

Mental Health and Work Productivity in the Property Industry in Indonesia

Alejandra García-Ochoa Mora
universidad Autonoma de Madrid, Spain

Abstract : This study aims to examine and explore the relationship between productivity, Mental Health, and job satisfaction in Indonesia by using a sample of 150 workers or employees who work in the property industry in Indonesia which was selected by random sampling. The data was obtained through online or online interviews and quantified to be processed quantitatively using the threshold autoregression model to determine the behavior of the data from the productivity, Mental Health, and job satisfaction of the 150 workers. We found that mental health and employee work productivity can boost the performance of the property industry in Indonesia. This shows that there are psychological factors that affect human productivity. The mental health of employees needs to be maintained because mental health and work productivity have an influence so that these two elements provide a boost to organizational performance.

Keywords: Mental Health, Work Productivity, Property Industry

JEL Classification : C01,E24,J24, J43

1 INTRODUCTION

The property industry is one of Indonesia's economic locomotives (Gustyana & Sipahutar,2020), and is showing recovery after being affected by Covid-19. The property sector was one of the hardest hit by the pandemic in terms of sales, rentals, and development. Infrastructure development in Indonesia during the pandemic and current recession conditions does not stop, continues to roll. The demand for property, especially the demand for housing in Indonesia, in 2020 has increased very rapidly. In Indonesia alone, at least still need millions of millions of decent housing. Therefore, nowadays many investors are seizing this opportunity to take as much profit as possible. That is by investing in property in strategic locations. Actually, there are many factors that can affect the growth and development of this property business. Its development can also be seen from other factors that also influence the rise of the property business in Indonesia. There are many consumers who are interested in very cheap Down Payment. Indirectly determining the Down Payment also affects the demand for property. So it is not surprising that there are so many developers or developers who offer very cheap Down Payment with all the conveniences. Because it aims to attract as many consumers as possible. In carrying out property investment, the risk of experiencing bankruptcy or loss is very small. When compared with other types of investment, such as stock investments or deposits.

In addition to having a small risk, to carry out the prospect of property investment in Indonesia, it also does not require sophisticated knowledge. It only takes special knowledge to understand it as in other investment instruments. This can be seen from the history of property development in Indonesia. So far there has never been a developer or developer who has offered a reduction in the price of their property, especially houses. For investors, there are no specific guidelines for investing in the property sector. Because the most important thing is to be observant in determining the location of good and strategic land. Looking for cheap property prices and choosing a credible and experienced developer or developer.

The property sector itself cannot be separated from the participation of workers who build and carry out development such as property development planning that has been determined. In the property industry, the role of human resources is very important. Because without human resources, any property project will never be implemented properly. One of the factors that increase employee performance is job satisfaction (Gold,2020). The industrial world is identical to the existence of an organization within a company. The company is a place where production activities occur to meet human economic needs and earn profits. In the company, of course, there are employees who help in carrying out tasks in order to achieve company goals. Of course, when we start working in a company, usually the company often sets certain targets for each employee, ranging from low standards to very high standards. Job satisfaction is individual, so the level of job satisfaction of each employee is different. Many factors need attention if

you want to analyze job satisfaction, such as the nature of work, rewards, work environment, and so on. Job satisfaction and dissatisfaction will arise when an employee compares reality and their expectations at work. An employee will feel satisfied if the factors related to work and personal are met and vice versa.

The relationship between job satisfaction and work productivity is an interesting field to study. Various studies have produced different findings, some have shown a positive and significant relationship between job satisfaction and productivity, some have not. Successful organizations cannot be separated from various efforts or methods to increase employee satisfaction. The combination of various methods is considered more effective to create employee satisfaction which in turn will increase their work productivity, and also increase the value and profit of the company. Job satisfaction has an effect on organizational life. Job satisfaction is a positive or negative attitude that an employee has towards his job. This attitude is the result of employees' perceptions of their work. An employee who has a high level of job satisfaction shows a positive attitude towards his job, while an employee who has a low level of job satisfaction shows a negative attitude towards his job. Job satisfaction shows an attitude, not a behavior (Sadick et al,2020). The relationship between job satisfaction and employee productivity is still a matter of debate/controversy both in the academic world and the world of work. Some argue that job satisfaction leads to productivity and on the other hand, there are those who think that productivity leads to job satisfaction. In general, satisfied employees tend to be more productive than those who are not/less satisfied. Various literature and research provide clues that there is a relationship between job satisfaction and employee work productivity so that the management of the organization/company tries to understand the various factors that lead to job satisfaction. Although the relationship between job satisfaction and productivity is not always consistent, this issue still needs attention from the organization. The view of the relationship between job satisfaction and productivity is based on the assumption that employees who feel happy are productive employees. This assumption is difficult to prove in the field, because many employees are not satisfied but they are still productive, for example, employees whose work is controlled by machines. If there is a relationship between job satisfaction and productivity, the correlation is relatively small, and the relationship is stronger if employee behavior is not controlled by external factors. The correlation of job satisfaction with productivity is more accurate for employees who have higher positions such as professional positions, managers, or supervisors.

In addition to job satisfaction, there are psychological factors that have the potential to affect the productivity of human resources. Mental Health problems experienced by employees more or less have a lot of influence on work productivity and the sustainability of the company. The first and most common cause of employee Mental Health problems is problems with relationships with superiors. The triggers include superiors who often press employees with unrealistic targets and in a short time, then it could also be superiors who often give tasks outside of the employee's job description, as well as employees who are required to be able to multitask and work fast in this fast-paced world. this fast. The way that can be done to overcome this problem is through communication. Bosses who pay more attention to and listen to employees and employees who are open about their thoughts will make work continuity better. Increasing work pressure also often triggers an imbalance between personal life and work. This eventually triggers problems in personal life, including with family. Where some employees even have to keep doing their work at home, even on weekends. Because in fact, some jobs are not even enough to do for 9 hours in the office. As a result, time for yourself and your family is reduced. In fact, too long away from family or partner can contribute to a person's stress levels and vice versa. Being with family can be an inexpensive way to reduce stress. In addition to problems with superiors and lack of time with family, internal problems with coworkers can also trigger Mental Health problems in employees. Where during work, employees may work with other employees who are difficult to work with and hinder work. In overcoming this, communication is also the key. Try to have a discussion and find a middle ground where everyone is happy. However, if this doesn't work out either, try to discuss it with your boss (Vandenplas et al,2020). It is undeniable that the workload can be the cause of employee Mental Health problems. Where companies sometimes not only provide workloads beyond human capacity, but also work hours that are too long, and continuous pressure. This of course can make a person stressed or even not impossible also affect the Mental Health of the employee's body. Because when the mind is stressed, the body will release the hormone cortisol which can also trigger the disease. The result? Employees may often be absent due to illness. In addition to the above, insecurity at work or in real office situations can also trigger stress. For example, the company is acquired by another company, which eventually creates a different company culture and has an impact on employee positions. Keep in mind that prolonged stress can trigger depression in a person. Until in the end, the employee will decide to quit or change jobs. So, it's better if the boss or company starts listening to employees.

The relationship between productivity, Mental Health, and job satisfaction has also not received strong support. So it needs to be investigated further. This study aims to examine and explore the relationship between productivity, Mental Health, and job satisfaction in Indonesia by using a sample of 150 workers or employees who work in the property industry in Indonesia which was selected by random sampling. The data was obtained through online or online interviews and quantified to be processed quantitatively using the threshold autoregression model to determine the behavior of the data from the productivity, Mental Health, and job satisfaction of the 150 workers.

2 LITERATURE REVIEW

Mental Health is affected by events in life that leave a great impact on a person's personality and behavior. These events can take the form of domestic violence, child abuse, or severe long-term stress. If Mental Health is disturbed, then mental disorders or mental illness arise. Mental disorders can change the way a person handles stress, relates to others, makes choices, and triggers the desire to harm oneself. Some of the most common types of mental disorders include depression, bipolar disorder, anxiety, post-traumatic stress disorder (PTSD), obsessive-compulsive disorder (OCD), and psychosis. Some mental illnesses only occur in certain types of sufferers, such as postpartum depression that only affects mothers after giving birth (Tullgren 2020). Good Mental Health is a condition when our mind is in a state of calm and calm, allowing us to enjoy everyday life and appreciate others around us. Someone who is mentally Mental Healthy can use his abilities or potential to the fullest in facing life's challenges, as well as establishing positive relationships with others. Conversely, people whose Mental Health is disturbed will experience disturbances in mood, thinking skills, and emotional control which can ultimately lead to bad behavior. Mental illness can cause problems in daily life, not only can damage interactions or relationships with other people but can also reduce performance in school and work productivity. Therefore, it is time for us to live a Mental Healthy lifestyle. There are several types of Mental Health problems and the following are the three most common types of conditions.

Stress is a condition when a person experiences very heavy pressure, both emotionally and mentally. Someone who is stressed will usually appear restless, anxious, and irritable. Stress can also interfere with concentration, reduce motivation, and in certain cases, trigger depression. Stress can not only affect the psychology of the sufferer but can also have an impact on the way they behave and their physical Mental Health. Labor productivity in economic terms is defined as a mathematical comparison between the results of work achieved with the number of resources used in production. This comparison requires work productivity indicators to measure it so that a clear calculation of the final results achieved can be obtained. A company will strive to realize the productivity of the company's work both individually from employees and as a company organization. That is why, a company seriously evaluates the performance of its employees, because there is a profit target to be achieved. The higher the work productivity, the greater the company's profit. At work, we are required to always be productive so that work can be completed quickly and move on to other jobs. Many ways have been done to increase work productivity. We may often work around this by making to-do lists, planners, sticky notes, and even hourly alarms as reminders. However, this does not always run smoothly. It seems that there are moments when we are very distracted and result in decreased work productivity. Work productivity is a measure of the comparison of the quality and quantity of a workforce in a unit of time to achieve results or work performance effectively and efficiently with the resources used. Work productivity has two dimensions, where the first is effectiveness, referring to the achievement of maximum performance (related to quality, quantity, and time). The second is effectiveness, relating to efforts to compare inputs with their actual use (Yazdanirad et al,2021) .

Property for the industry is one of the three main classes of commercial property. Most of us are familiar with residential real estate, and the benefits of property investment, but not everyone knows much about commercial property. The definition of commercial property is a property that is built and used solely for business purposes. There are three main types of commercial property: retail, office, and industrial. Properties for industrial use for industrial purposes. It sounds simple, but it comes in all shapes, sizes and covers a wide range of businesses. Then the property industry is grouped into three sizes, namely small, large, and very large. The category of the small industry includes one-story buildings or more than one that is categorized for industrial use. This category often has flexible interior spaces, usually a mix of warehouses and offices. This category is widely used by small businesses such as workshops, research laboratories, and start-ups. The large property industry category includes medium to large warehouses and factories designed to produce or store goods. They include distribution companies such as third-party logistics. Then the last one is a very large industrial property. These large industrial spaces are used as logistics and distribution

centers that store and then distribute finished goods to stores and/or directly to customers (Parsons,2019).

3 RESEARCH OBJECTIVE AND METHODOLOGY

This study examines 150 people who work in the construction sector and conducts interviews and scoring related to Mental Health, and work productivity in the property industry in Indonesia. After scoring as a data collection process, we process it to find out the behavior of the data from Mental Health and work productivity of the research object using a regression threshold author with the author regression model as follows:

THRESHOLD(TYPE=SMOOTH) Industrial Performance Mental Health Work Productivity @NV C @THRESH 3

which is then derived by the following equation:

$$\text{Industrial Performance} = (C(1)*\text{Mental Health} + C(2)*\text{Work Productivity}) + (C(3)*\text{Mental Health} + C(4)*\text{Work Productivity})*\text{@LOGIT}(C(6)*(\text{Industrial Performance}(-3)-C(7))) + C(5)$$

This research was triangulated to ensure the validity of the data for 3 repeated interviews in a 2 month gap period.

4 RESULTS AND DISCUSSION

Estimated results:

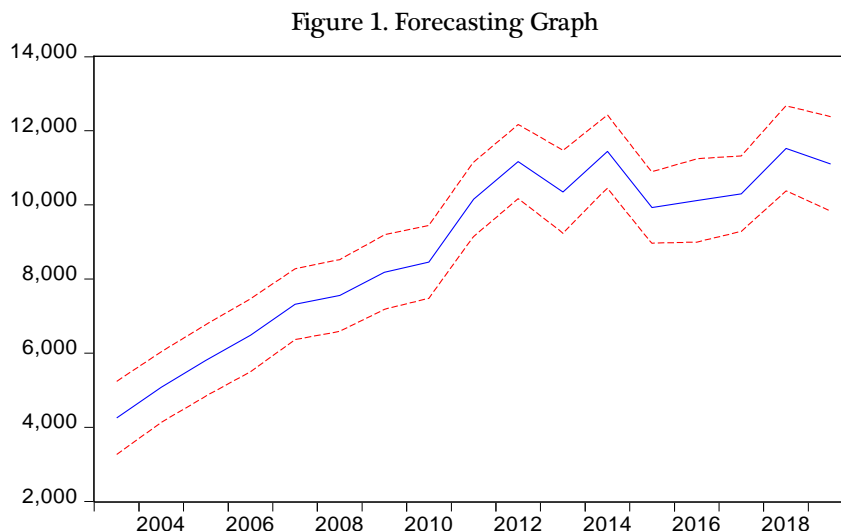
$$\text{Industrial Performance} = (1.56931601998\text{e-}07*\text{Mental Health} + 0.000490198095184*\text{Work Productivity}) + (4.92306416059\text{e-}07*\text{Mental Health} - 0.000416678207833*\text{Work Productivity})*\text{@LOGIT}(0.00156710454342*(\text{Industrial Performance} 88(-147)6894)$$

The estimation results are derived in table 1. as follows:

Table 1. Estimation Results

Variable	Coefficient	Std. Error	t-Statistic	Prob.
Threshold Variables (linear part)				
HEALTH	0.000000157	8.37E-08	1.875409	0.0902
INTERNET_USER	0.00049	8.82E-05	5.555958	0.0002
Threshold Variables (nonlinear part)				
HEALTH	0.000000492	1.53E-07	3.222195	0.0091
INTERNET_USER	-0.000417	0.000116	-3.59902	0.0049
Non-Threshold Variables				
C	-1288.147	845.4078	-1.523699	0.1586
Slopes				
SLOPE	0.001567	0.001875	0.835823	0.4228
Thresholds				
THRESHOLD	8855.838	819.8783	10.80141	0
R-squared	0.974453	Mean dependent var		8799.353
Adjusted R-squared	0.959125	S.D. dependent var		2387.157
S.E. of regression	482.6243	Akaike info criterion		15.48926
Sum squared resid	2329262	Schwarz criterion		15.83234
Log likelihood	-124.6587	Hannan-Quinn criter.		15.52336
F-statistic	63.5731	Durbin-Watson stat		3.189651
Prob(F-statistic)	0			

From the estimation results, it can be indicated that there is a mutual influence between mental health and work productivity in encouraging increased industrial performance in the property industry in Indonesia. From the estimation results, the level of encouragement from each increase in mental health and work productivity can improve the performance of the property industry in Indonesia. This can be seen from the estimation results on the threshold and non-threshold parts. The direction and encouragement between work productivity and mental health can be described in the forecasting graph as follows:



From the forecasting results, it can be seen that the graph continues to increase from year to year which shows that there is an encouragement from employee work motivation and mental health of employees on industrial performance in the property sector in Indonesia.

5 CONCLUSION

Mental health and employee work productivity can boost the performance of the property industry in Indonesia. This shows that there are psychological factors that affect human productivity. The mental health of employees needs to be maintained because mental health and work productivity have an influence so that these two elements provide a boost to organizational performance.

REFERENCES

Gold,M. (2020). *New Frontiers of Democratic Participation at Work*. London : Taylor & Francis

Gustyana,TT, Sipahutar,A. (2020). Digital Economy for Customer Benefit and Business Fairness Proceedings of the International Conference on Sustainable Collaboration in Business, Information and Innovation (SCBTII 2019), Bandung, Indonesia, October 9-10,2019. Page : 171 -178

Parsons,G. (2019). *EG Property Handbook*. London : CRC Press

Sadick,A.M., Kpamma,Z.E., Agyefi-Mensah,S.(2020).Impact of indoor environmental quality on job satisfaction and self-reported productivity of university employees in a tropical African climate. *Building and Environment*,Volume 181, 15 August 2020, 107102. doi : 10.1016/j.buildenv.2020.107102

Tullgren,A, Renouf,N, Bland,R. (2020). *Social Work Practice in Mental Health: An introduction*. London : Taylor & Francis

Vandenplas,O, Suarhana,E, Riffart,C, Lemièrre,C, Moual,N.L, Bousquet,J. (2020). The Impact of Work-Related Rhinitis on Quality of Life and Work Productivity: A General Workforce-Based Survey.*The Journal of Allergy and Clinical Immunology: In Practice*,Volume 8, Issue 5, May 2020, Pages 1583-1591. doi : 10.1016/j.jaip.2019.12.033

Yazdanirad,S, Sadeghian,M, Naeini,M,J, Abbasi,M, Mousavi,S.M. (2021). The contribution of hypochondria resulting from Corona virus on the occupational productivity loss through increased job stress and decreased resilience in the central workshop of an oil refinery: A path analysis. *Heliyon*,Volume 7, Issue 4,

