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## **BRIDGING ISSUES OF STRESS AND MENTAL HEALTH IN THE WORKPLACE THROUGH ARTICLE WRITING IN ONLINE MASS MEDIA**

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### **ABSTRACT**

This community service activity discusses the issue and role of stress and mental health in the workplace and how writing articles in online mass media, such as Kumparan, can help overcome these issues. Stress, although often considered detrimental, can actually have a positive impact on an individual's performance and achievement if faced in the right levels. Studies show that appropriate pressure can motivate individuals to achieve high achievements. Stimuli and perceptions have a role in shaping individual attitudes and behaviors in the workplace. In addition to pressure levels, positive perceptions of organizational support impact job performance and satisfaction, while negative perceptions can lead to excess stress and burnout. Environmental, organizational, and individual factors influence perceptions of pressure or workload. Through writing articles in online mass media, this article explains how writing on platforms like Kumparan can be an effective tool in bridging stress and mental health issues in the workplace. This article not only provides information on the impact of stress and how to cope with it, but also encourages positive attitude and behavior change related to this issue. Article dissemination can be done through various channels, including one of them through social media, to reach a wider target audience. With a better understanding of the relationship between stimulus, perception, and pressure, this article helps in creating a balanced work environment and supports the well-being, productivity, and quality of life of employees. Therefore, the article has the potential to influence stress-related and mental health-related mindsets and practices in the workplace, as well as encourage better management in the context of Human Resource Management and Organizational Behavior.

**Keywords:** *Human Resource Management; Stress Management; Online Mass Media; Mental Health; Organizational Behavior*

## INTRODUCTION

In the dynamic modern era, the demands of social, economic, and technological developments have had a significant impact on the work environment. One of the key aspects in dealing with this transformation is Human Resource Management (HRM) and Organizational Behavior (Idrus et al., 2023; Sobirin, 2015). Articles with the topic "Stress and Mental Health at Work" that have been published through the online mass media *Kumparan* are expected to be able to provide insight into the dynamics of the interaction between stimulus, perception, and pressure in the context of the work environment.

Stress, which is often considered a detrimental burden, actually has a more complex role in improving individual performance and achievement. This article reveals that with the right levels, stress can be a driver to achieve outstanding performance (Hakiki, 2023b). Case studies in areas such as automotive, sports, and the entertainment industry, have illustrated how the stimulus of pressure motivates an individual or group to achieve higher levels of achievement (Detik Finance, 2013; Gupta, 2023; Pasi, 2021; Syafina, 2019; Wardana, 2021).

The article highlights that stimuli and perceptions have a central role in shaping individual attitudes and behaviors in the workplace. In the context of HR Management and Organizational Behavior, a positive perception of organizational support has a significant impact on job performance and satisfaction. This support

can manifest in many forms, from rewards, to health benefits, to financial well-being (Sinambela, 2021). This positive perception, apart from increasing work commitment and discipline, also has a positive impact on employee performance in terms of the quality and quantity of work carried out (Nurasia & Aprirachman, 2023; Pangaila et al., 2022).

However, perception also has the potential to be a significant source of stress. Environmental, organizational and individual factors can influence perceptions of workload pressure or workload. The causes of stress can be grouped into unstable environmental factors, task and role demands in the organization, as well as personal factors which include family and economic problems (Idrus et al., 2023; Pangaila et al., 2022; Sinambela, 2021). Perceptions of excessive workload can result in negative impacts, such as *burnout*, depression, and even resignation (Soni Kurniawan & Al Rizki, 2022).

Through an initial understanding of the relationship between stimulus, perception, and pressure, this article will hopefully build a strong foundation on which to discuss the impact of HR Management and Organizational Behavior in work organizations and society more broadly. The complex relationship between stimulus, perception, and pressure in the work environment has considerable implications in the context of community service. In this paper, the focus will be given on how the HR Management and Organizational Behavior approach can be

applied in the form of community service to improve the welfare, productivity, and quality of life of employees/organizational members in the workplace.

The formulation of problems from this community service activity includes:

1. How do workplace stresses and stresses affect an individual's mental health?
2. What is the role of writing articles in online mass media such as Kumparan in handling stress issues and mental health promotion among workers?
3. Are the articles on Kumparan effective in raising public awareness and understanding of workplace stress and mental health issues?
4. What are effective strategies in communicating information about mental health and stress management through writing articles in online mass media?
5. Are the articles on Kumparan able to help reduce stigma against mental health issues in the work environment?
6. How does writing articles in Kumparan affect awareness of HR management policies or practices in companies/organizations related to stress and mental health issues?
7. What is a holistic approach to the development and distribution of articles in Kumparan to be more effective in coping with stress and promoting mental health in the workplace?

## **OBJECTIVES**

### *General Purpose*

The general purpose of this community service activity is to communicate and share knowledge, research results, findings, and experiences related to article writing activities in online

mass media, in this case on the Kumparan platform. This paper aims to provide a fairly good understanding of how community service activities can have a positive impact in bridging issues of stress and mental health in the workplace, in accordance with the purpose of Community Service activities as one way to help provide solutions to problems that occur in the community (Adinugroho et al., 2023; Hakiki, 2023a; Herlambang et al., 2023).

### *Special Purpose*

Some of the special purposes of writing this paper manuscript are:

1. **Knowledge Sharing**  
Convey information and understanding of strategies, approaches, and results of community service activities in overcoming stress issues and promoting mental health in the workplace through writing articles on Kumparan.
2. **Inspiring Positive Practices**  
Inspire readers to engage in community service efforts that focus on issues that affect the world of work.
3. **Providing Concrete Solutions**  
Present practical and concrete solutions to address issues of workplace stress and promote mental health, with emphasis on the role of article writing in online mass media as an effective tool in achieving this goal.
4. **Driving Change**  
Encourage positive change in views and behaviors related to stress and mental health issues, both at the individual and organizational level, and stimulate discussion and further action in improving the quality of the work environment.
5. **Disseminating Best Practice Tips**

Highlight best practices that can be adopted by relevant parties, such as companies, managers and HR practitioners, to improve mental health related policies, practices and programs in the workplace.

6. Encourage Collaboration

Encourage collaboration between various parties, such as academics, practitioners, mass media, and the community in a joint effort to increase awareness and understanding of stress and mental health issues in the workplace

### PLAN OF ACTION

The method of community service activities in the publication article entitled "Stress and Mental Health at Work Place" can include concrete steps that will be taken to achieve the goal of increasing material literacy, organizational behavior and HR management. The following are methods of community service activities through article writing:

1. Identification of Material Needs of Organizational Behavior

Identification of literacy needs regarding organizational behavior in the midst of society, especially members / employees in the workplace who are the focus of service. This is done through a literature review that understands economic conditions, information about mental health and stress, and challenges faced by society and employers in dealing with social and work conditions in the workplace.

2. Writing and Collection of Past Articles and Textbooks

Next, articles and textbooks are written that discuss topics related to stress, mental health, strategies for dealing with conflict and work pressure,

managing perceptions and emotions, and healthy leadership and management practices. These articles and textbooks are organized in a language that is easily understood by the general public, especially the workforce, and contain relevant information and workable solutions.

3. Article Publication on Kumparan

After the articles and textbooks have been studied, and the final writing of the article has been written, the next step is to publish the article on the Kumparan platform. Kumparan is an online media that is popular among the public, so the articles published there will be easily accessible and read by the target audience, including the general public and entrepreneurs.

It contains things that are planned by the authors before the implementation of the activity, so that the activity can be carried out properly.

### RESULTS AND DISCUSSION

#### *Identification of Material Needs of Organizational Behavior*

Organizational Behavior Material Needs Identification activity is an approach that aims to understand the needs of literacy and understanding of organizational behavior among members or employees in the workplace. This method is in the form of a literature review to identify social, economic, and challenges faced by society and employers in facing the dynamics of the work environment and social changes in the dynamic modern era.

This approach consists of several steps including:

1. Analysis of Economic and Social Conditions

This method begins by analyzing the economic and social conditions that affect the work environment. An understanding of socioeconomic trends, work situations, and emerging challenges is the first step in determining the focus and urgency of writing articles on organizational behavior.

## 2. Literature Study of Organizational Behavior

The next step is to conduct a literature study on organizational behavior, namely the investigation and analysis of relevant literature, both from scientific journals, books, articles, to online resources. The goal is to understand concepts in organizational behavior, work culture change, stress management, and mental health in the workplace.

## 3. Understanding of Challenges

Furthermore, this method leads to an understanding of the challenges faced by members or employees in the workplace. These challenges can include changing team dynamics, adapting to new technology, managing job demands, and pressure to improve performance.

## 4. Identify Literacy Needs

Based on an analysis of economic conditions, organizational behavior literature, and an understanding of challenges, the next step is to identify specific literacy needs. What do members or employees need in the face of such changes? What are some information and skills that can help them manage stress, improve mental health, and overcome challenges in the work environment?

## 5. Start Compiling Educational Materials

From the results of identifying literacy needs, you can compile relevant and informative educational materials.

## *Writing and Collection of Past Articles and Textbooks*

The next activity of this community service is to write and collect articles and textbooks that cover various aspects related to stress, mental health, strategies for dealing with work conflicts and pressures, managing perceptions and emotions, as well as healthy leadership and management practices in the work environment. This activity has the main objective to produce quality information sources that are useful for the community, especially managers and workers, in overcoming complex challenges and dynamics in the modern world of work, one of which is in the form of infographics in Figure 1.

## *Article Publication on Kumparan*

The publication process is the next stage in this community service method. The third step is to publish the compiled articles and completed textbooks on the Kumparan platform. Kumparan is an online media that has popularity among the public, and this is a great opportunity to disseminate quality information to a wider target audience, including the general public and entrepreneurs.

The steps in this activity include the following:

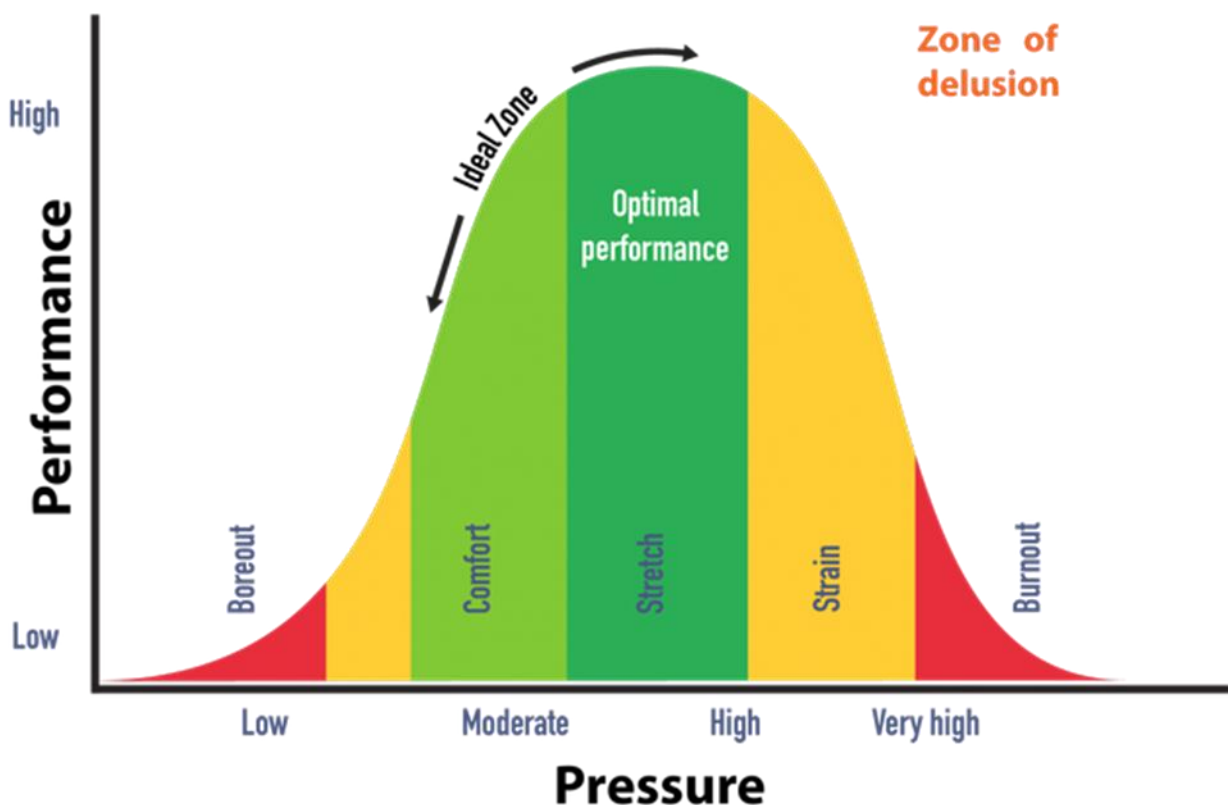
### 1. Format and Display Settings

Before publication, articles and textbooks that have been written need to be adapted to a format that suits the Kumparan platform. This includes layout adjustments, use of images, catchy headings, and subheadings that give a quick overview of the content.

2. **Editing and Correction**  
Before publishing the article, the last editing and correction stage is carried out, namely checking grammar, spelling, and the suitability of the information presented with the goals and objectives to be achieved.
3. **Creation of Supporting Materials**  
To support published articles, the creation of supporting materials such as illustrations, infographics, and images can be a valuable addition. These materials can be helpful in explaining more complex concepts in a more visual way.
4. **Publication on Kumparan Platform**

After all the preparations are completed, the next step is to publish the articles and textbooks on the Kumparan platform. This platform can provide easy access for readers to read and interact with the material presented, as in the publication screenshot in Figure 2.

5. **Deployment Settings**  
Once the articles are published, the next step is to set up how the material is disseminated to the target audience. This can be done through various channels such as social media, mailing lists, or collaboration with related parties, one of which is on social media pads Figure 3.



**Figure 1.** Infographic on the Relationship Between Job Pressure and Performance (Martin, 2020)



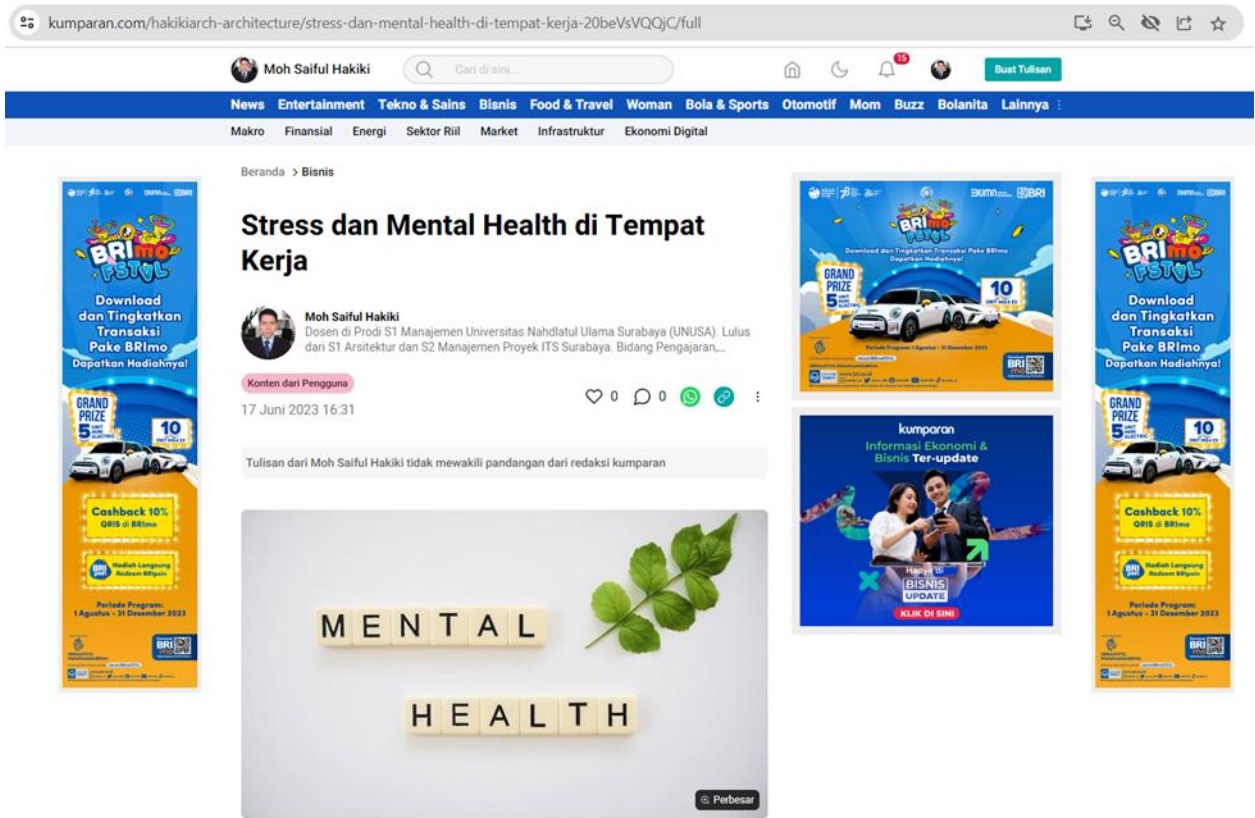


Figure 2. Screenshot of Article Publication (Hakiki, 2023b)

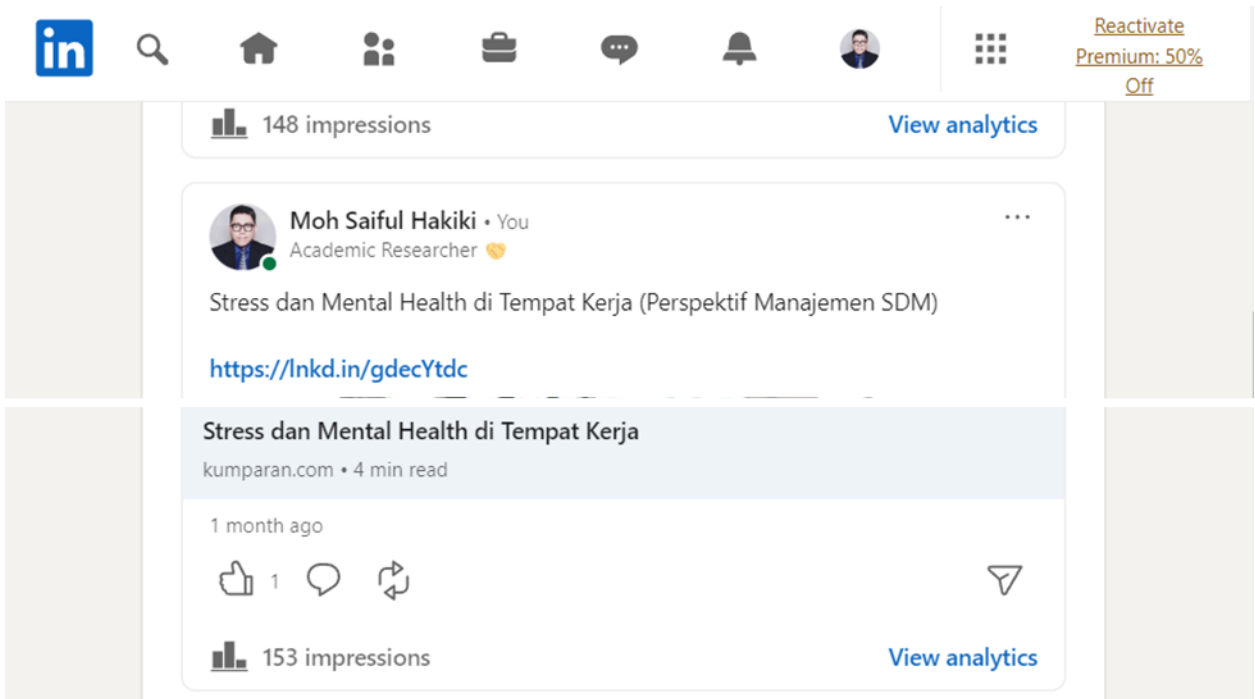


Figure 3. Article Spread on LinkedIn Social Media

Summary of the article published in the online mass media Kumparan (Hakiki, 2023b) are as follows: First, the reader is introduced to the concept that stress, to some degree, can have a positive impact on performance and achievement. Some examples of success in various fields are used as illustrations of how pressure in the right level can motivate individuals or groups to achieve higher achievements.

Then, this article details steps to understand this issue in a more structured way. Beginning with an understanding of perceptions and stimuli, the article explains how individuals' perceptions of stimuli from the work environment, such as rewards, leadership styles, or workflows, affect their perceptions of the organization. A good perception of organizational support can have a positive impact on attitude and job satisfaction, discipline, and commitment.

Furthermore, this article lays out the role of environmental, organizational, and individual factors as stressors. In the context of the work environment, uncertainty, task demands, roles, and other factors can be a source of stress. The importance of positive perceptions of organizational support to reduce stress is emphasized, while affirming that negative perceptions can lead to conditions such as burnout.

Stimulus and response theories are explained to understand the relationship between pressure, individual response, and stress levels. Diagrams of the relationship between stress levels and performance, boredom, and burnout provide a visual picture of the impact of different stress levels on individual performance and well-being.

This article also identifies the types of stress symptoms, such as physiological,

psychological, and behavioral symptoms, that can result from the perception of too high pressure. The closing of the article affirms that perception has a role in its influence on individuals and groups in organizations. Positive organizational support can reduce stress, while perceptions of excessive pressure can lead to *burnout*. Therefore, management needs to pay attention to these factors to create a balanced work environment, support achievement, and improve the careers of members of the organization.

## CONCLUSION

Individual performance and well-being are substantially impacted by job stress and mental health. While moderate stress can be stimulating, too much stress can result in burnout. Organizational support can reduce stress and improve performance, although perceptions of pressure and workload are influenced by a variety of factors. Writing articles for internet publications can help to raise awareness and offer answers to workplace stress and mental health issues. Human resource management and organizational behavior must be effective in order to create a supportive work environment that fosters career and individual well-being.

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