

ABSTRACT

Human resource management is an important thing in company with the aim retaining employees who are believes to be capable of achieving the company's success, one of which is maintaining employee's mental health. Mental health becoming the most feared health problem ini 2023 especially for generation Z employees. Growing up with the perfect version of technology can trigger mental health deterioration due to stress, both in social and work environments. Thus, work-life balance is needed to reduce concerns about the deterioration of mental health due to excessive stress in generation Z.

This study aims to find out the impact of work stress on the mental health of generation Z employees in Indonesia with work-life balance as an intervening variable. Aspects of the study include work stress, mental health, and work-life balance. The results of good and bad mental health will be seen from the company's success in managing human resources.

The research uses quantitative methods with purposive sampling techniques using the Hair formula. Data collection techniques are carried out through semi-interviews, distributing questionnaires, and collecting secondary data. The resource persons involved were generation Z employees who were already working and with the distribution of questionnaires to 170 respondents of generation Z employees in Indonesia. The data analysis technique used in this research is partial least squares (PLS) analysis with SmartPLS software.

This study found that work stress has a significant effect on employee mental health. Furthermore, work stress has a significant effect on employee work-life balance. Then, work-life balance has no effect on employee mental health. Meanwhile, work stress does not influence employee mental health through work-life balance.

According to the results of the study, the authors suggest that companies pay more attention to the mental health of the employees in them, so as to reduce the risk of high work stress possessed by generation Z employees. This can be done in the hope that the work-life balance owned by employees is not disturbed, so that it can increase employee productivity and performance.

Keywords: generation Z, mental health, work-life balance, work stress