

Artikel Hasil Penelitian

The Influence of Work-life Balance & Healthy Lifestyle on Mental Health through Focus on Work in Gen Z Employees

Raden Muhamad Daffa Hidayat^{a)}, Jaya Addin Linando

*Department of Management, Faculty of Business and Economics
Universitas Islam Indonesia, Sleman, Special Region of Yogyakarta
Indonesia*

^{a)}Corresponding author: daffhidatt02@gmail.com

ABSTRACT

The purpose of this study is to find out how a healthy lifestyle and work-life balance impact the mental health of generation Z members. In addition, another objective of this study was to find out how focus on work serves as an intervention factor. This study used quantitative methods, with data collection through questionnaires distributed to 200 Gen Z employees. This data was analyzed using AMOS and Structural Equation Modeling (SEM). The results showed that Gen Z people have better mental health if they have work-life balance and a healthy lifestyle. In addition, focus on work was shown to serve as a link between work-life balance and mental health. These results provide companies with important insights on how to create a work environment that supports a balance between healthy lifestyle and work life to improve employees' mental health.

Keywords: work-life balance, healthy lifestyle, mental health, focus at work

INTRODUCTION

Generation Z, born between 1996 and 2012, is now starting to dominate the global workforce. According to Urba *et al.* (2024), this generation grew up in the digital era marked by the rapid development of information technology. Technology-based learning is key to meeting their learning needs, with the ideal learning style being through digital media, especially audio-visual learning styles. Easy access to information via smartphones and social media has shaped the way they interact and work. One of the main challenges faced by Generation Z workers is maintaining a balance between work and personal life, known as work-life balance.

In the article Romlah (2010) explains that work-life balance is an individual's ability to balance work demands with personal and family needs. This balance is very important to reduce stress and improve employee mental health. In addition, implementing a healthy lifestyle is also an important aspect in maintaining mental health. Irianto (2004) in the journal Suharjana (2012) states that a healthy lifestyle includes habits such as good sleep patterns and a balanced diet. Individuals who live a healthy lifestyle not only have good physical health,



but also better mental health, which can improve mood and reduce the risk of mental disorders. Anwar and Julia (2021) define mental health as a psychological state that reflects a person's ability to adapt and solve problems both internally and externally. Poor mental health can hinder productivity and quality of life, potentially causing depression, anxiety, and fatigue.

Mental health is an important issue in this modern era, especially among Generation Z employees who have grown up in a stressful and challenging environment. Generation Z, known as the digital generation, often faces unique challenges that affect their mental well-being, such as high work demands and economic uncertainty (Saputra, 2023). Therefore, it is important to understand the factors that can support their mental health at work. This study was motivated by the need to explore how work-life balance and healthy lifestyle can contribute to Gen Z employees' mental health, and how focus at work can act as a mediator in the relationship.

The object of this study is Gen Z employees working in various industry sectors. With an increasingly large population and significant influence on workplace dynamics, Gen Z employees are a relevant subject for research. This study aims to identify and analyze the influence of work-life balance and healthy lifestyle on Gen Z employees' mental health, and to explore the role of focus at work as an intervening variable that can strengthen the relationship between the two factors.

By understanding the relationship between work-life balance, healthy lifestyle, focus at work, and mental health, it is hoped that this study can provide useful insights for companies and organizations in creating a work environment that supports employee well-being, as well as contribute to the existing literature on mental health among Gen Z employees.

LITERATURE REVIEW AND HYPOTHESIS

Work-life Balance

According to (Kondō and Sonenshein, 2020) workers should make time to have fun in life, especially when work becomes very heavy. They suggest that everyone maintains their work-life balance intentionally, such as spending time with family or doing hobbies. Individuals can find a better balance between their personal and professional lives by making time to have fun. To achieve long-term satisfaction, this balance is very important. In addition, it is important to avoid stress caused by work responsibilities. This allows people to enjoy both aspects of their lives.

McNeff (2021) provides The Seven-Slice Method: The core of this model is the interaction of seven parts of life; the Family Part, the Professional Part, the Personal Part, the Physical Part, the Intellectual Part, the Emotional Part, and the Spiritual Part. By recognizing and actively engaging with these seven parts, an individual will be well on their way to developing balance and satisfaction in their life. McNeff's framework will support questions about the amount of time and energy people invest in each part to truly read the neglected areas. This grand unification of approaches provides much peace, as people will feel at peace within themselves when finding practical approaches in covering all of their multidimensional lives, instead of feeling split into too many different directions. In short, the Seven-Part Method has been designed to help individuals gain awareness and intentionality in the use of their time and energy to live a more meaningful and fulfilling life (McNeff, 2021).

Healthy Lifestyle

According to Ramsey (2021) that, the role of diet in mental health is very important. Certain foods can affect brain function and mood, suggesting that eating a balanced diet can prevent and manage depression and anxiety. This growing organization emphasizes the importance of understanding how food affects overall mental health and brain chemistry. Ramsey supports the idea that food can be a form of medicine. He argues that our food choices can significantly affect our physical and mental health, and he supports the idea that our food can help or alleviate mental health. From this perspective, people are more likely to see food as a means to improve their health rather than just as a source of calories.

(Kennedy, 1996; Kennedy and Henderson, 2023) discusses an overall healthy lifestyle and includes several key theories. The book emphasizes the importance of regular exercise to maintain physical health and combat stress, and stresses the importance of mental relaxation techniques such as meditation and hobbies to effectively manage stress. The book suggests avoiding excessive sugar, salt, and processed foods, and encourages a well-balanced diet rich in whole grains, fruits, vegetables, and lean proteins. In addition, the book emphasizes the importance of annual health check-ups to detect unseen diseases early, such as diabetes and hypertension. This preventive approach is crucial to maintaining good health and preventing serious diseases, such as cancer and heart attacks.

Mental Health

To understand the relationship between brain function and mental health, Sweeton (2021) cites several relevant mental health theories and frameworks in her book. Cognitive behavioral theory is a psychological framework that focuses on the interaction between thoughts, feelings, and behavior. This theory, it is estimated that a person can improve emotional well-being and change their behavior by changing inappropriate thought patterns. This theory is considered effective in treating various mental disorders by changing people's behavior and cognitive processes. The author discusses how cognitive behavioral interventions can affect areas of the brain associated with mental health disorders.

(Arifin *et al.*, 2023) explains that family resilience theory emphasizes the family's ability to survive, adapt and recover from adversity and stress. This theory emphasizes the dynamic process that allows families to maintain or regain their functions. Various protective factors that support family resilience are mentioned in this theory. These include strong communication, emotional support, shared values and beliefs, flexibility and also the ability to adapt. Family resilience theory provides a broad understanding of how families can effectively navigate adversity and maintain their mental health. It emphasizes how important internal family dynamics and external support systems are for fostering mental health.

Focus at Work

Hari (2022) discusses the theory of focus, which describes three different types of attention as described by a researcher he interviewed. These types are first there is spotlight attention, this is the immediate focus on the activity or task at hand. For example, it is finding glasses or making coffee. This means you are focused on short-term action. starlight attention, this is the type associated with long-term goals and desires, such as writing a book or being a good parent. When people feel lost, this form serves as a guiding light, helping them remember the broader goal. Although the third type is not explicitly mentioned in the given quote, it is implied that it includes a deeper and more sustained type of focus, which is

increasingly disrupted in contemporary life by various distractions and social changes. Both employee commitment and the ability to achieve also improve employee performance (Linando, 2021).

Hyatt and Miller (2023) mentions several theories about focus in the workplace influenced by the idea of 'mindfulness', which emphasizes how important it is to direct attention effectively to achieve desired goals. This includes knowing how to prioritize tasks and manage distractions to improve performance and productivity. Readers are advised to use tools such as the Full Focus Self Coach to define their goals and stay focused on the things that matter in their personal and work lives.

Hypothesis Development

The Impact of Work-life Balance on Focus at Work of Gen Z Employees

According to Hudson (2005) in Rahajeng and Handayani (2022), WLB includes psychological engagement, happiness, and time balance, all of which contribute to employee health. Employees who have a balance between their personal and work lives tend to be more enthusiastic and motivated to focus on their work. On the other hand, Hyatt and Miller (2023) said that managing distractions and prioritizing tasks are two important ways to achieve high focus at work.

Based on the statement from Hyatt and Miller (2023) if a person is better able to focus on their work when they can balance their personal and work life. They can be assisted in setting goals and maintaining commitment to important tasks by using tools such as the Full Focus Self-Coach. Rahajeng and Handayani (2022) surmised that Gen Z employees have a positive relationship between work-life balance and focus at work because having a good balance allows them to feel more satisfied and psychologically engaged, which results in higher levels of satisfaction and better stress management, which allows them to prioritize more tasks and reduce distractions. As a result, Gen Z employees' improved WLB affects their well-being and ability to stay focused and productive at work.

H₁: *It is suspected that work-life balance has a positive influence on focus at work.*

The Impact of a Healthy Lifestyle on the Focus at Work of Gen Z Employees

(Kennedy, 1996; Kennedy and Henderson, 2023) said that exercising regularly and using mental relaxation methods such as meditation can help maintain a person's physical and mental health and reduce stress. Lower stress improves concentration, which is an important component of having good focus at work. In addition, Kennedy's balanced diet rich in whole grains, fruits, and lean proteins increases energy and stamina. Enthusiastic employees tend to be better able to concentrate on their tasks. Annual health checks also help find health problems that interfere with focus and productivity. Hyatt (2019) stated that focus is a skill that can be optimized and developed. Gen Z employees can build focus skills by adopting a healthy lifestyle.

Based on (Kennedy, 1996; Kennedy and Henderson, 2023), when their physical and mental health recovers, they will be better prepared to apply the techniques needed to increase productivity and focus. The effect of a healthy lifestyle on physical and mental health can be suspected by the author if there is a positive relationship between Gen Z's focus at work and a healthy lifestyle. Employees can increase energy and ability to concentrate by doing exercise and relaxation techniques, as well as maintaining a balanced diet. This increases the focus needed for success and satisfaction at work. Therefore, living

a healthy lifestyle not only improves one's overall health, but also increases their productivity and performance at work.

H₂: It is thought that a healthy lifestyle has a positive influence on focus at work.

The Impact of Work-life Balance on the Mental Health of Gen Z Employees

According to Kondō and Sonenshein (2020), taking time to have fun and maintaining a balance between personal and professional life is very important, especially when work becomes difficult. Employees who have time to have fun, whether through hobbies or spending time with family, can reduce stress and become happier, which contributes to better mental health. Nagoski and Nagoski (2019) also emphasized that understanding the stress-response cycle and managing stress is important for mental health. Gen Z employees tend to experience less work-related stress if they can maintain a balance between their personal and work lives.

This allows them to better cope with the stress cycle, increase psychological resilience, and in turn maintain ideal mental health. Kondō and Sonenshein (2020) speculate that WLB's ability to reduce stress and increase life satisfaction may explain the positive relationship between work-life balance and mental health of Gen Z employees. Thus, work-life balance is important for employees' general health and mental health because it allows them to take time to do things that are enjoyable in addition to reducing the stress caused by their work responsibilities. In addition, effective stress management through WLB enables employees to better resolve the stress cycle, increase their psychological resilience, and maintain their mental health.

H₃: It is suspected that work-life balance has a positive influence on employee mental health.

The Impact of a Healthy Lifestyle on the Mental Health of Gen Z Employees

According to Ramsey (2021), a balanced diet can have a major impact on brain function and emotions. Food consumption can help prevent and manage mental health problems such as depression and anxiety. Employees maintain their physical and mental health by choosing healthy foods. On the other hand, Moth (2023) said that it is not only biology that affects mental health, but also social and environmental. Radical mental health practices emphasize the importance of social support and individual experiences in the recovery process. In situations like this, a healthy diet can be considered as part of a broader perspective that considers every aspect of a person's life, including the social and emotional aspects that affect mental well-being.

As stated by Ramsey (2021), the significant impact of diet on brain function and mood can be hypothesized by the author that there is a positive correlation between a healthy lifestyle and the mental health of Gen Z members. A broader mental health approach emphasizes the importance of social experience and support in recovery, while healthy food can help prevent and manage mental problems. Gen Z employees can improve their mental health, reduce the risk of depression and anxiety, and live a better life by combining a healthy diet and social considerations.

H₄: It is suspected that a healthy lifestyle has a positive influence on employee mental health.

The Impact of Focus at Work on the Mental Health of Gen Z Employees

Foulkes (2022) cites Quick's (1979) theory of preventive stress management, which

emphasizes the importance of proactive strategies to identify and manage stress in the workplace. Employees who have the ability to stay focused can better identify sources of stress, such as excessive workload or interpersonal conflict, and make plans to reduce the effects of those stressors. This results in a healthier workplace. Augustus, Bold and Williams (2019) suggest that psychological and social components are essential to mental health. Gen Z employees can strengthen their mental health by focusing well on their work. An important component of psychological well-being is increased job satisfaction, which can also be achieved by improving focus.

Foulkes (2022), speculate that Gen Z's ability to focus, which helps them better identify and manage stress, may explain the positive relationship between focus at work and their mental health. Employees can improve their mental health by reducing sources of stress and becoming happier at work. They can also better understand social interactions at work by being more focused, which increases the social support needed for mental health. Therefore, improving focus at work not only improves Gen Z employees' productivity but also their overall mental health.

H₅: It is suspected that focus at work has a positive influence on employee mental health.

The Impact of Work-life Balance on Mental Health through Focus at Work of Gen Z Employees

Burnett and Evans (2020) said that having meaning at work and being in line with personal values are two important components to achieving happiness. Employees tend to be more able to find meaning in their work when they can balance their personal and professional lives. This causes them to feel more engaged and motivated in their work. In the theory of family resilience, Arifin *et al.* (2023) explain how important it is to get emotional support and communicate well to maintain mental health. Gen Z employees have a good work-life balance, which allows them to build strong social relationships, both at home and at work, which provides emotional support that is important for mental health. Hyatt (2019) proposed the idea of "flow", which says that employees feel more satisfied and productive when they are fully engaged in their work. Good WLB reduces stress and provides time for enjoyable activities, so employees can return to work more focused and refreshed.

The ability of WLB to create an environment where employees can find meaning in their work and experience a state of flow by reducing stress and providing space for satisfying activities helps Gen Z employees become more focused and engaged, which in turn supports their mental health. This could be a presumption if there is a positive relationship between work-life balance, focus at work, and mental health. In addition, mental resilience is improved through social support built through balance. Therefore, investing in work-life balance helps Gen Z productivity that is based on (Burnett and Evans, 2020).

H₆: It is suspected that work-life balance has a positive and significant effect on mental health through focus on work.

The Impact of Healthy Lifestyle on Mental Health through Focus at Work of Gen Z Employees

Hu *et al.* (2021) emphasized that well-being and quality of life can be improved by adopting healthy lifestyle habits, such as eating a balanced diet and exercising regularly. Employees who adopt a healthy lifestyle tend to have higher energy levels, which helps them focus better on tasks at work. Sweeton (2021) said in terms of mental health that acting healthy and thinking positively impact each other. According to cognitive behavioral theory in Sweeton (2021),

employees can change negative thought patterns and behaviors that can interfere with their focus by adopting healthy habits that improve their emotional well-being. As a result, employees who live a healthy lifestyle will be better able to manage their stress and emotions, which makes them more focused and productive. Hari (2022) discussed the importance of different types of focus and attention. A healthy lifestyle can help Gen Z members prioritize long-term goals, keeping them focused and motivated at work.

When physical health is restored, employees are better able to cope with problems and maintain focus to achieve their professional goals. It is suspected that a healthy lifestyle, focus at work, and mental health of Gen Z employees are positively correlated. This can be explained by the energy levels and emotional well-being generated by healthy habits by (Hu *et al.*, 2021). By maintaining a healthy diet and exercising regularly, employees not only have better health but are also more focused on their work. Additionally, mental health interventions create a shift in mindset that helps employees manage stress and emotions, which helps them become more focused and productive. Therefore, investing in a healthy lifestyle can help the mental health and productivity of Gen Z employees.

H₇: It is suspected that a healthy lifestyle has a positive and significant effect on mental health through focus on work.

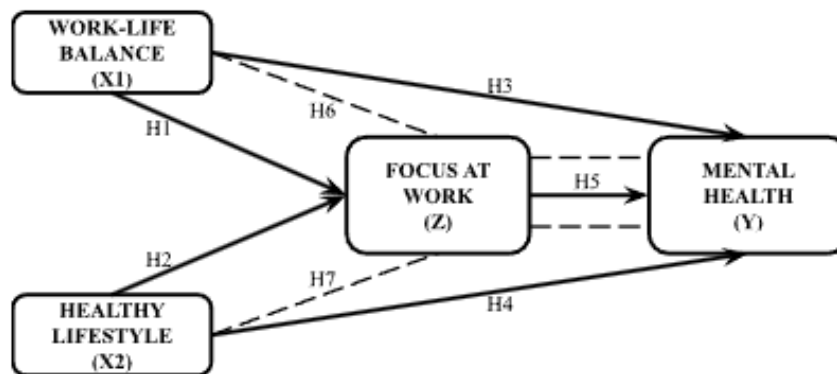


Figure 1. Research Framework

METHOD

This study uses a quantitative method with data collection through questionnaires distributed to 200 Generation Z employee respondents using a purposive sampling approach. Data analysis was carried out using the AMOS for Windows program to test the hypotheses that have been proposed.

Table 1. Descriptive Analysis Results

Demographic variables	N	%
<i>Gender</i>		
Male	86	43 %
Female	114	57 %
<i>Marriage Status</i>		
Married	60	30 %
Not married	130	65 %
Divorce Alive	6	3 %
Divorce by Death	4	2 %

Demographic variables	N	%
<i>Last education</i>		
Elementary School	0	0 %
Junior High School	1	0,5 %
Senior High School	61	30,5 %
Diploma (D1, D2 & D3)	44	22 %
Bachelor (S1)	93	46,5 %
Master (S2)	1	0,5 %
Doctoral (S3)	0	0 %
<i>Age</i>		
18	3	1,5 %
19	4	2 %
20	17	8,5 %
21	18	9 %
22	24	12 %
23	16	8 %
24	22	11 %
25	41	20,5 %
26	36	18 %
27	19	9,5 %
<i>Employment Status</i>		
Full-time Worker	116	58 %
Part-time Worker	53	26,5 %
Self-employed	31	15,5 %

Source: Data Processed (2024)

RESULTS AND DISCUSSION

Validity Test

Testing in this study the CFA tool, which is part of AMOS, was used to test the validity of the variables. Variable indicators are valid if the estimated value is more than 0,50; but invalid if the value is less than 0,50. The following table shows the results of AMOS validity testing:

Table 2. Validity Test Results

Variable	Indicator	Loading Factor	Limit	Information
Work-life Balance	WLB1	0,772	> 0,5	Valid
	WLB2	0,812		Valid
	WLB3	0,823		Valid
	WLB4	0,783		Valid
	WLB5	0,821		Valid
Healthy Lifestyle	HL1	0,845	> 0,5	Valid
	HL2	0,818		Valid
	HL3	0,847		Valid
	HL4	0,828		Valid
	HL5	0,841		Valid
Mental Health	MH1	0,801	> 0,5	Valid

Variable	Indicator	Loading Factor	Limit	Information
Focus at Work	MH2	0,793	> 0,5	Valid
	MH3	0,827		Valid
	FaW1	0,734		Valid
	FaW2	0,880		Valid
	FaW3	0,745		Valid
	FaW4	0,814		Valid
	FaW5	0,724		Valid

Source: Data Processed (2024)

All questions have a loading factor value of more than 0,50; according to the validity test result table with 200 respondents and 18 questions. Therefore, it can be concluded that all questions asked in the survey can be considered feasible.

Reliability Test

Reliability test shows that the measuring instrument is reliable. In this study, reliability testing was carried out with CR (construct reliability), which has the criteria that if the CR value is more than 0,7.

Table 3. Reliability Test Results

Variable	CR	Limit	Information
<i>Work-life Balance</i>	0,900	>0,7	Reliabel
<i>Healthy Lifestyle</i>	0,921		Reliabel
<i>Mental Health</i>	0,886		Reliabel
<i>Focus at Work</i>	0,849		Reliabel

Source: Data Processed (2024)

stated that the research results can be considered reliable overall if the construct reliability value is greater than 0,7. The results also show that the CR values for the four research variables are all greater than 0,7. Therefore, it can be concluded that the research instrument as a whole can be used in this study.

Hypothesis Testing

The hypothesis conducted is to answer the questions in this study or analyze the structural relationships of the model. Hypothesis data analysis can be seen from the standardized regression weight value which shows the coefficient of influence between variables in the following table:

Table 4. Hypothesis Testing

No.	Hipotesis	Estimate	S.E.	C.R.	P	Results
H1	<i>WLB</i> —> <i>FaW</i>	0,488	0,075	6,465	0,000	Supported
H2	<i>HL</i> —> <i>FaW</i>	0,324	0,067	4,840	0,000	Supported
H3	<i>WLB</i> —> <i>MH</i>	0,192	0,095	2,016	0,044	Supported
H4	<i>HL</i> —> <i>MH</i>	0,193	0,078	2,472	0,013	Supported
H5	<i>FaW</i> —> <i>MH</i>	0,722	0,134	5,370	0,000	Supported
H6	<i>WLB</i> —> <i>FaW</i> —> <i>MH</i>		Direct 0,183	Indirect 0,337		Supported

No.	Hipotesis	Estimate	S.E.	C.R.	P	Results
H7	$HL \rightarrow FaW \rightarrow MH$		0,190		0,230	Supported

Source: Data Processed (2024)

Table data processing shows that the CR value has an influence if the value is more than 1,96. Furthermore, if the p value is less than 0,05; the influence is also visible.

Discussion

As shown by the CR value of 6,465 and the estimated parameter of 0,488; the effect of Work Life Balance on Focus in Work is positive. In other words, the better the Work Life Balance, the greater the Focus in Work. The results of the test of the relationship between the two variables show a significant effect, with a probability value of 0,000 ($p < 0,05$). Thus, the statement (H1) stating that work-life balance has a positive and significant effect on focus in work is accepted.

These results are consistent with Rachmadini and Riyanto (2020) study that found a substantial positive correlation between WLB and employee engagement, with high dependency values for both. Then a bibliometric study on Generation Z in the workforce was conducted by Benítez-Márquez *et al.* (2022). The survey emphasized how important work-life balance is for improving employee engagement and general levels of job satisfaction. According to the survey, Gen Z workers in particular would be more focused and engaged at work if they had a better work-life balance.

With an estimated parameter of 0,324 and a CR value of 4,840; it can be concluded that the effect of a Healthy Lifestyle on Focus at Work is positive. In other words, the better the Healthy Lifestyle, the higher the Focus at Work. The results of the test of the relationship between the two variables show a significant effect, with a probability value of 0,000 ($p < 0,05$). Thus, the statement (H2) stating that a healthy lifestyle has a positive and significant effect on focus at work is accepted.

Previous research supports my results about the beneficial effects of a healthy lifestyle on Gen Z employees' focus at work. For instance, a article written by (Bakri, 2024) revealed that Gen Z workers place a high importance on being able to manage their personal and professional lives. This supports the finding that a healthy lifestyle, which frequently entails preserving a work-life balance, improves concentration at work.

Furthermore, a study by Waworuntu, Kainde and Mandagi (2022) showed that job satisfaction and work-life balance have a big influence on Gen Z employees' performance. The review also highlighted the significance of flexible work schedules and a supportive work environment, both of which are essential elements of a healthy lifestyle. These studies confirm this findings by demonstrating that Gen Z workers perform better and are more focused at work when they lead healthy lifestyles that involve work-life balance and a positive work environment.

The test of the relationship between the two variables shows a probability value of 0,044 ($p < 0,05$), indicating a significant effect of Work Life Balance on Mental Health; in other words, the estimated value of 0,192 and the CR value of 2,016 indicate that the effect of Work Life Balance on Mental Health is positive. Accepted because (H3) states that work-life balance has a positive and significant effect on mental health.

Rachmadini and Riyanto (2020) supports this research findings regarding the beneficial effects of work-life balance on Gen Z employees' mental health. Rachmadini and Riyanto (2020) discovered that employee engagement is greatly impacted by work-life

balance (WLB). The study found a substantial positive correlation between WLB and employee engagement, with high dependability values for both.

Benítez-Márquez *et al.* (2022) carried out a bibliometric analysis of Generation Z in the workforce in another pertinent study. The survey emphasized how crucial work-life balance is to raising employee engagement and job satisfaction levels in general. This study supports this findings by demonstrating that Gen Z workers who lead healthy lifestyles, which include work-life balance and a positive work environment perform better at work and are more focused.

Parameters This shows that Healthy Lifestyle has a positive effect on mental health, with an estimated parameter of 0,193 and a CR value of 2,472. In other words, the better the healthy lifestyle, the better the mental health. There is a probability value of 0,013 ($p < 0,05$), indicating a significant effect. Thus, the statement (H4) that healthy lifestyle has a positive and significant impact on mental health is accepted.

Chen *et al.* (2023) discovered a study that supported my conclusions regarding the beneficial effects of a healthy lifestyle on Gen Z workers' mental health. The study examined the effects of work culture, work overload, perceived career development opportunities, and perceived pay for performance on psychological distress among Gen Z workers in China.

Chen *et al.* (2023) study discovered that through job satisfaction, psychological discomfort is indirectly influenced by perceived career development prospects and perceived performance-based compensation. This lends credence to the idea that mental health benefits from a healthy lifestyle, which includes a nurturing workplace and chances for professional advancement.

The estimated parameter of 0,722 and the CR value of 5,370 indicate that there is a positive influence of Focus on Work on Mental Health; in other words, the better Focus on Work, the better mental health will be. Testing the relationship between the two variables shows a probability value of 0,000 ($p < 0,05$), which indicates that there is a significant influence. Accepted because (H5) states that focus on work has a positive and significant effect on mental health.

Research report from Deloitte Touche Tohmatsu Limited (2022) supports this findings about the beneficial effects of workplace focus on Gen Z employees' mental health. According to that report, their mental health is greatly impacted by stress and worry at work, but these impacts can be lessened by staying focused at work. This study lends credence to the idea that Gen Z workers' mental health might be enhanced by increased concentration at work. The consistency of these results across several study endeavors is intriguing.

The influence of work life balance on mental health is mediated by focus on work comparing the direct effect value <indirect effect value, testing the relationship between the two variables shows a value of 0,183 <0,337; this indicates that focus on work mediates the influence of work life balance on positive mental health. this means that the better the work life balance, the more it will create focus on work, and have an impact on improving mental health. So (H6) which states work-life balance has a positive and significant effect on mental health through focus on work is accepted.

Benítez-Márquez *et al.* (2022) study which supports this research findings about the mediating function of workplace focus in the connection between Gen Z employees' mental health and work-life balance. According to that study, work-life balance is crucial for raising employee engagement and job satisfaction levels. That study also highlights the positive effects of flexible work schedules and a supportive work environment on mental health, both

of which improve work-life balance. This study backs up the idea that a better work-life balance will increase concentration at work, which will benefit Gen Z workers' mental health.

The effect of Healthy Lifestyle on Mental Health is mediated by Focus on Work. This is shown by testing the relationship between the two variables, where the direct value is proportional to the indirect value, with a value of 0,190 compared to 0,230; indicating that Focus on work mediates the effect of healthy lifestyle on mental health in a positive way. In other words, the better the healthy lifestyle, the better the focus on work, and has an impact because (h7) which is recognized that healthy lifestyle has a positive and significant effect on mental health through focus on work.

Benítez-Márquez *et al.* (2022), also supports this research findings about the mediating function of workplace focus in the association between Gen Z employees' mental health and healthy lifestyle. According to that study, work-life balance is crucial for raising employee engagement and job satisfaction levels. That study also highlights the positive effects of flexible work schedules and a supportive work environment on mental health, both of which improve work-life balance.

This study backs up the idea that leading a healthier lifestyle can increase concentration at work, which benefits Gen Z workers' mental health. The consistency of these results across several study endeavors is intriguing. This study backs up my claim that Gen Z workers' mental health will benefit from increased focus at work due to a better work-life balance. The consistency of these results across several study endeavors is intriguing.

MANAGERIAL IMPLICATIONS

To improve work-life balance, the author suggests that companies implement policies that support work-life balance, such as flexible working hours, adequate rest time and support for employees' personal activities. This can improve employees' work concentration and mental health. Furthermore, the author suggests that companies and/or organizations should promote health programs that include good nutrition, good sleep patterns and other healthy habits.

Activities such as health training, sports facilities and nutritional information can help employees adopt a healthy lifestyle which has a positive impact on their concentration and mental health. Furthermore, focus on employee development. Training and development programs that improve skills and productivity can help employees become more focused in completing tasks.

This not only improves performance but also helps mental health. Furthermore, the author suggests monitoring and providing mental health support by providing mental health services such as counseling and psychological support. These programs can help employees manage stress and psychological problems, thereby improving work concentration and mental health.

Furthermore, companies can evaluate and adjust existing policies and programs regularly to ensure their effectiveness in improving work-life balance, healthy lifestyle, mental health and focus on work. Conducting employee surveys and analyzing feedback can also provide useful insights for continuous improvement. After implementing these suggestions the author hopes to help create a healthier and more productive work environment, improve employee well-being and ultimately improve organizational performance.

CONCLUSION

The analysis of the research conducted on Gen Z employees who are already part of the workforce resulted in several conclusions: there is a relationship between focus on work, healthy lifestyle, mental health, and work-life balance. Based on the results of the hypothesis test with the help of AMOS for Windows, it can be concluded that there is a positive and significant work-life balance on mental health, a positive and significant healthy lifestyle on mental health, a positive and significant work-life balance on focus on work, and a positive and significant healthy lifestyle on mental health. Work-life balance has a positive and significant effect on focus on work for Gen Z employees.

The better the WLB, the higher the level of concentration at work. Work-life balance also has a positive and significant impact on mental health and this positive impact is mediated by focus on work. A healthy lifestyle also has a positive and significant effect on focus on work. A healthy lifestyle, including good nutrition and good sleep patterns, can improve mental health, which ultimately improves focus on work. A healthy lifestyle has a positive impact on mental health which is also mediated by focus on work. Focus on work has a significant positive impact on mental health. Improving concentration at work can reduce stress at work and improve mental health. Focus on work mediates, work-life balance and healthy lifestyle all affect mental health through the mediator of focus on work. That is, work-life balance and healthy lifestyle can increase focus on work which ultimately has a positive impact on mental health.

BIBLIOGRAPHY

- Anwar, F. and Julia, P. (2021) "ANALISIS STRATEGI PEMBINAAN KESEHATAN MENTAL OLEH GURU PENGASUH SEKOLAH BERASRAMA DI ACEH BESAR PADA MASA PANDEMI," *Jurnal Edukasi : Jurnal Bimbingan Konseling*, 7(1), pp. 64–83. Available at: <https://jurnal.ar-raniry.ac.id/index.php/cobaBK/article/view/10905>.
- Arifin, S. *et al.* (eds.) (2023) *Families Mental Health and Challenges in the 21st Century: Proceedings of the 1st International Conference of Applied Psychology on Humanity (ICAPH 2022), Malang, Indonesia, 27 August 2022*. 1st ed. London: Routledge.
- Augustus, J., Bold, J. and Williams, B. (2019) *An Introduction to Mental Health*. 1st ed. Edited by A. Clabburn, J. Grogan, and J. Grogan. London: SAGE Publications Ltd.
- Bakri, T.E.M. El (2024) *Gen Z and their work-life balance, um+*. Available at: <https://www.umresearchplus.com/gen-z-and-their-work-life-balance/> (Accessed: October 18, 2024).
- Benítez-Márquez, M.D. *et al.* (2022) "Generation Z Within the Workforce and in the Workplace: A Bibliometric Analysis," *Frontiers in Psychology*, 12, p. 736820. Available at: <https://doi.org/10.3389/fpsyg.2021.736820>.
- Burnett, B. and Evans, D. (2020) *Designing Your Work Life: How to Thrive and Change and Find Happiness at Work*. New York: Knopf Publishing Group.
- Chen, X. *et al.* (2023) "Modeling the significance of work culture on burnout, satisfaction, and psychological distress among the Gen-Z workforce in an emerging country," *Humanities and Social Sciences Communications*, 10(1), p. 828. Available at: <https://doi.org/10.1057/s41599-023-02371-w>.

- Deloitte Touche Tohmatsu Limited (2022) *The mental health of Gen Zs and millennials in the new world of work*. Available at: <https://www.deloitte.com/content/dam/assets-shared/legacy/docs/about/2022/gx-deloitte-2022-genz-millennial-mh-whitepaper.pdf>.
- Foulkes, L. (2022) *Losing Our Minds: The Challenge of Defining Mental Illness*. New York: St. Martin's Press.
- Hari, J. (2022) *Stolen Focus: Why You Can't Pay Attention— and How to Think Deeply Again*.
- Hu, F. *et al.* (2021) "Healthy Living Guide A 2021/2022: DIGEST ON HEALTHY EATING AND HEALTHY LIVING," *Harvard T.H. Chan School of Public Health*, p. 29. Available at: [chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.hsph.harvard.edu/wp-content/uploads/sites/30/2022/01/HealthyLivingGuide21-22.pdf](https://www.hsph.harvard.edu/wp-content/uploads/sites/30/2022/01/HealthyLivingGuide21-22.pdf).
- Hyatt, M. (2019) *Free to Focus: A Total Productivity System to Achieve More by Doing Less*. Ada Township, Michigan: Baker Books.
- Hyatt, M. and Miller, M.H. (2023) *Mind Your Mindset: The Science That Shows Success Starts with Your Thinking*. Kindle. Ada Township, Michigan: Baker Books.
- Kennedy, K. and Henderson, S. (2023) *The Manual: A practical guide to life, health and happiness*. Sydney: Pan Macmillan Australia.
- Kennedy, R. (1996) *The Thinking Person's Guide to Perfect Health: The Transformation of Medicine*. Leicestershire: Context Publications.
- Kondō, M. and Sonenshein, S. (2020) *Joy at Work: Organizing Your Professional Life*. New York: Little, Brown Spark.
- Linando, J.A. (2021) *Manajemen Kinerja: Konsep Praktis & Perspektif Islam*. Yogyakarta: UPP STIM YKPN.
- McNeff, D.J. (2021) *The Work-Life Balance Myth: Rethinking Your Optimal Balance for Success*. New York: McGraw-Hill Education.
- Moth, R. (2023) *Understanding Mental Distress: Knowledge, Practice and Neoliberal Reform in Community Mental Health Services*. Bristol: Policy Press.
- Nagoski, E. and Nagoski, A. (2019) *Burnout: The Secret to Unlocking the Stress Cycle*. New York: Ballantine Books.
- Rachmadini, F. and Riyanto, S. (2020) "The Impact of Work-Life Balance on Employee Engagement in Generation Z," *IOSR Journal Of Humanities And Social Science (IOSR-JHSS)*, 25(5), pp. 62–66. Available at: <https://www.iosrjournals.org/iosr-jhss/papers/Vol. 25 Issue5/Series-10/I2505106266.pdf>.
- Rahajeng, M.G. and Handayani, K. (2022) "The effect of work-life balance and work satisfaction on work productivity of employees of the Special Capital Region of Jakarta," *Jurnal Ekonomi Perusahaan*, 29(1), pp. 51–59. Available at: <https://doi.org/10.46806/jep.v29i1.841>.
- Ramsey, D. (2021) *Eat to Beat Depression and Anxiety: Nourish Your Way to Better Mental Health in Six Weeks*. Kindle. Harper.

Romlah (2010) *Psikologi Pendidikan*. Malang: UMM press.

Saputra, I.N. (2023) *Seberapa Penting Sih Mental Health bagi Gen Z?, Kumparan*. Available at: <https://kumparan.com/irvan-nurfauzan-saputra/seberapa-penting-sih-mental-health-bagi-gen-z-21P1P2YdBcL/3> (Accessed: October 18, 2024).

Suharjana, S. (2012) “TINJAUAN PRAKTIS MEMBENTUK PERILAKU SEHAT DAN HIDUP AKTIF PADA ANAK USIA DINI,” *MEDIKORA: Jurnal Ilmiah Kesehatan Olabraga*, 8(2). Available at: <https://doi.org/10.21831/medikora.v0i2.4648>.

Sweeton, J. (2021) *Eight Key Brain Areas of Mental Health and Illness*. New York: Norton Professional Books.

Urba, M. *et al.* (2024) “Generasi Z: Apa Gaya Belajar yang Ideal di Era Serba Digital?,” *DIAJAR: Jurnal Pendidikan Dan Pembelajaran*, 3(1), pp. 50–56. Available at: <https://doi.org/10.54259/diajar.v3i1.2265>.

Waworuntu, E.C., Kainde, S.J.R. and Mandagi, D.W. (2022) “Work-Life Balance, Job Satisfaction and Performance Among Millennial and Gen Z Employees: A Systematic Review: Work-Life Balance, Kepuasan Kerja, dan Kinerja Di Antara Karyawan Milenial dan Gen Z: Tinjauan Sistematis,” *Society*, 10(2), pp. 384–398. Available at: <https://doi.org/society.v10i2.464>.