EXPLORING THE ROLE OF MENTAL HEALTH: THE RELATIONSHIP BETWEEN DESPOTIC LEADERSHIP, EMPLOYEE WELL-BEING, AND JOB SATISFACTION

FINAL PROJECT

To Fulfill the Requirements for
Obtaining a Bachelor's Degree

HANIF FARIZ RAMADHANI
B1024211035

MANAGEMENT STUDY PROGRAM
FACULTY OF ECONOMICS AND BUSINESS
UNIVERSITAS TANJUNGPURA
PONTIANAK
2025

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STATEMENT OF ORIGINALITY

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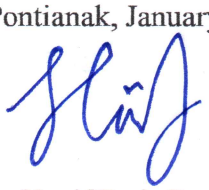
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EXPLORING THE ROLE OF MENTAL HEALTH: THE RELATIONSHIP BETWEEN DESPOTIC LEADERSHIP, EMPLOYEE WELL-BEING, AND JOB SATISFACTION

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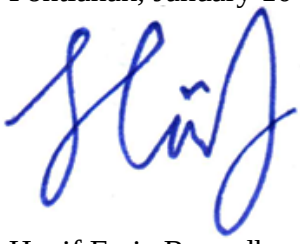
All gratitude is directed to God for the countless blessings of His grace and mercy, which have enabled the author to complete this final project titled **"*Exploring The Role of Mental Health: The Relationship Between Despotic Leadership, Employee Well-Being, and Job Satisfaction*".** This final project fulfills one of the requirements for obtaining a bachelor's degree from Universitas Tanjungpura. Throughout the process of writing this project, I recognized that its completion was made possible with the support of many individuals, both directly and indirectly. I would like to take this opportunity to express my gratitude to everyone who has offered their assistance, guidance, and advice throughout my journey until the completion of this final project, especially to:

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Pontianak, January 10th 2025



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EXPLORING THE ROLE OF MENTAL HEALTH: THE RELATIONSHIP BETWEEN DESPOTIC LEADERSHIP, EMPLOYEE WELL-BEING, AND JOB SATISFACTION

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ABSTRAK

Penelitian ini bertujuan untuk menginvestigasi peran *mental health* sebagai mediator dalam hubungan antara *despotic leadership* dan *employee well-being* terhadap *job satisfaction*. Secara khusus, penelitian ini mengkaji bagaimana *despotic leadership* dan *employee well-being* mempengaruhi *mental health* dan *job satisfaction* petugas di Kantor Satuan Polisi Pamong Praja (Satpol PP) Provinsi Kalimantan Barat. Penelitian ini menggunakan pendekatan kuantitatif dengan sampel sebanyak 207 petugas yang telah bekerja selama tiga tahun atau lebih. Data diolah dan dianalisis menggunakan AMOS 26 dan model persamaan struktural (SEM). Hasil penelitian ini menemukan bahwa *despotic leadership* dan *employee well-being* memiliki pengaruh yang signifikan terhadap *job satisfaction*. Selain itu, penelitian ini berhasil menguji peran *mental health* sebagai mediator dalam hubungan antara *despotic leadership*, *employee well-being*, dan *job satisfaction*, dengan temuan yang menunjukkan bahwa *mental health* memiliki dampak positif dan signifikan. Penelitian ini akan berkontribusi pada literatur yang ada dengan memberikan pemahaman yang lebih mendalam tentang interaksi antara *despotic leadership*, *employee well-being*, dan *mental health* terhadap *job satisfaction*. Temuan penelitian ini dapat memiliki implikasi penting bagi praktik dan kebijakan organisasi yang bertujuan meningkatkan *job satisfaction* dan *employee well-being* secara keseluruhan.

Kata Kunci: *Despotic Leadership, Employee Well-Being, Human Resource Management, Job Satisfaction, Mental Health.*

EXPLORING THE ROLE OF MENTAL HEALTH: THE RELATIONSHIP BETWEEN DESPOTIC LEADERSHIP, EMPLOYEE WELL-BEING, AND JOB SATISFACTION

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ABSTRACT

This study aims to investigate the role of mental health as a mediator in the relationship between despotic leadership and employee well-being on job satisfaction. Specifically, it examines how despotic leadership and employee well-being affect the mental health and job satisfaction of officers in the Civil Service Police Unit (Satpol PP) Office of West Kalimantan Province. The study uses a quantitative approach with a sample of 207 officers who have worked for three years or more. The data was processed and analyze using AMOS 26 and structural equation model (SEM). The results of this study found that despotic leadership and employee well-being have a significant influence on job satisfaction. Additionally, this research successfully tested the role of mental health as a mediator in the relationship between despotic leadership, employee well-being, and job satisfaction, with the findings showing that mental health has a positive and significant impact. The study will contribute to the existing literature by providing a nuanced understanding of the interplay between despotic leadership, employee well-being, and mental health on job satisfaction. The research findings can have significant implications for organizational practices and policies aimed at improving employee job satisfaction and overall well-being.

Keywords: Despotic Leadership, Employee Well-Being, Human Resource Management, Job Satisfaction, Mental Health.

EXPLORING THE ROLE OF MENTAL HEALTH: THE RELATIONSHIP BETWEEN DESPOTIC LEADERSHIP, EMPLOYEE WELL-BEING, AND JOB SATISFACTION

RINGKASAN

1. Latar Belakang

Satuan Polisi Pamong Praja (Satpol PP) adalah lembaga pemerintah yang bertanggung jawab untuk menegakkan peraturan daerah dan menjaga ketertiban umum. Menurut Peraturan Pemerintah Nomor 16 Tahun 2018, Satpol PP memiliki peran penting dalam perlindungan masyarakat dan menghadapi tantangan dalam melaksanakan tugasnya. Peningkatan kinerja Satpol PP dapat meningkatkan kepercayaan publik dan responsivitas terhadap kebutuhan masyarakat. Berbagai faktor mempengaruhi kinerja pegawai, termasuk gaya kepemimpinan, pelatihan, dan kepuasan kerja, di mana kepuasan kerja memiliki dampak yang signifikan di berbagai sektor. Kepemimpinan dalam Satpol PP dicirikan oleh sistem "komando", di mana anggota harus mematuhi keputusan atasan, sering kali mengarah pada gaya kepemimpinan yang despotis yang dapat berdampak negatif pada kepuasan kerja dan kesejahteraan pegawai. Penelitian ini bertujuan untuk mengeksplorasi hubungan antara kepemimpinan despotis, kesejahteraan pegawai, dan kepuasan kerja, yang dimediasi oleh kesehatan mental. Memahami dinamika ini sangat penting untuk meningkatkan kepuasan kerja di antara anggota Satpol PP di Provinsi Kalimantan Barat dan meningkatkan kinerja keseluruhan mereka dalam melayani masyarakat.

2. Tujuan Penelitian

a. Menganalisis pengaruh Kepemimpinan Despotis terhadap Kesehatan Mental
b. Menganalisis pengaruh Kesejahteraan Karyawan terhadap Kesehatan Mental.
c. Menganalisis pengaruh Kepemimpinan Despotis terhadap Kepuasan Kerja.
d. Menganalisis pengaruh Kesejahteraan Karyawan terhadap Kepuasan Kerja.
e. Menganalisis pengaruh Kesehatan Mental terhadap Kepuasan Kerja.
f. Menganalisis pengaruh Kepemimpinan Despotis terhadap Kepuasan Kerja melalui Kesehatan Mental.
g. Menganalisis pengaruh Kesejahteraan Karyawan terhadap Kepuasan Kerja melalui Kesehatan Mental.

3. Metode Penelitian

Bentuk penelitian yang digunakan adalah penelitian kuantitatif. Metode pengumpulan data menggunakan kuesioner yang diisi oleh 207 responden. Teknik analisis data menggunakan SEM-AMOS. Hipotesis yang diajukan adalah: H1: Kepemimpinan despotis memiliki pengaruh signifikan terhadap kesehatan mental. H2: Kesejahteraan karyawan memiliki pengaruh signifikan terhadap kesehatan mental. H3: Kepemimpinan despotis memiliki pengaruh signifikan terhadap kepuasan kerja. H4: Kesejahteraan karyawan memiliki pengaruh signifikan terhadap kepuasan kerja. H5: Kesehatan mental memiliki pengaruh signifikan terhadap kepuasan kerja. H6: Kesehatan mental memediasi pengaruh signifikan

kepemimpinan despotis terhadap kepuasan kerja. H7: Kesehatan mental memediasi pengaruh signifikan kesejahteraan karyawan terhadap kepuasan kerja.

4. Hasil dan Pembahasan

Temuan dari penelitian ini menunjukkan bahwa baik kepemimpinan despotis maupun kesejahteraan karyawan memiliki pengaruh signifikan terhadap kepuasan kerja. Kesehatan mental memainkan peran penting dalam meningkatkan kepuasan kerja di antara karyawan. Secara khusus, terdapat pengaruh tidak langsung yang terkonfirmasi dari kepemimpinan despotis terhadap kepuasan kerja melalui kesehatan mental. Di sisi lain, kesejahteraan karyawan juga memberikan pengaruh tidak langsung terhadap kepuasan kerja melalui dampaknya pada kesehatan mental. Wawasan ini dapat menjadi panduan bagi organisasi dalam mengembangkan strategi untuk meningkatkan kepuasan kerja karyawan dan berkontribusi pada pemahaman yang lebih luas tentang praktik manajemen sumber daya manusia.

5. Kesimpulan dan Rekomendasi

Penelitian menunjukkan bahwa kepemimpinan despotis dan kesejahteraan karyawan secara signifikan mempengaruhi kesehatan mental dan kepuasan kerja. Kesehatan mental berperan sebagai mediator penting dalam hubungan antara kepemimpinan despotis dan kesejahteraan karyawan terhadap kepuasan kerja. Temuan ini menyarankan bahwa organisasi dapat memanfaatkan penelitian ini untuk perencanaan strategis guna meningkatkan kepuasan karyawan. Namun, studi ini terbatas pada karyawan Satuan Polisi Pamong Praja (Satpol PP) di Kalimantan Barat, merekomendasikan penelitian di masa depan untuk mencakup populasi yang lebih beragam dan mengeksplorasi faktor tambahan yang mempengaruhi kepuasan kerja di luar gaya kepemimpinan dan kesejahteraan. Pendekatan yang lebih luas ini dapat menghasilkan wawasan berharga bagi manajemen sumber daya manusia.

EXPLORING THE ROLE OF MENTAL HEALTH: THE RELATIONSHIP BETWEEN DESPOTIC LEADERSHIP, EMPLOYEE WELL-BEING, AND JOB SATISFACTION

SUMMARY

1. Background

The Civil Service Police Unit (Satpol PP) is a government body responsible for enforcing regional regulations and maintaining public order. According to Government Regulation Number 16 of 2018, Satpol PP plays a crucial role in community protection and faces challenges in fulfilling its duties. Improved performance in Satpol PP can enhance public trust and responsiveness to community needs. Various factors influence employee performance, including leadership style, training, and job satisfaction, with job satisfaction being particularly impactful across sectors. Leadership within Satpol PP is characterized by a "command" system, where members must comply with superiors' decisions, often leading to a despotic leadership style that can negatively affect job satisfaction and employee well-being. This study aims to explore the relationship between despotic leadership, employee well-being, and job satisfaction, mediated by mental health. Understanding these dynamics is essential for improving job satisfaction among Satpol PP members in West Kalimantan Province and enhancing their overall performance in serving the community.

2. Research Objective

a. To analyze the effect of Despotic Leadership on Mental Health.
b. To analyze the effect of Employee Well-Being on Mental Health.
c. To analyze the effect of Despotic Leadership on Job Satisfaction.
d. To analyze the effect of Employee Well-Being on Job Satisfaction.
e. To analyze the effect of Mental Health on Job Satisfaction.
f. To analyze the effect of Despotic Leadership on Job Satisfaction through Mental Health
g. To analyze the effect of Employee Well-Being on Job Satisfaction through Mental Health

3. Research Method

The form of research used is quantitative research. The data collection method uses a questionnaire which is responded to by 207 respondents. Using SEM-AMOS data analysis techniques. The hypotheses proposed are: H1: Despotic leadership has a significant effect on mental health. H2: Employee Well-Being has a significant effect on mental health. H3: Despotic leadership has a significant effect on job satisfaction. H4: Employee Well-Being has a significant effect on job satisfaction. H5: Mental health has a significant effect on job satisfaction. H6: Mental health mediated the significant effect of despotic leadership on job satisfaction. H7: Mental health mediated the significant effect of employee well-being on job satisfaction.

4. Result and Discussion

The findings of this study indicate that both despotic leadership and employee well-being significantly affect job satisfaction. Mental health plays a vital role in enhancing job satisfaction among employees. Notably, there is a confirmed indirect effect of despotic leadership on job satisfaction via mental health. In contrast, employee well-being also exerts an indirect influence on job satisfaction through its impact on mental health. These insights can guide organizations in developing strategies to improve employee job satisfaction and contribute to the broader understanding of human resource management practices.

5. Conclusions

Research indicates that despotic leadership and employee well-being significantly impact mental health and job satisfaction. Mental health serves as a crucial mediator in the relationship between despotic leadership and employee well-being on job satisfaction. These findings suggest that organizations can leverage this research for strategic planning to enhance employee satisfaction. However, the study is limited to employees of the Civil Service Police Unit (Satpol PP) in West Kalimantan, recommending future research to include diverse populations and explore additional factors influencing job satisfaction beyond leadership style and well-being. This broader approach could yield valuable insights for human resource management.

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