

Chapter 19

Mental Health History and Its Effect on Employee Performance Outcomes for Employees Domiciled in Bululawang, Kab Malang

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ABSTRACT

Human life is transparent, humans have different environments, different ways of thinking, feeling, and life goals; so that it often creates a sense of not understanding each other. In ancient times, mental health was only limited to people with mental disorders and was not intended for the general public. But with the development of modern times, the view has shifted to that mental health is also important for the general public, starting from the ability to explore themselves and how to interact with the environment around them. One way to measure a company's good performance is to find out how effectively the company is achieving its goals. One of the main variables for the organization to achieve its goals is the result of maximum employee performance. But many employees' performance declines even just because of the problems they face, with feelings, the surrounding environment, and something that is wrestling in their minds. Therefore, this research was conducted to find out how these two things are related.

INTRODUCTION

Like actual wellbeing, psychological well-being is a vital viewpoint for each period of human existence. Psychological wellness here and there goes through a pattern of good and terrible. Everybody, in his background, the two sides. At times he's intellectually sound, now and again it's the opposite way around. While encountering psychological wellness issues, individual requirements the assistance of others to defeat the issues he faces. Mental blunders can affect the regular routine or eventual fate of an individual,

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including kids and teenagers. Really focusing on and safeguarding kids' psychological well-being is a vital perspective, which can assist youngsters with growing better from here on out.

Like existing scientific disciplines, "Mental Health" begins with phenomena or realities that have occurred in humans since pre-scientific times. Enter an era or historical era when the mentality of the individuals themselves have been neatly arranged and supported from all possible environmental aspects. Therefore, humans can produce culture for the first time as a marker of a new era (history). This means that without well-organized mental health, no culture will be born. Without this culture, humans will never enter this era. Mental health is the key to human personal and social mobility.

Classification, distribution, Mental health is inner and outer prosperity, meaning when we feel safe, comfortable, peaceful, and we can enjoy it consciously so that we can live a normal life, be able to manage stress, and work productively. The beginning of the emergence of mental health was known in the 19th century in Germany, precisely in 1875 AD. With the passage of time and technological developments, the understanding of mental health began to shift, which was once only intended for people with mental disorders to become the interest of the general public as well. Someone who is mentally healthy can be interpreted as a normal individual whose behavior is in accordance with people in general so that it can be accepted in society. Meanwhile, according to Karl Menninger, individuals who have a healthy mentality are those who are able to show their intelligence, are able to restrain themselves, behave in a way that takes care of other people's feelings and lives a happy life. Sometimes people who are mentally unhealthy can be seen from their behavior, such as lack of confidence, reluctant to interact with many people, being alone and feeling lonely. Therefore, mental health has various impacts, one of which is the impact on work. How can the course of individuals complete their work and what are the outcomes gotten from their exhibition.

Employee performance is the result of work produced by employees based on certain criteria in accordance with existing rules in the company. Every company certainly wants the results of good employee performance in order to achieve the company's goals to the maximum, namely profit. It is not uncommon for employees to have poor performance results due to many factors, such as problems faced, environmental conditions, and problems with family, friends or other closest people. Every employee has their own way of dealing with problems. There are employees who deal with it by hiding, contemplating, or just going out to refresh their minds and some are immediately resolved. Therefore, this article discusses how much influence the mental health of employees has on the resulting performance. To find out how big the influence is, a survey was conducted using the google form facility, which was distributed to several employees from different companies, especially those domiciled in Bululawang. There were almost 100 respondents with various answers. There are around 89% of respondents expressed that when there are issues from different factors, for example, the climate and numerous considerations can decrease the subsequent exhibition, this is brought about by the rise of a sensation of sluggishness when you are thinking a ton. Directing an examination in light of the study of human asset the executives with respect to execution evaluation, execution, evaluation rules, and responsibility. There were right around 100 respondents with different responses. There are around 89% of respondents expressed that when there are issues from different factors, for example, the climate and a great deal of contemplations can lessen the subsequent presentation, this is brought about by the rise of a sensation of lethargy when you have a ton of considerations. Leading an investigation in light of the study of human asset the board with respect to execution examination, execution evaluation models, and responsibility. There were very nearly 100 respondents with different responses. There are about 89% of respondents stated that when there are problems from various factors, such as weather and many considerations can reduce the next

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