnaire in multinational companies with a sample of five departments with a total of 32 employees (Ibiam, Akwara, & Okorie, 2020).	Aspects of responsibility and career development make the stress range of employees high, so it is necessary for every employee to conduct counseling or discussion related to job descriptions that cause employee workloads comprehensively and

Author (year)	Study design	Key findings
		periodically to management or HR
Robert A. Roe, Fred RH Ziljlsatra (2019)	This research uses a conceptual based on the theory of action regulation, and stress theory	Work pressure is a condition where there is subjective tension related to the implementation of work tasks where high work pressure and stress require effective prevention and management of work pressure.
Razana Juhaida ohari, Nordayana Sri Ridzoan, Arumega Zarefar (2019)	This study uses 203 government auditors from government auditors in the National Audit Department of Malaysia.	The time pressure factor shows a significant positive relationship to auditor performance, causing stress which, if serious and continuous, will cause mental and physical stress which results in decreased work performance and affects mental health.
Sanda M Dolcos, Dennis Daley (2020)	This study uses data from the National Study of the Changing Workforce and multiple group structural equation modeling	Work pressure affects the level of accuracy in work and causes a decrease in performance.
Evangelia Demerouti, Arnold B. Bakker, Annemieke J. Bulters (2020)	This study uses a subject as many as 335 employees	Pressure at work makes employees tired which leads to a causal relationship from time to time.
Yasir Mansoor Kundi, Shakir Sardar, Kamal Badar (2021)	Data were collected using a three-wave research design. The hypothesis was examined with a sample of 247 white-collar employees of a French organization.	Performance pressure is assessed as a challenge rather than a threat, which in turn increases employee job involvement. Practical implications This study has shown that employees with high emotional stability who perceive performance pressure as a challenge achieve stronger employee job engagement.
M. Heffernan, T Dundon (2021)	Data were collected from 187 employees at three companies in Ireland. Using cross-level analysis, employees' perceptions of distributive, procedural and interactional justice were found to mediate the relationship between HPWS and job satisfaction, affective commitment and job stress.	Shows reduced employee well-being, less satisfaction and lower commitment.

Author (year)	Study design	Key findings
Farooq e-Azam Cheema (2019)	Qualitative method on 348 employees of high-tech companies.	Pressure at work reduces creativity.
Gunn Robstard Andersen, R Westgaard (2020)	Using a historical prospective mixed method consisting of 6 municipal home care units in Norway (138 respondents)	There is substantial conceptual instability due to pressure at work.
B. Plaku-Alakbarova (2019)	This research is an analytic study using cross sectional method which was conducted on 138 employees in the US	Pressure at work causes stressWork is an emotional response that is disruptive and destructive, especially when asked to do tasks that are not in accordance with skills and this causes a decrease in productivity due to mental disorders.
Ovidiu-Illuta Dobre (2020)	This study uses quantitative methods by interviewing and giving questionnaires to private employees.	The influence of work with mental health 20.75% agree and 13.02% disagree.
M. Adil, M Baig (2019)	This research uses literature study	In this study, pressure at work affects 85% of the increase in stress levels.
Avner Ben-Ner, George Cheney (2020)	Using literature study	Factors that affect mental health are the work environment, co-workers, and work demands.
George Cheney (2022)	This research was conducted with a subject of 227 employees with statistical analysis with linear regression test with SPSS version 23	Stress from work pressure affects the mental health of workers and will affect the quality of life, so it is necessary to have brief mindfulness therapy to reduce stress at work
Apriliani R Manabung, Lery F. South, Finny Warouw (2019)	Using an analytical survey method with a cross sectional approach with the subject population of 62 people with data analysis using the Spearman rank test.	There is a significant relationship between work stress and workload that will affect mental health.
Robby Vadillah Zurin, Maridi M. Dirdjo (2020) (Robby Vadillah Zurin, 2020)	Using descriptive correlation research with cross sectional approach.	There is a relationship between excess work pressure and the level of mental health of employees
S. Sandhyana, M. MSulphey (2019)	Using qualitative data	There is a desire for employees to change jobs because of pressure at work
Brian Pinggian, Hendri Opod, Lydia David (2019)	Using the online questionnaire	There is a prevalence of psychological impacts such as stress, anxiety, and mild depression due to pressure at

Author (year)	Study design	Key findings
		work due to the COVID-19 pandemic
Marie S. Mitchell, Rebecca L. Greenbaum, Ryan M Vogel, Mary B Marwitz, David J Keating (2019)	Using quantitative data	Pressure at work affects employee performance which makes the mental health of employees disturbed

Based on table 2, then Mental health remains a major global employee health concern. Alakbarova (2019) reveals that a negative emotional response will arise when work pressure increases, and can be disruptive and damaging, especially if the job or task requested is not the task stated in the work agreement. This will lead to mental disorders. In line with the research of Dobre (2020), Adil and Baig (2019), Manabung, et. al (2019), and Zurin, et al (2020) who revealed that mental health is influenced by work pressure. Going deeper, Ben-Ner and Cheney (2020) reveal evidence that the work environment, co-workers and work demands affect the mental health of employees. Therefore, Cheney (2022) suggested that employees periodically be given brief mindfulness therapy to help reduce stress at work. This is important to do in order to suppress the tendency to resign from employees as revealed by Sandhyana and Sulphay (2019) which revealed that the level of stress caused by work pressure can trigger stress that leads to the desire to leave the company.

Long Working Hours

In addition to work pressure, working hours or the duration of work in a day will trigger stress and have an impact on negative emotions that arise in employees. In order to maintain work-life harmony, the Director of Amazon.com India made the decision for all employees not to do work, not to respond to emails, phone calls, or other work-related communications outside of working hours. Decisions made between 6 pm and 8 am will affect the harmony and health of employees. Some of the research results shown in Table 3 emphasize that a work duration that is too long will actually increase stress and reduce productivity. The stress caused by this work pressure applies equally to female and male employees. but the behavioral impact is slightly different. As Shields (2019) reveals that the behavior of men will spend a lot of time hanging out with friends by smoking, or smoking

Table 3. Impact of working hours on employees' emotions

Authors	Study Design	Key findings
Morgot Shields (2019)	The data comes from the household longitudinal component of the national population health survey conducted by Statistics Canada. Using multivariate analysis.	Women who work long hours have an increased chance of experiencing depression. For men, long working hours lead to unhealthy weight gain and an increase in smoking and no physical activity.
Claire C Caruso, Donald Eggerth, Anneke	Using literature review and gathering input from conferences on long working hours organized by the Team and Faculty of the University of Mayland	Long working hours lead to a crisis of work safety which causes anxiety.

Authors	Study Design	Key findings
Heitmann (2021)		
Jeffrwy V Johnson, Jane Lipscomb (2020)	This study uses historical, sociological and health-related research that was presented at an international conference on long working hours.	Long working hours are polarizing, long and irregular working hours are associated with acute reactions such as stress and fatigue.
M. Virtanen, J. Ferrie, M. Kivimaki (2021)	This study uses the method of working hours relationship with the onset of depression symptoms to 2690 employees aged 44-66 years.	Based on a prospective analysis of participants, 75% experienced symptoms of depression and the conclusion is that working long hours is a risk factor for the development of symptoms of depression and anxiety in employees.
David Angrave, Andy Charlwood, M. Wooden (2019)	Using longitudinal data from household surveys, income and dynamics of apes in Australia, 17,893 employees were employed using a logistic regression model.	There is a significant relationship between long working hours and healthy physical activity.
A. Milner, Peter M Smith, A, Lamontagne (2019)	Using a longitudinal cohort research design method with 12 annual waves for the period 2009-2021, it produces a sample of 90-637 observations from 180-420 people.	Long working hours lead to a decline in mental health where employers or governments regulate working hours to reduce the mental health burden on the working population.
Eunsoo Choi, K. Choi, Kyu- Man-Han (2021)	Data for 7,082 workers aged 19 years and over were obtained from the Korea National Health and Nutrition Examination Surveys (KNHANES) conducted in 2014, 2016, and 2018 in South Korea. Working hours are categorized into 35-39, 40, 41-52, 53-68, and 69 hours/week. Symptoms of depression were evaluated using the Patient Health Questionnaire-9 (PHQ-9).	Individuals who worked 69 hours/week were more likely to have moderate to severe depressive symptoms than those who worked 40 hours/week. The association between longer working hours and depressive symptoms was particularly pronounced in female workers, standard-wage workers, and workers with lower incomes. We observed a significant partial mediating pathway between hours worked and PHQ-9 scores through perceived stress levels and self-assessed health in the total sample.
J. Grosch, C. Caruso, R. Rosa, S. Sauter	Descriptive analysis was performed for five groups based on total hours worked per week: part time (1-34 hours/week), full time (35-40 hours/week), less overtime (41-48 hours/week), moderate overtime (49-69 hours/week), and higher overtime (70+ hours/week). Multiple logistic	Overtime work is characterized by higher levels of job stress and perceptions of overwork, it is also associated with increased levels of participation in decision-making and opportunities to develop special abilities. Several significant associations emerged between hours worked and measures of health and well-being, particularly

Authors	Study Design	Key findings
	regression examines the relationship between these five categories and several measures of health and well-being.	for respondents in the higher overtime group (70+ hours/week).
D. Fell, G. Kephart, L. Roos (2020)	Using secondary data from the National Population Health Survey and data on the utilization of administrative health services from four provinces in Canada. This study uses a cross sectional	Long working hours make employees visit more general practitioners than workers with regular working hours.
Sungjin Park, H. Kook, Suk-Kyu-Oh (2020)	The data used is a survey conducted in 2012 from the Youth Panel with a subject of 2,332 adult employees aged 20-35 years.	Long working hours increase stress, depression and suicidal ideation in young employees aged 20-35 years.

Based on the above review of the journal by clarifying the relationship between long working hours and psychological effects. Extensive research and growing evidence that long working hours are detrimental to the mental health and well-being of workers. Studies show that long working hours affect anxiety, depression, suicidal thoughts, and worsening emotional well-being. Several other studies have shown that long-term adverse effects on mental health occurred only in male or female participants. We show that overtime is not associated with a small but significant increase in the risk of depressive disorder, and conclude that the long-term effect on depressive disorder is unclear. While long working hours can have a negative impact on workers' mental health, Positive life events help workers cope well with the effects of negative events. Increasing evidence clearly shows that recreational activities (e.g., hobbies, cultural activities, sports and sports) have positive effects on individuals. Recreational science scholars have long emphasized that leisure time plays an important role in promoting general well-being and reducing stress.

Effect of Gratitude on Employee Happiness

The results of a literature review regarding the effect of gratitude on employee happiness based on a literature review are presented in this study in the following table:

Table 4. The Effect of Gratitude on Employee Happiness

Authors	Study design	Key findings
Bernard Lubis (2019)	This study consisted of 20 students aged 18-21 years with 8 male students and 12 female students using the reliability test	Based on Pearson's Product Moment analysis, gratitude is a positive predictor of happiness. The higher the gratitude in adolescents, the higher the happiness and this proves the relationship between happiness, gratitude and mental health
Chang Seek Lee (2021)	This study uses the happiness index	Based on this research, gratitude has a significant effect on employee happiness in Korea.
G. Bono, Kresimir Reil,	This study uses a short-term longitudinal study	Based on this research, it generates gratitude to help lower-level

Authors	Study design	Key findings
Jadwiga Hescocx (2020)		employees face challenges during the Pandemic
David R. Cregg, J. Cheavens (2020)	This study uses meta-analysis.	There is an effect of gratitude intervention on symptoms of depression and anxiety is relatively simple in private employees.
Helen Wood, Bev Skeggs (2020)(Wood & Skeggs, 2020)	This study uses qualitative methods with interviews	Based on the research above, there is a significant effect of gratitude on subjective well-being of employees.
Duke D. Biber, B. Melton, Daniel R. Czech (2020)(Biber et al., 2020)	web-based survey covering mental health factors (optimism, gratitude, anxiety) and perceptions of the COVID-19 academic response.	There was a significant negative relationship between anxiety and optimism ($r = .36$), gratitude ($r = -.12$), and perceived instruction after COVID-19 ($r = -.11$). There was a statistically significant difference in perceived PAL instructional responses/effectiveness after COVID-19 between anxiety classifications, with highly anxious employees expressing lower instructional responses to COVID-19 when compared to moderate or mild anxious students, [$F(2, 1516) = 10.60$, $p < .001$].
F. Septianto, Joya A. Kamper, Gavin Northey (2020)(Septianto et al., 2020)	This study uses quantitative methods with as many as 85 civilian employees as participants with Spearman Rho. correlation analysis	There is a positive relationship between employee gratitude and mental health.
Haemi Kim, Hailini Qu (2020)(H. Kim & Qu, 2020)	This study uses quantitative methods with a total sample of 146 students part-time workers.	On the basis of In this study, there is a relationship between gratitude and psychological well-being of part-time workers.
Liany Luzvinda (2019)(Baidun et al., 2020)	This study uses quantitative methods with a quantitative approach with multiple regression analysis	Based on this research, it is found that there is a significant effect of job satisfaction variable with gratitude.

Based on the journals review above, gratitude allows a person to have a more positive and broader view of life: life is a gift (Listiyandini, Nathania, Syahniar, Sonia & Nadia, 2015). This gratitude shows the individual's tendency to value his life. Gratitude has many concepts such as emotions, attitudes, moral values, habits, personality traits, and mental health (Pitaloka & Ediaty, 2015). Gratitude is related to happiness. Several studies have shown that gratitude is related to happiness. Gratitude is an important contributor to well-being, as in the Safaria (2014) study. This is also in accordance with the research of Eriyananda and Khairani (2017) which shows that there is a significant positive relationship between gratitude and happiness in divorced people in Aceh.

DISCUSSION

Based on the results of the literature review, this study reveals the condition and influence of employees' mental health on the process of working in the company. This study suggests that mental health can affect employee productivity and performance in the workplace. For this reason, it is important to know what factors affect the mental health condition of employees. The results of this study suggest three factors that need to be analyzed that affect the mental health of employees, namely work pressure, work duration, and gratitude.

Work pressure in this study is known to increase depression, stress at work, reduce employee performance, increase fatigue, decrease employee accuracy at work, and reduce employee satisfaction and commitment at work. In fact, this study also found that work pressure is considered a challenge for employees in working in the workplace where it was found that based on literature studies employees who have high emotional stability consider work pressure as a challenge at work which certainly affects the mental health of employees.

The second factor that affects mental health in this study is the duration of work. This study reveals that employees who work for long durations can reduce their mental health and are more likely to feel tired and stressed when fulfilling work. The last factor is the level of gratitude. This study reveals that employees who have high work gratitude can more easily find happiness at work so that this factor is considered to be a factor that has a positive effect on employees' mental health. During this period, many studies on the theme of happiness have been carried out. One of them is known as the Study of Happiness in All Countries of the World by John Heliwell, Richard Layard, Jeffrey Sachs, or World Happiness in 2015. Based on the survey results, In this case, many things can be done to get positive energy. One of them is always grateful. Gratitude allows a person to have a more positive and broader view of life: life is a gift (Listiyandini, Nathania, Syahniar, Sonia & Nadia, 2015). This gratitude shows the individual's tendency to value his life. Gratitude has many concepts such as emotions, attitudes, moral values, habits, personality traits, and coping behaviors (Pitaloka & Ediat, 2015). Gratitude is related to happiness so that it can improve the mental health of employees.

CONCLUSION

The conclusion of this study is that mental health is very important to pay attention to both employees and companies in maintaining the quality of employees' work in the workplace. This study examines the mental health impact of three main factors, namely work pressure, work duration, and employee gratitude levels. Work pressure in this study is considered a challenge for employees where employees who are not able to control the pressure in their work will be more susceptible to stress, excessive fatigue and depression which can reduce employee mental health. In addition, employees who have to work for long durations are also more likely to experience mental health problems because they are considered to have no work-life balance.

LIMITATION

The limitation of this research is the research method conducted. This study uses a qualitative method based on a literature review so that further research is recommended to conduct research using quantitative methods to improve the results of this study.

ACKNOWLEDGMENT

N/A

DECLARATION OF CONFLICTING INTERESTS

We declared no potential conflicts of interest concerning the study, authorship, and/or publication of this article.

REFERENCES

- Ahn, J., Lee, J., Lee, S. H., Park, M. Y., & Lee, W. (2021). The Occupational Characteristics and Health Status of Workers in Geographically Isolated and Confined Areas in the Republic of Korea. *Journal of Korean Medical Science*, 36(17), 1–12. <https://doi.org/10.3346/jkms.2021.36.e119>
- A. Milner, P. M. (2019). Working hours and mental health in Australia: evidence from an Australian population-based cohort, 2001–2012. *Occupational and Environmental Medicine*, -.
- A. Milner, P. M. (2019). Working hours and mental health in Australia: evidence from an Australian population-based cohort, 2001–2012. *Occupational and Environmental Medicine*, -.
- Alakbarova, B. P. (2019). Self-reported home and work stress and trying to conceive - using big data in the study of infertility. *psychology*, 98-107.
- Apriliani R Manabung, L. F. (2019). RELATIONSHIP BETWEEN WORK PERIOD AND WORKLOAD WITH WORK STRESS ON LABOR AT PT. PERTAMINA TBBM BITUNG. *Mathematics*, 98-143.
- Avner Ben-Ner, G. C. (2020). Values at Work: Employee Participation Meets Market Pressure at Mondragon. *Sociology*, 111-164.
- Baidun, A., Shaleh, A., Miftahuddin, M., Luzvinda, L., & Muhtar, D. (2020). *Effect of Psychological Capital and Gratitude on Subjective Well-Being Young Mother of Hijrah Communities in Jakarta*. <https://doi.org/10.4108/eai.18-9-2019.2293469>
- Biber, D. D., Melton, B., & Czech, D. R. (2020). The impact of COVID-19 on college anxiety, optimism, gratitude, and course satisfaction. *Journal of American College Health*, 0(0), 1–6. <https://doi.org/10.1080/07448481.2020.1842424>
- Bono, G., Reil, K., & Hescox, J. (2020). Stress and wellbeing in urban college students in the u.S. during the covid-19 pandemic: Can grit and gratitude help? *International Journal of Wellbeing*, 10(3), 39–57. <https://doi.org/10.5502/ijw.v10i3.1331>
- Brian Pinggian, H. O. (2021). PSYCHOLOGICAL IMPACT OF HEALTH PERSONNEL DURING THE COVID-19 PANDEMIC. *biomedicine*, 1-20.
- Bronkhorst, B. (2019). Behaving safely under pressure: The effects of job demands, resources, and safety climate on employee physical and psychosocial safety behavior. *Journal of safety research*, 102-177.
- Cheema, F. e.-A. (2019). Impact of Work Life Balance on Employee Job Satisfaction in Private Banking Sector of Karachi. *Businees*, 27-55.
- Cheney, G. (2022). Democracy in the workplace: Theory and practice from the perspective of communication. *sociology*, 45-87.
- Choi, E., Choi, K. W., Jeong, H. G., Lee, M. S., Ko, Y. H., Han, C., Ham, B. J., Chang, J., & Han, K. M. (2021). Long working hours and depressive symptoms: moderation by gender, income, and job status. *Journal of Affective Disorders*, 286(December 2020), 99–107. <https://doi.org/10.1016/j.jad.2021.03.001>
- Claire C Caruso, D. E. (2021). Long working hours, safety, and health: toward a National Research Agenda. *American journal of industrial medicine*, 1-100.
- Cregg, D. R., & Cheavens, J. S. (2021). Gratitude Interventions: Effective Self-help? A Meta-analysis of the Impact on Symptoms of Depression and Anxiety. In *Journal of Happiness Studies* (Vol. 22, Issue 1). Springer Netherlands. <https://doi.org/10.1007/s10902-020-00236-6>

- David Angrave, A. C. (2019). Working time and cigarette smoking: evidence from Australia and the United Kingdom. *Social science & medicine*, 1-19.
- Dewanto, W. (2014). Pengaruh Intervensi Kebersyukuran Terhadap Kesejahteraan Penyandang Disabilitas Fisik (Tesis tidak dipublikasikan). Universitas Gadjah Mada: Yogyakarta.
- Dobre, O.-I. (2020). Organizational Culture And Performance Management Practices: A Case Of It Companies From Romania. *Management*, 11-65.
- Druzhinina, L. A., Osipova, L. B., Tsilitky, V. S., Lapshina, L. M., Vasilieva, V. S., & Korobintseva, M. S. (2021). Correctional orientation of aesthetic education of children preschool age with disabilities. *Perspectives of Science and Education*, 53(5), 430–445. <https://doi.org/10.32744/pse.2021.5.30>
- Emmons, R. A., & Crumpler, C. a. (2020). Gratitude as a Human Strength: Appraising the Evidence. *Journal of Social and Clinical Psychology*, 19(1), 56–69. <http://doi.org/10.1521/jscp.2000.19.1.56>
- Emmons, R. A., & McCullough, M. E. (2019). *The Psychology of Gratitude*. New York: Oxford University Press, Inc.198 Madison Avenue.
- Emmons, R.A. (2019). *Thanks! : How the New Science of Gratitude Can Make You Happier*. Houghton Mifflin Company: New York.
- Endraswara, S. (2012) Ilmu Jiwa Jawa; Estetika dan Citarasa Jiwa Jawa. Yogyakarta: Penerbit NARASI.
- Evangelia Demerouti, A. B. (2020). The Loss Spiral of Work Pressure, Work–Home Interference and Exhaustion: Reciprocal Relations in a Three-Wave Study. *Journal of Vocational Behavior*, 131-149.
- Fell, D. B., Kephart, G., Curtis, L. J., Bower, K., Muhajarine, N., Reid, R., & Roos, L. (2020). The relationship between work hours and utilization of general practitioners in four Canadian provinces. *Health Services Research*, 42(4), 1483–1498. <https://doi.org/10.1111/j.1475-6773.2006.00683.x>
- Grosch, J. W., Caruso, C. C., Rosa, R. R., & Sauter, S. L. (2020). Long hours of work in the U.S.: Associations with demographic and organizational characteristics, psychosocial working conditions, and health. *American Journal of Industrial Medicine*, 49(11), 943–952. <https://doi.org/10.1002/ajim.20388>
- Gunn Robstard Andersen, R. W. (2020). Understanding significant processes during work environment interventions to alleviate time pressure and associated sick leave of home care workers – a case study. *medicine*, 112-145.
- Handrix Chris Haryanto, Fatchiah E. (2016). SYUKUR SEBAGAI SEBUAH PEMAKNAAN. *Journal InSight*, Vol. 18 No. 2.
- Ibiam, O. E., Akwara, F. A., & Okorie, C. O. (2020). Transformational leadership and management safety practices: Their role in the relationship between work pressure and compliance with safety work behaviour in a health-care sector industry. *Journal of Psychology in Africa*, 1-8.
- Jeffrwy V Johnson, J. L. (2020). Understanding the Impact of Bullying in a Unionized U.S. Public Sector Workforce. *Workplace Health & Safety*, 8-28.
- Karimullh, N. G. (2021). Three Themes of the Concept of Gratitude in the Perspective of the Qur'an: A Literature Review. *Online Journal of Al-Qur'an Studies*, 1-12.
- Kim, H., & Qu, H. (2020). The mediating roles of gratitude and obligation to link employees' social exchange relationships and prosocial behavior. *International Journal of Contemporary Hospitality Management*, 32(2), 644–664. <https://doi.org/10.1108/IJCHM-04-2019-0373>
- Kim, I., Kim, H. J., Lim, S., Lee, M., Bahk, J., June, K. J., Kim, S., & Chang, W. J. (2019). Working hours and depressive symptomatology among full-time employees: Results from the fourth Korean National Health and Nutrition Examination Survey (2007-2009). *Scandinavian Journal of Work, Environment and Health*, 39(5), 515–520. <https://doi.org/10.5271/sjweh.3356>

- Lambert, N. M., Fincham, F. D., Stillman, T. F., & hDean, L. R. (2019). More gratitude, less materialism: The mediating role of life satisfaction. *The Journal of Positive Psychology*, 4(1), 32-42.
- Lauren R. Looklear, S. G. (2020). How a gratitude intervention influences workplace mistreatment: A multiple mediation model. *Psychology*, 1-34.
- M. Adil, M. B. (2019). Impact of job demands-resources model on burnout and employee's well-being: Evidence from the pharmaceutical organisations of Karachi. *Management*, 119-133.
- M. Heffernan, T. D. (2021). Cross-level effects of high-performance work Systems (HPWS) and employee wellbeing: the mediating effect of organisational justice. *Pscychology*, 187-233.
- M. Virtanen, J. F. (2021). Long working hours and alcohol use: systematic review and meta-analysis of published studies and unpublished individual participant data. *The BMJ*, 1-32.
- Marie S. Mitchell, R. L. (2019). Can You Handle the Pressure? The Effect of Performance Pressure on Stress Appraisals, Self-regulation, and Behavior. *Psychology*, 1-36.
- McCraty, R., & Childre, D. (2020). The grateful heart: The psychophysiology of appreciation. In Emmons, R. A., & McCullough, M. E. (Eds) *The Psychology of Gratitude*. New York: Oxford University Press.
- McCullough, M. E., Emmons, R. A., & Tsang, J. A. (2020). The grateful disposition: A conceptual and empirical topography. *Journal of personality and social psychology*, 82(1), 112.
- McCullough, M. E., Emmons, R. A., & Tsang, J-A. (2020). The grateful disposition: A conceptual and empirical topography. *Journal of Personality and Social Psychology*, 82(1), 112-127.
- Ninaus, K. (2020). The Job Demands. *Management*, 63-231.
- Park, N., Peterson, C., & Seligman, M. E. P. (2019). Strengths of character and well-being. *Journal of Social and Clinical Psychology*, 23(5), 603-619.
- Park, S., Kook, H., Seok, H., Lee, J. H., Lim, D., Cho, D. H., & Oh, S. K. (2020). The negative impact of long working hours on mental health in young Korean workers. *PLoS ONE*, 15(8 August), 1–13. <https://doi.org/10.1371/journal.pone.0236931>
- Peterson, C., & Seligman, M. E. (2019). *Character strengths and virtues: A handbook and classification* (Vol. 1). Oxford University Press.
- Portocarrero, F. F., Gonzalez, K., & Ekema-Agbaw, M. (2020). A meta-analytic review of the relationship between dispositional gratitude and well-being. *Personality and Individual Differences*, 164. <https://doi.org/10.1016/j.paid.2020.110101>
- Razana Juhaida ohari, Nordayaba Sri Ridzoan, & Arumega Zarefar. (2019). Giving Time, Time After Time: Work Design and Sustained Employee Participation in Corporate Volunteering. *Management*, 87-99.
- Robby Vadillah Zurin, M. M. (2020). The Relationship of Overtime on Mental Health and Work Involvement of Nurses in the Intensive Care Room at Abdul Wahab Sjahranie Hospital Samarinda. *medicine*, 54-96.
- Robert A. Roe, & Fred R. H. Zijlstra. (2019). Research on the Relationship Between IT Employee's Work Pressure, Control Points and Turnover Intention. *management*, 20-28.
- Roberts, R. C. (2019). The blessings of gratitude: A conceptual analysis. *The psychology of gratitude*, 58-78.
- S. Sandhyana, M. (2021). Comparative analysis of machine learning algorithms for Lip print based person identification. *Evolutionary Intelligence*, 1-15.
- Roos, E., Sarlio-Lähteenkorva, S., Lallukka, T., & Lahelma, E. (2020). Associations of work-family conflicts with food habits and physical activity. *Public Health Nutrition*, 10(3), 222–229. <https://doi.org/10.1017/S1368980007248487>

- Sanda M Dolcos, D. D. (2020). Work Pressure, Workplace Social Resources, and Work-Family Conflict: The Tale of Two Sectors. *International Journal of Stress Management*, 291-311.
- Sanda M Dolcos, D. D. (2020). Work Pressure, Workplace Social Resources, and Work-Family Conflict: The Tale of Two Sectors. *International Journal of Stress Management*, 291-311.
- Schotanus-Dijkstra, M., Drossaert, C. H. C., Pieterse, M. E., Boon, B., Walburg, J. A., & Bohlmeijer, E. T. (2019). An early intervention to promote well-being and flourishing and reduce anxiety and depression: A randomized controlled trial. *Internet Interventions*, 9(April), 15–24. <https://doi.org/10.1016/j.invent.2017.04.002>
- Septianto, F., Kemper, J. A., & Northey, G. (2020). Thanks, but no thanks: The influence of gratitude on consumer awareness of food waste. *Journal of Cleaner Production*, 258, 120591. <https://doi.org/10.1016/j.jclepro.2020.120591>
- Shin, L. J., Armenta, C. N., Kamble, S. V., Chang, S. L., Wu, H. Y., & Lyubomirsky, S. (2020). Gratitude in collectivist and individualist cultures. *Journal of Positive Psychology*, 00(00), 598–604. <https://doi.org/10.1080/17439760.2020.1789699>
- Shields, M. (2019). Symptoms of major depressive disorder during the COVID-19 pandemic: results from a representative sample of the Canadian population. *medicine*, 1-21.
- Shields, M. (2019). Symptoms of major depressive disorder during the COVID-19 pandemic: results from a representative sample of the Canadian population. *medicine*, 1-21.
- Shihab, M. Q. (1996). *Wawasan Al-Quran*. Bandung: Mizan.
- Steindl-Rast, D. (2020). Gratitude as thankfulness and as gratefulness. In Emmons, R. A., & McCullough, M. E. (Eds). *The Psychology of Gratitude*. New York: Oxford University Press.
- Tsuno, K., Kawachi, I., Kawakami, N., & Miyashita, K. (2019). Workplace bullying and psychological distress a longitudinal multilevel analysis among Japanese employees. *Journal of Occupational and Environmental Medicine*, 60(12), 1067–1072. <https://doi.org/10.1097/JOM.0000000000001433>
- Wood, A. M., Maltby, J., Gillett, R., Linley, P. A., & Joseph, S. (2020). The role of gratitude in the development of social support, stress, and depression: Two longitudinal studies. *Journal of Research in Personality*, 42(4), 854-871.
- Wood, H., & Skeggs, B. (2020). Clap for carers? From care gratitude to care justice. *European Journal of Cultural Studies*, 23(4), 641–647. <https://doi.org/10.1177/1367549420928362>
- Yasir Mansoor Kundi, S. S. (2021). Linking performance pressure to employee work engagement: the moderating role of emotional stability. *Psychology*, 237-289.
- Yasir Mansoor Kundi, S. S. (2021). Linking performance pressure to employee work engagement: the moderating role of emotional stability. *Psychology*, 237-289.
-