

CHAPTER 1 INTRODUCTION

A. Research Background

Teachers are very important in the world of education, especially in pesantren-based institutions such as Islamic Boarding School Darussalam Gontor for Girls Campus 1. Teachers' main duties not only include teaching, but they must also provide moral guidance and character-building for students. In this harsh and demanding educational environment, teachers often face various problems that can affect their mental health. Mental health is very important for everyone, especially for educators in building the character and knowledge of the younger generation. Based on research conducted by Sonnentag and Fritz, around 40% of teachers experience significant levels of stress, which affects their mental health¹. Teachers often face many issues at work that can affect mental health such as high workload and lack of social support². Emotional help, information, and resources that a person receives from their environment such as coworkers, superiors, and family. Strong social support can reduce stress and improve mental well-being.

Social support is becoming increasingly important in pesantren due to the many tasks and roles that teachers assume. It helps individuals cope with the stress and demands of the job³. The demands of fulfilling certain responsibilities such as teaching, grading, and participating in school activities can cause physical and mental fatigue. Teachers in pesantren often have longer working hours participating in academic and non-academic activities and have the responsibility of overseeing the daily lives of the students. Excessive workload can lead to stress, anxiety, and other mental health problems. masalah

¹ Sonnentag & Fritz, "No Title," *recovery from job stress the role of job resources and job demands, journal of occupational health psychology* 20(3), 309-320 (2015).

² Wilis Werdiningsih, "Manajemen Sumber Daya Manusia Dalam Meningkatkan Kompetensi Guru Melaksanakan Pembelajaran Daring," *Southeast Asian Journal of Islamic Education Management* 2, no. 1 (2021): 113–124.

³ Ibid.

pada kesehatan mental. Poorly managed workload can reduce teacher performance and productivity and impact teacher mental health. When teachers experience stress due to work demands this can lead to mental health problems⁴.

The problems faced by teachers must be directly involved in the daily lives of students as educators, mentors, and caregivers. Then the demands of the task can cause job fatigue where a teacher also has to control his students. The scope of teachers' responsibilities and working condition. However, can change over time. Often teachers and their jobs are linked to student learning outcomes⁵. In addition to having very important responsibilities, the teaching profession also involves emotional burdens that often feel unable to overcome these challenges⁶. With the burden that is borne, it will have an impact on the mental health of teachers. If the teacher's mental health is disturbed, it will have an impact on the learning process which will result in uncomfortable and disturbed learners which will produce poor leaders. Previous research shows that excessive work stress is often the main cause of work stress and emotional exhaustion, which ultimately has an impact on mental health. A healthy person is not just one with a mental disorder or illness but one with good personal qualities. However, in the context of work, the most prominent factor affecting mental health is workload⁷.

Heavy workloads, such as a large number of administrative responsibilities, teaching preparation, and coaching outside the classroom, can put significant pressure on physical conditions and Workload is several

⁴ Agusthina Risambessy, "Faktor-Faktor Beban Kerja Yang Mempengaruhi Kinerja Pegawai Kantor Pertanahan Kota Ambon," *Jurnal Cita Ekonomika* 13, no. 1 (2019): 19–28.

⁵ Meghan Stacey, Rachel Wilson, and Susan McGrath-Champ, "Triage in Teaching: The Nature and Impact of Workload in Schools," *Asia Pacific Journal of Education* (2020): 1–14.

⁶ Sekar Aulia Winesa and Airin Yustikarini Saleh, "Resiliensi Sebagai Prediktor Teacher Well-Being," *Jurnal Ilmiah Psikologi Mind Set* 11, no. 2 (2020): 116–128.

⁷ Pasca Pandemi, "WIKUACITYA: Jurnal Pengabdian Kepada Masyarakat" 02, no. 01 (2023): 50–54.

activities that must be completed within a certain time⁸. Teachers not only teach but must also be able to educate and shape students' morals for the better⁹. Besides workload, another important factor in determining teachers' mental health is the social support they receive. Support from others, such as coworkers, superiors, or family, can provide emotional and practical assistance that can help teachers cope with pressure and manage stress. Teachers who receive this support tend to be better able to manage stress and maintain their mental health compared to teachers who receive less support. When teachers face various burdens and pressures, social support can help them feel physically and psychologically comfortable. The type of social support provided to a person can differ from one person to another, such as emotional, instrumental, informational, and appreciative support that can make a person feel comfortable, loved, and cared for¹⁰.

High levels of social support can positively impact job satisfaction. Job satisfaction can be a representation of how each teacher feels and thinks about their job. Teachers who have high job satisfaction experience positive feelings while teachers who have low job satisfaction will have negative feelings¹¹. Job satisfaction can generally be defined as an assessment of the difference between what a person expects and what they experience at work. Job satisfaction can also be defined as how a person assesses their job and experiences pleasant or

⁸ Bambang Rudyanto, Hasnah Faizah AR, and Zulkarnain Zulkarnain, "Pengaruh Beban Kerja Dan Kejenuhan Kerja (Burnout) Terhadap Motivasi Kerja Guru Di Yayasan Pendidikan Cendana," *Jurnal jumped (Jurnal Manajemen Pendidikan)* 9, no. 2 (2021): 162, <https://doi.org/10.31258/jmp.9.2.p.162-172>.

⁹ Ibid.

¹⁰ Pengaruh Dukungan Sosial terhadap Stress Kerja pada Guru Sekolah Dasar Werenfridus, Agung Hartoyo, and Abd Basith, "Jurnal Pendidikan Dasar Indonesia Volumn 8 Nomor 2 Bulan Mei Tahun 2023," 2023, 47–51.

¹¹ Edeline Ersanko Pratiwi and Lusiana Idawati, "Pengaruh Kepemimpinan Yang Melayani, Kepuasan Kerja, Dan Motivasi Intrinsik Terhadap Kinerja Guru Sekolah Lentera Harapan Sangihe," *Jurnal Nalar Pendidikan* 7, no. 1 (2019): 85–93.

positive emotions. Previous research shows that there is a significant relationship between teachers' job satisfaction and their work outcomes¹².

However, research has yet to examined job satisfaction as a moderating variable between social support, workload, and mental health. Perceived excessive workload is one of the problems faced by teachers. This situation adversely affects the mental health of teachers, especially their quality of life¹³. Mental health can also be defined as a mental or emotional condition or a new field that investigates how humans face challenges and try to overcome them¹⁴. Teachers have an important role in fostering students' desire to learn through various learning activities that are based on the teacher's experience and ability for each student¹⁵. Therefore, it is important to maintain the mental health of a teacher. Based on the above background, high workload and lack of social support can hurt teachers' mental health and job satisfaction can act as a mediator between workload, social support, and mental health.

This phenomenon needs to be addressed to improve the welfare of teachers and the quality of education at Islamic Boarding School Darussalam Gontor For Girls Campus 1. There are limited studies that have specifically examined the effect of workload, social support, and the mediating role of job satisfaction on the mental health of KMI Teachers Islamic Boarding School Darussalam Gontor For Girls Campus 1 The reason for choosing research in Gontor for girls campus 1 is because has a longer reputation with proven experience in educating students, has complete and better facilities, a geographical location that is closer and more affordable. In general, heavy

¹² Romuald Derbis and Arkadiusz M. Jasiński, "Work Satisfaction, Psychological Resiliency and Sense of Coherence as Correlates of Work Engagement," *Cogent Psychology* 5, no. 1 (2018), <http://doi.org/10.1080/23311908.2018.1451610>.

¹³ Jurnal Pendidikan et al., "Dukungan Sosial Di Tempat Kerja Dan Beban Kerja Sebagai Prediktor Kepuasan Hidup Guru " 43, no. 2017 (2023): 1–10.

¹⁴ Ibid.

¹⁵ Rr.Dina Kusuma Wardhani, "Peran Kesehatan Mental Bagi Guru Dalam Proses Belajar Mengajar Di Sekolah," *Prosiding Seminar Nasional Pendidikan Fkip Untirta*, 2017, 193–98, <https://jurnal.untirta.ac.id/index.php/psnp/article/view/193-198>.

workloads and lack of social support can have an adverse impact on teachers' mental health. This study is expected to provide valuable insights into the factors that affect teachers' mental health, as well as offer suggestions to improve their well-being in pesantren. By understanding and addressing the challenges faced by teachers, we can contribute to the development of better education and shape a better future generation.

B. Research Questions

The problem formulations in this study are:

1. Does Social Support Affect the Mental Health of KMI Teachers at Islamic Boarding School Darussalam Gontor for Girls Campus 1?
2. Does Workload Affect the Mental Health of KMI Teachers at Islamic Boarding School Darussalam Gontor for Girls Campus 1?
3. Does Job Satisfaction moderate the effect of Social Support on Mental Health?
4. Does Job Satisfaction moderate the effect of Workload on Mental Health?

C. Research objectives

The research objectives of this study are:

1. To analyze the effect of Social Support on the Mental Health of KMI Teachers of Islamic Boarding School Darussalam Gontor for Girls Campus 1
2. To analyze the influence of Workload on the Mental Health of KMI Teachers of Islamic Boarding School Darussalam Gontor for Girls Campus 1.
3. To analyze the moderating effect of Job Satisfaction between Social Support on Mental Health.
4. To analyze the moderating influence of Job Satisfaction between Workload on Mental Health.

D. Research Benefits

1. Theoretical benefits

The results of this study are expected to provide insights into the field of human resource management through testing the effect of Workload, Social Support on Mental Health with Job satisfaction as a moderating variable on KMI Teachers Islamic Boarding School Darussalam Gontor for Girls Campus 1. Furthermore, this research is also expected to be a reference for further research studies

2. Practical benefits

The results of this study are expected to be meaningful recommendations and contributions of ideas for KMI Teachers of Islamic Boarding School Darussalam Gontor for Girls Campus 1 regarding the influence of social support and workload on mental health with job satisfaction as a moderating variable. In addition, this research can be a reference for researchers who want to develop this research theme in the futur