THE INFLUENCE OF PERCEIVED ORGANIZATIONAL SUPPORT ON EMPLOYEE MENTAL HEALTH
PENGARUH PERSEPSI DUKUNGAN ORGANISASI TERHADAP KESEHATAN MENTAL KARYAWAN

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Abstract. Employee mental health is a very important aspect to maintain in an organization or company. This study aims to empirically test the influence of perceived organizational support on employee mental health. The type of research used by the author is quantitative research. The subjects in this study were all mining employees, both male and female, aged at least 18 years old, selected using a purposive sampling method. Data were analyzed using simple linear regression. From the results obtained by the researcher, the hypothesis is appropriate, as indicated by the ANOVA value with a significance of <0.05. This study applies simple linear regression analysis techniques because the data used meet the criteria of normality and linearity. The coefficient of determination (R square) of 0.326 indicates that the contribution of Perceived Organizational Support to the Mental Health of Mining Employees is 32.6%. Meanwhile, the remaining mental health of mining employees is influenced by other factors not examined in this study.

Keywords: Perception of Organizational Support, Mental Health, Mining Employees

THE INTRODUCTION

Employee mental health is a crucial aspect to maintain within an organization or company. Mental health encompasses not only physical aspects but also psychological, social, moral, and religious aspects. All of these factors play a role in motivating employees to perform well, in line with religious and cultural norms, both in their personal, family, and work lives. Employees with stable mental health will create a prosperous atmosphere in the workplace. With good mental health, employees can work productively and make positive contributions to the surrounding community (Subhi & Praningrum, 2023).

Previous research conducted by (Matamala Pizarro & Aguayo Fuenzalida, 2021) identified several symptoms and problems related to the mental health of mining workers, including work-related stress, unsafe work experiences, sleep disturbances, low well-being, job dissatisfaction, and conflict in social relationships. Furthermore, there is the risk of accidents and injuries, musculoskeletal disorders (MSDs), substance abuse, hazardous working conditions, and demands from the work organization. All of these factors can contribute to the emergence of serious mental health problems among mining workers.

Furthermore, previous research conducted by (Pratama & Susilowati, 2024) on mining employees at PT. X showed that 20.95% of respondents experienced work stress. Furthermore, analysis using the chi-square test indicated a significant relationship between psychosocial factors and the occurrence of work stress in respondents. These factors include quantitative demands, work pace, social support from coworkers, recognition, work quality, job satisfaction, trust in superiors, organizational justice, and individual interactions with others, with a p-value ≤ 0.05.

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According to (Nadya Armani Salma, 2024), mental health encompasses a range of conditions related to a person's emotional, psychological, and social well-being. These conditions can have both positive and negative impacts, influencing how we think, feel, and act in our daily lives.

According to the World Health Organization (WHO), a mentally healthy individual is one who can realize their full potential, manage stress appropriately, work productively, and contribute to their community. Therefore, mental health is crucial and interconnected with human life.

Mental health issues in the workplace are common among workers. Mental health issues in the workplace are a common problem experienced by workers in various fields and at various levels. A stressful work environment, high work pressure, interpersonal conflict, lack of support from coworkers or managers, and an imbalance between work and personal life are some of the factors that can contribute to mental health disorders in the workplace (Maringka & Kusnawi, 2021).

The prevalence of mental health problems among laborers, drivers, and domestic workers was recorded at 2.5%. Meanwhile, the prevalence among the self-employed was 1.4%; farmers and farm laborers around 1.3%; private sector employees 1.2%; and fishermen 1.2%. Among civil servants (PNS), members of the Indonesian National Armed Forces (TNI), Indonesian National Police (POLRI), state-owned enterprises (BUMN), and regional-owned enterprises (BUMD), the prevalence was lower, at 0.7%. On the other hand, there were also groups of people aged 15 and over who had suicidal thoughts. Within this group, laborers, drivers, and domestic workers recorded 0.25%; farmers and farm laborers 0.15%; self-employed 0.13%; fishermen 0.12%; private sector employees 0.11%; and civil servants, TNI, POLRI, state-owned enterprises, and regional-owned enterprises recorded 0.1%. These figures underscore the importance of paying attention to mental health, which remains a significant issue for workers across various professions (Yuningsih & Efendi, 2024).

Mental health is influenced by several factors. These include job demands, job dissatisfaction, and workload. Job demands are part of the job that can affect an employee's physical, social, and psychological well-being. This can lead to psychological stress due to long periods of work, excessive workloads, and short periods of work, which are all contradictory. This statement aligns with job demands, which can impact an employee's psychological health while performing their work, which consists of organizational, social, and fiscal aspects (Subhi & Praningrum, 2023)

According to (Purwati, 2024), data shows that 38% of married men and 43% of working women with children frequently face conflict between family and work life. This conflict, resulting from dual roles, is closely linked to anxiety disorders, depression, and feelings of guilt, especially for women with husbands and children.

Consequently, the work environment can be a significant source of stress for working women, as they feel the pressure of their dual roles. This underscores the importance of maintaining psychological well-being in facing these challenges. Research shows that the mental health of nurses in the intensive care unit of AW Sjahranie Regional Hospital, Samarinda, has an average score of 169.88 and a median score of 173 (Zurin & Dirdjo, 2020).

Employee mental health is a crucial issue encompassing an individual's emotional, psychological, and social well-being throughout their work activities. Good mental health among employees is crucial because it contributes to improved performance, job satisfaction, and overall happiness. These aspects of mental health are interconnected and can directly impact the well-being of each individual in the workplace (Sipayung et al., 2023).

Mental health in the workplace is often overlooked due to its intangible nature. Although invisible, these issues have a significant impact on employee performance and

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productivity. Poor mental health can lead to decreased motivation, difficulty concentrating, and even increased absenteeism. Therefore, it is crucial for company leaders to be discerning in recognizing signs of poor mental health in their employees. By paying attention to and supporting mental health, companies can create a more positive and productive work environment (Arfian & Panjaitan, 2024).

Stress indicates mental health disorders. Impacts of stress on workers: According to (Didit Darmawan, 2023), high levels of stress can significantly impact productivity, as well as long-term physical and emotional health. If workers are left to deal with prolonged stress, this can negatively impact organizational success.

Severe work stress can lead to various problems, such as anxiety, decreased performance, health problems, and increased absenteeism, ultimately impacting productivity. Unlike normal stress, harmful stress tends to persist and escalate, causing negative effects both physically and mentally for workers. Therefore, it is important to maintain stress levels within reasonable limits and ensure that workers master stress management techniques. This way, their productivity will not be affected. Furthermore, companies' attention must extend beyond just the mental health of their employees.

Various factors that can cause work stress in mining workers include work environment conditions, responsibilities, interpersonal relationships, career development opportunities, family situations, and the organizational system in which they work (Pratama & Susilowati, 2024).

According to (Suryawan, 2019), the first factor influencing job stress is task demands. These demands relate to the specific tasks a person must perform. Some jobs have characteristics that are more likely to cause stress than others. The second factor is physical demands, which refer to the physical requirements that must be met in carrying out the job. These demands are influenced by the physical characteristics of the work environment and tasks that require stamina or strength. The third factor contributing to workplace stress is role demands. These demands can put pressure on individuals within an organization, as each role has a set of expected behaviors appropriate to that particular position. Each individual perceives these expectations with varying degrees of accuracy and strives to meet them.

Furthermore, according to (Arfian & Panjaitan, 2024), employees who feel dissatisfied with their jobs tend to experience dissatisfaction, which ultimately reduces their commitment to the company. This can lead them to consider changing jobs or even experience turnover. Furthermore, job dissatisfaction can also impact discipline and productivity.

Dissatisfied employees may lose motivation to work hard or even exhibit a less productive attitude in carrying out their duties. Thus, job satisfaction levels can significantly impact employee performance and stability within a company. Furthermore, workload can impact employee mental health. Based on findings from the WorkMill Kessler Psychological Distress Scale, excessive workload is the most significant contributing factor.

If an organization or company gives an excessive workload, employees' thinking abilities can decline, and their health will be affected (Dwi Novita Sari et al., 2022).

According to (Nadya Armani Salma, 2024), of the 26% of employees in Indonesia who experience stress, it is known that 78% of them experience stress due to work pressure, 65% are caused by poor leadership, 55% are related to a toxic work culture, 44% are due to a dangerous work environment, and 41% are due to uncertainty in work.

Based on preliminary studies conducted after reviewing the literature, it was discovered that mental health is a crucial factor for both organizations and employees.

Perceived organizational support is an employee's view of how much the organization values their contributions, provides support, and cares about their well-being. When employees perceive a high level of support from the organization, they tend to integrate their membership

into their identity and develop more positive relationships and perceptions of the organization (Sari, 2019).

According to (Purwaningrum et al., 2022), the positive impact of participation on perceived organizational support can be understood from two perspectives. One is the norm of reciprocity. When organizations provide more opportunities for managers to be involved in decision-making related to themselves or their work, these managers are more likely to feel supported by the organization.

Perceived organizational support is one factor influencing employee mental health. This study will focus on the effect of organizational support on employee mental health. This variable is important to study because it can reduce work stress and build organizational commitment. Perceived organizational support (POS) plays a crucial role in employee mental health.

This study aims to empirically test the effect of perceived organizational support on employee mental health. It is hoped that this research, which develops a new model in psychology, will provide an understanding of how perceived organizational support can influence employee mental health in the field of psychology.

METHODS

Participant characteristics and research design

According to (Sugiyono, 2020), a population is a generalized area consisting of objects/subjects with certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn. The criteria set by the researcher to determine the population in this study include all mine workers. Given their very large number, the exact number cannot be specifically known. Therefore, the population in this study is categorized as an infinite or unlimited population (Katiandagho & Syarif Hidayatullah, 2023).

With reference to an unlimited population, this study employed a non-probability sampling technique, specifically purposive sampling. This technique does not provide an equal opportunity for all members of the population to be selected as a sample (Sugiyono, 2019). In this study, the purposive sampling method was used, a method for determining samples based on specific criteria to ensure that the data obtained is more representative and representative of the population being studied (Katiandagho & Syarif Hidayatullah, 2023).

Sampling procedures

According to (Sugiyono, 2020), a sample is a subset of the population and its characteristics. The sampling method used in this study was non-probability sampling, where sample selection was carried out through purposive sampling, i.e., selecting samples based on specific criteria. The specific criteria used to determine the sample in this study were respondents who met the following requirements:
1) Minimum age 18 years
2) Male and female mining employees

According to (Khumairoh et al., 2024), because in this study the population was unknown, the researcher used the lemeshow formula with the following formula:

$$n = \frac{z^2 . P . (1 - P)}{d^2}$$

$$n = \frac{1,96^2 . 0,5 . (1 - 0,5)}{0,1^2} = 97$$

Description :
n : Number of samples sought
z : z score at 95% confidence = 1.96
P : Maximum Estimate
d : Error Rate
Based on the calculation above, the sample size obtained is 97 respondents.

Participants

The criteria established by the researchers to determine the population in this study included all mine workers. Given their very large population, the exact number cannot be specifically determined. Therefore, the population in this study is categorized as an infinite population (Katiandagho & Syarif Hidayatullah, 2023). Referring to an infinite population, this study used a non-probability sampling technique, specifically purposive sampling. This technique does not provide an equal opportunity for all members of the population to be selected as a sample (Sugiyono, 2019). In this study, the purposive sampling method was used, which is a method for determining samples based on specific criteria so that the data obtained is more representative and can represent the population being studied (Katiandagho & Syarif Hidayatullah, 2023).

The sampling method used in this study was non-probability sampling, where the sample was selected through purposive sampling, based on specific criteria. The specific criteria used to determine the sample in this study were respondents who met the following requirements:
1) At least 18 years old
2) Both male and female mining employees

Research Instruments
1. In this study, employee mental health was measured using a framework from the US Office of the Surgeon General (OSG). Launched in October 2022 by the OSG, the framework builds on previous reports highlighting rising burnout rates, high employee turnover, lack of resilience, and inadequate workplace conditions in the healthcare sector. The framework highlights key elements deemed vital to improving healthcare workers' well-being and reducing their burnout.

Employee Mental Health Scale adapted by (MacKinnon et al., 2024).

Domain	Number of Items
Protection from danger	6
Connections and community	4
Harmony of life and work	5
Important at work	4
Opportunity to grow	3
Total	**22**

a) Validity of Employee Mental Health
According to (Azwar, 2012), if the item validity is > 0.3, it is declared valid. If the item validity value is < 0.3, it is declared invalid. When invalid, the item can be discarded or revised. In this study, the researcher used a coefficient of 0.3 for

item validity. Based on the validity test in the first round, the lowest value was 0.86 and the highest value was 0.87. Then, in the second round, the lowest value was 0.86 and the highest value was 0.88. For details, see appendices 5.3 and 5.4.

b) Employee Mental Health Reliability
According to (Azwar, 2012), a scale reliability value > 0.7 is considered reliable; a value < 0.7 is considered unreliable. This study found a coefficient of 0.88 for scale reliability. Details can be found in Appendix 5.5.

2. The measurement of Perceived Organizational Support aspects was measured using the short version of the POS scale developed by Eisenberger et al. (1986) and adapted by (Purwaningrum et al., 2022). This study used the short version of the POS scale with 16 items to avoid subject saturation due to having to respond to many measurement items. In addition, the short version of the POS scale has the same high reliability as the long version of the POS scale, with Cronbach's Alpha of 0.96 and 0.95, respectively (Worley, 2009). The short version has been used in research with Indonesian subjects. In a study conducted by Man and Hadi (2013), a Cronbach's Alpha value of 0.903 was obtained, thus this measurement tool has high reliability. Responses are represented by a 5-point Likert scale ranging from 1 (strongly disagree), 2 (disagree), 3 (neutral), 4 (agree), 5 (strongly agree). Unfavorable items are scored inversely or oppositely. The level of perceived organizational support is represented by the total score of the POS scale, the higher the total score the higher the perceived organizational support.

Organizational Support Perception Scale adapted by (Purwaningrum et al., 2022).

Indicator	No Aitem		Amount
	Favorable	*Unfavorable*	
Justice	16	6	2
Superior support	4, 7, 8,10, 14, 15	3, 12, 13	9
Awards from the organization and working conditions	1, 11	2, 5, 9	5
Total	**10**	**6**	**16**

a) Validity of Perceived Organizational Support
According to (Azwar, 2012), if the item validity is > 0.3, it is declared valid. If the item validity value is < 0.3, it is declared invalid. When invalid, the item can be discarded or revised. In this study, the researcher used a coefficient of 0.3 for item validity. Based on the validity test in the first round, the lowest value was 0.84 and the highest value was 0.9. Then, in the second round, the lowest value was 0.88 and the highest value was 0.9. For details, see appendices 5.6 and 5.7.

b) Perceived Organizational Support Reliability
According to (Azwar, 2012), a scale reliability value > 0.7 is considered reliable. A value of <0.7 is considered unreliable. This study found a coefficient of 0.9 for scale reliability. Details can be found in Appendix 5.8.

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Data Analysis Techniques

To process the data obtained through the questionnaire, the researcher will conduct data analysis using the Statistical Package for Social Science (SPSS) 297 for Windows program using the Linear Regression technique to determine the effect of perceived organizational support on employee mental health.

RESULTS

1. Prerequisite Test Results
   a) Normality Test
      In this study, the normality test was carried out using the One-Sample Kolmogorov-Smirnov Test on SPSS 27 software.

      Normality Test

Variables	p	*a*	Interpretasi
Employee Mental Health – Perceived Organizational Support	0,200	0,05	Normally Distributed

      Based on the table above, it can be seen that the significance value shows the number 0.200, which means that this data is stated to be normally distributed.
   b) Linearity Test
      In addition to the normality test, one of the assumption tests required before conducting a simple linear regression analysis is the linearity test, which aims to determine the linear relationship between variables. The table below shows that the Deviation from Linearity value is greater than 0.05. Therefore, it can be concluded that there is a linear relationship between Perceived Organizational Support and the Mental Health of Mining Employees.

      Linearity Test

Variables	p	*a*	Interpretation
Employee Mental Health – Perceived Organizational Support	0,500	0,05	Linear

   c) Hypothesis Test Results
      Based on the results obtained by the researcher, the hypothesis is appropriate, as indicated by the ANOVA value with a significance of <0.05. This study applies a simple linear regression analysis technique because the data used meets the criteria for normality and linearity. The coefficient of determination (R square) of 0.326 indicates that the contribution of Perceived Organizational Support to the Mental Health of Mining Employees is 32.6%. Meanwhile, the remaining mental health of mining employees is influenced by other factors not examined in this study.

      Simple Regression Analysis Test Results

Variables	Sig	R	Rsquare
Employee Mental Health – Perceived Organizational Support	<0,001	0,571	0,326

DISCUSSION

The subjects of this study were mining workers. Work in this sector requires full attention, focus, accuracy, and considerable skill. As an industry that extracts natural resources and uses equipment that can pose risks, the mining sector has a greater potential for hazards than other sectors, including accidents and health problems due to work fatigue (Diman & Suwarto, 2024).

According to (Nadya Armani Salma, 2024), of the 26% of employees in Indonesia who experience stress, it is known that 78% of them experience stress due to work pressure, 65% are caused by poor leadership, 55% are related to a toxic work culture, 44% are due to a dangerous work environment, and 41% are due to uncertainty in work.

Researchers found differences from previous research, referring to a study by (Sipayung et al., 2023), which was presented in the journal. The results revealed that a balance between work life and employee mental health positively impacts their performance and job satisfaction. Employees who maintain a good work-life balance and mental health will demonstrate higher performance and feel greater satisfaction with their work. From this study, it can be concluded that companies should pay attention to work-life balance and employee mental health to improve their performance and satisfaction.

This study found that perceived organizational support plays a significant role in improving employee mental health in the mining industry. Workplace stress experienced by employees arises from the way they complete their tasks, which can lead to both physical and mental problems. Understanding workplace stress is crucial because it can hinder optimal employee performance, negatively impacting work outcomes, or, in other words, preventing employees from achieving optimal results.

A study by (Fadillah, 2024) indicated that mental health impacts a person's awareness, ability to cope with stress, work efficiency, and positive contribution to society. These findings emphasize the importance of companies offering psychological counseling services to help employees address mental health issues, which in turn can create a more positive and efficient work environment. Therefore, attention to employee mental health and improving their performance are crucial interconnected factors for organizational success.

The analysis results of the study (Danurwindo et al., 2022) show that the variables Perceived Organizational Support and Job Stress simultaneously influence employees' intention to leave their jobs. This indicates a significant influence of both variables on the turnover rate. Indeed, these findings demonstrate that Perceived Organizational Support and employees' feelings of well-being (less than job stress) can increase employee self-confidence, commitment to the organization, and good performance, thereby reducing employee intention to leave their jobs.

According to (Saefullah & Rahmawati, 2023), their research results show a positive and significant effect of work pressure on mental health. Furthermore, organizational climate also has a positive and significant impact on mental health.

Furthermore, employees also need support from the organization. This is because employees want to feel that they are contributing to the company's success. This study revealed that perceptions of organizational support can influence the mental health of employees in the mining sector by 32.6%, while the remaining factors are influenced by the other factors mentioned above.

According to research conducted by (Arsiska & Puspitadewi, 2022), one form of organizational support is support provided by supervisors. Supervisory support reflects the extent to which leaders are involved in improving employee well-being. Supervisors serve as representatives of the organization and have important responsibilities in guiding and assessing the performance of their subordinates, so employees perceive that their superiors show concern and concern for them. Supervisory support includes feedback provided by superiors regarding teacher performance. Leaders who provide feedback to employees are perceived as supporting improvements in their efforts. Research shows that superiors have provided positive direction and feedback on teacher performance at MAN.

Mental health encompasses an understanding of one's potential, ability to cope with stress, productivity levels, and positive contributions to society. Various factors, such as stress from life events, family background, and physical health issues, can impact an individual's mental health (Fadillah, 2024).

The better an employee's mental health, the less likely they are to leave their job. Conversely, the worse an employee's mental health, the more likely they are to leave. These findings align with previous research indicating that mental health significantly impacts an organization's ability to retain employees (Hasanah & Mahadewi Sandiasih, 2024).

Organizational support theory (Yusuf et al., 2023), discusses the mental processes underlying the effects of organizational support. First, according to the principle of reciprocity, organizational support creates a sense of responsibility for employees to maintain the organization's health and contribute to its achievement. Furthermore, the attention, approval, and appreciation of organizational support are closely related to the fulfillment of social and emotional needs, which encourage individuals to integrate their organizational membership and role into their social identity. Finally, organizational support should also reinforce employees' beliefs that the organization values improved performance and that they will reap the benefits of this, both in terms of achievement, rewards, and expectations. This process ultimately benefits both employees, such as increased job satisfaction and a more cheerful mood, and the organization itself, such as increased commitment and emotional performance.

Perceptions of organizational support (POS) are significantly linked to employees' mental well-being. Numerous studies have shown that supportive POS can reduce workplace stress and boost morale. For example, research by (Rhoades & Eisenberger, 2002) showed that positive perceptions of organizational support can reduce psychological distress, enabling employees to view their work more positively and better cope with emerging stressors.

Furthermore, other studies show that good POS can increase employee participation, namely a situation where they feel comfortable and enjoy their roles, which encourages them to make the best contribution to the development of the organization.

CONCLUSION

This study examines the influence of perceived organizational support on the mental health of mining workers. The type of research used by the author is quantitative research. According to (Sugiyono, 2020), a population is a generalized area consisting of objects/subjects with certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn. The criteria established by the researcher to determine the population in this study include all mine workers. Given their very large number, the exact number cannot be specifically known. Therefore, the population in this study is categorized as an infinite or unlimited population (Katiandagho & Syarif Hidayatullah, 2023).

With reference to an unlimited population, this study employed a non-probability sampling technique, specifically purposive sampling. This technique does not provide an equal opportunity for all members of the population to be selected as a sample (Sugiyono, 2019). In this study, the purposive sampling method was used, a method for determining samples based on specific criteria to ensure that the data obtained is more representative and representative of the population being studied (Katiandagho & Syarif Hidayatullah, 2023).

A. Description of Research Results
1. Prerequisite Test Results
a) Normality Test
In this study, the normality test was carried out using the One-Sample Kolmogorov-Smirnov Test on SPSS 27 software.

Table 1. Normality Test

Variable	p	a	Interpretation
Employee Mental Health – Perceived Organizational Support	0,200	0,05	Normally Distributed

Based on the table above, it can be seen that the significance value shows the number 0.200, which means that this data is stated to be normally distributed.

b) Linearity Test
In addition to the normality test, one of the assumption tests required before conducting a simple linear regression analysis is the linearity test, which aims to determine the linear relationship between variables. The table below shows that the Deviation from Linearity value is greater than 0.05. Therefore, it can be concluded that there is a linear relationship between Perceived Organizational Support and the Mental Health of Mining Employees.

Table 2. Linearity Test

Variable	p	a	Interpretation
Employee Mental Health – Perceived Organizational Support	0,500	0,05	Linear

c) Hypothesis Test Results
Based on the results obtained by the researcher, the hypothesis is appropriate, as indicated by the ANOVA value with a significance of <0.05. This study applies a simple linear regression analysis technique because the data used meets the criteria for normality and linearity. The coefficient of determination (R square) of 0.326 indicates that the contribution of Perceived Organizational Support to the Mental Health of Mining Employees is 32.6%. Meanwhile, the remaining mental

health of mining employees is influenced by other factors not examined in this study.

Table 3. Simple Regression Analysis Test Results

Variable	Sig	R	Rsquare
Employee Mental Health – Perceived Organizational Support	<0,001	0,571	0,326

This study found that perceived organizational support plays a crucial role in improving employee mental health in the mining industry. Workplace stress experienced by employees arises from the way they perform their tasks, which can lead to both physical and mental problems. Understanding work stress is crucial because it can hinder employee performance, negatively impacting work outcomes, or, in other words, preventing employees from achieving optimal results.

Furthermore, employees need support from their organization because they want to feel they are contributing to the company's success. This study revealed that perceived organizational support can influence employee mental health in the mining sector by 32.6%, while other factors contribute to the remainder.

The researchers found no similarities with previous research, as no one has previously examined the influence of perceived organizational support on employee mental health.

Based on hypothesis testing and discussion of the research results, the conclusion of this study is that there is a positive relationship between perceived organizational support and the mental health of mining workers. The higher the perceived organizational support, the better the mental health of mining workers.

Implication

Miners can proactively inquire about Employee Assistance Programs or partnered psychologists. Furthermore, employees are encouraged to feel free to ask HR about these services. Companies or institutions can also implement comprehensive employee wellness programs, partnering with psychologists to provide regular counseling sessions and training superiors to support employees and recognize the symptoms of mental health issues within their teams.

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