

Recognizing and Addressing Workplace Anxiety: Strategies for Better Mental Health

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Abstract

Poor mental health can reduce employee job satisfaction and increase the risk of burnout. When employees are not feeling well mentally, they are more likely to experience burnout, which can lead to high employee turnover. This activity aims to increase workers' understanding of workplace anxiety and provide effective strategies for managing and overcoming the problem, in order to support better mental health. This activity uses lecture methods, interactive discussions, questions and answers and demonstrations or role plays of deep breathing techniques. The counseling went well and according to plan. Participants were very enthusiastic about participating in the counseling and actively participated in the discussion. After the participants did the technique taught, namely deep breathing relaxation, the participants looked more relaxed. It is hoped that the deep breathing relaxation technique is effective as a distraction from anxiety from the participants who attended.

Keywords: Anxiety, Mental Health, Workplace

A. INTRODUCTION

Good mental health is essential in the industry, and attention to it should be a priority. There are several compelling reasons why employee mental health needs to be taken seriously. First, employees who have good mental health tend to be more productive. Employees are able to concentrate well, make the right decisions, and complete their tasks efficiently. Employees who feel mentally healthy are also usually more creative and innovative, which is very beneficial for the development of the company. On the other hand, employees who face mental health problems, such as stress, anxiety, or depression, often experience a significant decrease in productivity and decreased work quality, which will result in delayed project completion and decreased overall team performance (Oktorizal & Sarbiah, 2023).

Additionally, poor mental health can reduce employee job satisfaction and increase the risk of burnout. When employees are not feeling well mentally, they are more likely to experience burnout, which can lead to high employee turnover rates. This not only disrupts the smooth running of a company, but also increases the cost of recruiting and training to replace employees who leave. By maintaining employee mental health, companies can not only increase retention of valuable employees but also create a more positive and productive work environment. Investing in mental health programs and support for employees can have long-term benefits, both for individuals and the company as a whole. A healthy work environment not only benefits the well-being of individuals, but is also critical to the success and sustainability of a company. Employees who feel supported in maintaining their mental

health tend to be more committed to their work, more productive, and have higher levels of satisfaction. They feel valued and engaged, which leads to increased loyalty and morale (Hutagalung, 2024)

Additionally, companies that invest in employee mental health can reduce costs associated with absenteeism, turnover, and underperformance. When employees feel mentally healthy, they take fewer sick days and are more likely to stay with the company longer. This not only saves on recruitment and training costs, but also helps create a more stable and well-trained team (Hutagalung, 2024).

Furthermore, a positive work environment can improve a company's reputation in the eyes of potential employees and the general public. Companies that care about their employees' mental health will be more attractive to top talent, which in turn can increase the company's competitiveness. By prioritizing mental health, companies are not only investing in their employees, but also in their own futures, creating a supportive and productive work culture that will pay off in the long run (Hutagalung, 2024).

From the background above, the researcher conducted activities such as interactive discussions, Q&A and demonstrations or role plays of deep breathing techniques that discussed various topics, including symptoms of anxiety, causes, and their impact on performance. The researcher also introduced various strategies to overcome anxiety, such as relaxation techniques, stress management, and the importance of good communication in the work environment. In line with research conducted by Rosdahl on deep breathing therapy to reduce anxiety, it was found that deep breathing relaxation techniques can reduce anxiety. Based on the results of the study, this activity aims to create a supportive environment where participants can directly feel the benefits of the proposed approach.

B. METHODS

This Community Service uses a variety of methods, including lectures, interactive discussions, Q&A, and demonstrations or role plays with deep breathing techniques. This diverse approach is designed to increase workers' understanding of workplace anxiety, which is an important issue in the context of mental health. By using the Lecture Technique, participants will gain comprehensive information about the causes, symptoms, and impacts of anxiety, and how it can affect productivity and overall well-being.

Interactive discussions allow workers to share their experiences and perspectives, creating a space for mutual learning and support. Q&A sessions provide an opportunity for

participants to ask relevant questions and get clarification directly from the facilitator. In addition, demonstrations of deep breathing techniques as part of role plays not only provide practical experience but also help participants internalize strategies they can use in stressful situations at work.

With this combination of methods, the study aims to provide not only theoretical knowledge, but also practical skills that can be applied in everyday life. Thus, workers are expected to be able to manage and overcome anxiety problems more effectively, which in turn will support better mental health and create a more positive and productive work environment. This effort is expected to contribute to reducing the stigma surrounding mental health in the workplace, as well as encouraging more open and constructive dialogue between employees and management.

C. RESULTS

Workplace anxiety is a state of mind characterized by feelings of worry, nervousness, or discomfort experienced by a person in the work environment. This anxiety can occur while at work or outside of work hours. Workplace anxiety can be caused by concerns about job performance, relationships with coworkers or superiors, excessive working hours, tight deadlines, fear of being laid off, a stressful workplace culture, negative interactions with coworkers, organizations that do not prioritize employee well-being, and negative experiences in the workplace such as discrimination or harassment.

Anxiety can be characterized emotionally and physically. Emotionally anxiety can be in the form of feeling better at night but worse in the morning, reduced attention and motivation, avoiding meetings, new projects, or work events. While physical signs of anxiety include sweaty palms, headaches and neck, and persistent stomach aches or nausea. Anxiety can make individuals lose focus, become easily irritated, hinder careers, and individuals doubt their abilities and lack self-confidence.

Workplace anxiety is a growing concern across industries. Many individuals feel stressed by workload, target demands, and interpersonal dynamics in the workplace. This anxiety not only affects the mental health of employees, but also impacts the productivity and well-being of the organization as a whole. Therefore, it is important to recognize the signs of anxiety and understand how to deal with it. So it is important that this counseling is carried out for workers in the Pebatuan sub-district environment, especially RW 05.

During the counseling, FKp UNRI students discussed various topics, including anxiety symptoms, causes, and their impact on performance. They also introduced various

strategies to overcome anxiety, such as relaxation techniques, stress management, and the importance of good communication in the workplace. Participants were invited to actively participate in discussion sessions, where they could share experiences and find solutions to the problems they faced.

This counseling was not only in the form of presentations, but also included interactive activities, such as role plays and simulations, where participants could practice the techniques that had been taught, namely deep breathing relaxation. This activity aims to create a supportive environment where participants can directly feel the benefits of the proposed approach.

After the participants did the technique taught, namely deep breathing relaxation, the participants looked more relaxed. It is hoped that the deep breathing relaxation technique is effective as a distraction from the anxiety of the participants who attended. When feelings of anxiety arise in the workplace, participants can immediately practice it well.



D. CONCLUSION

The counseling that participants are expected to be able to recognize and overcome anxiety in the workplace: strategies for better mental health smoothly and achieve goals. The counseling method applied is able to provide a significant contribution to the understanding and knowledge of the participants.

This is evidenced by the participants looking better when they have finished demonstrating the deep breathing techniques that have been taught. The results of this study are expected to have an impact on increasing participants' understanding in

recognizing and overcoming anxiety in the workplace. This activity can be followed up by the participants as partners to be applied in their daily work.

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