



# Interdisciplinary Explorations in Research Journal (IERJ)

Vol.3, Nomor 3 (September-Desember,2025), pp.977-985  
E-ISSN:3032-1069

## THE INFLUENCE OF SELF-REWARD ON EMPLOYEE MENTAL HEALTH

Ernawati<sup>1</sup>, Shintya Purwandaningsih<sup>2</sup>, Sunarno Sastro Atmodjo<sup>3</sup>, Dewi Utami  
Saptaningrum<sup>4</sup>, Eka Indah Suryaningsih<sup>5</sup>

Politeknik LP3I, Indonesia<sup>1</sup>, Universitas Islam Syekh Yusuf Tangerang, Indonesia<sup>2</sup>, STIMA  
IMMI Jakarta, Indonesia<sup>3</sup>, BPJS Kesehatan Jakarta<sup>4,5</sup>

Email Corresponding Author : [ernawati\\_tsk@plb.ac.id](mailto:ernawati_tsk@plb.ac.id)

Received 12-08-2025 | Revised 28-09-2025 | Accepted 24-10-2025

### ABSTRACT

*This research is quantitative with an explanatory approach, relying on previous research as the main material in this article. The data used in this study is primary data obtained by the researcher from credible sources, namely fifty teaching staff at the university. The data obtained was analyzed using the smart analysis tool PLS 4.0. The result in this article show that the researcher upholds and believes can be proven in this article can be accepted and proven. This is because the P-values have a positive relationship and are below the 0.05 significance level, namely 0.015. These results indicate that Self-Reward values can increase employee happiness, enthusiasm, and performance, which ultimately can also improve employee mental health. Based on this, the researcher concludes that the hypothesis in this study can be accepted and proven.*

**Keywords:** *Self-Reward, Employee, Mental Health*

### ABSTRAK

Penelitian ini bersifat kuantitatif dengan pendekatan eksplanatif, dengan bertumpu pada penelitian terdahulu sebagai bahan utama dalam artikel ini. Data yang digunakan dalam penelitian ini adalah data primer yang diperoleh peneliti dari sumber yang kredibel, yaitu lima puluh staf pengajar di universitas tersebut. Data yang diperoleh dianalisis menggunakan alat analisis cerdas PLS 4.0. Hasil dalam artikel ini menunjukkan bahwa peneliti menjunjung tinggi dan meyakini dapat dibuktikan dalam artikel ini dapat diterima dan dibuktikan. Hal ini dikarenakan nilai-P memiliki hubungan yang positif dan berada di bawah taraf signifikansi 0,05, yaitu 0,015. Hasil ini menunjukkan bahwa nilai-nilai Self-Reward dapat meningkatkan kebahagiaan, semangat kerja, dan kinerja karyawan, yang pada akhirnya juga dapat meningkatkan kesehatan mental karyawan. Berdasarkan hal tersebut, peneliti menyimpulkan bahwa hipotesis dalam penelitian ini dapat diterima dan dibuktikan.

**Kata Kunci:** Self-Reward, Karyawan, Kesehatan Mental



## **A. Introduction**

The term self-reward comes from the words "self" which means oneself and "reward" which means an award or gift. In English, reward is defined as a reward, wage, prize, and so on, depending on the context of the conversation. Reward is also a way for someone to give an award to someone for doing something right, so that someone can be enthusiastic again in doing a certain task and be more motivated in doing something else and better the process so that someone is able to achieve success from something he does. Self-reward is a reward to oneself for achievements that have been made in order to gain pleasure and satisfaction with oneself. Self-reward itself is necessary, to appreciate an achievement that has been done, the goal is to appreciate oneself whether it is successful or failed, because when going through failure by giving yourself a reward so that you can have a new spirit to try again. Self-reward is literally defined as a reward intended for oneself in the form of appreciation or giving a gift for having done work until finally achieving certain goals (Kasmir, 2018).

One of the important aspects of self-reward is helping individuals improve themselves. This is because it is a way for individuals to live a more fulfilling life, increase self-esteem and motivation, develop self-love, promote mental health, manage stress, and improve themselves. Self-reward can be implemented effectively and appropriately through relevance. Relevance means that self-reward must be within limits, aligned with initial goals and not contradictory, and rewarded with motivation and accessibility. Individuals with good self-reward will be able to manage their finances effectively and with direction. Conversely, individuals with poor self-reward will experience difficulties in managing their finances. Furthermore, individuals with low self-reward will also experience difficulties in self-control, leading to undirected behavior and errors in self-rewarding (Hasibuan, 2007).

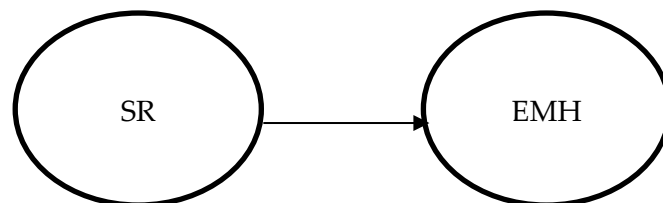
Self-rewards can take many forms. They can be goods or services. For example, buying goods, concert tickets, going to a salon or spa, eating favorite foods, or simply dedicating a day to rest. Self-rewards are generally used as a way to appreciate and reward oneself for the hard work and life journey that has been undertaken previously. Self-rewards are one form of self-appreciation undertaken by students for their hard work. Self-reward activities have many benefits for oneself and one's life, including self-motivation and happiness. If someone rewards themselves, it will create feelings of happiness, and this feeling of happiness can increase motivation. Furthermore, rewarding oneself can increase productivity. For example, when doing a task or completing a job, we should take a break or give ourselves something that will make us feel happy so that when we feel happy, we will be more productive in the next task. Another benefit is for mental health. By practicing self-reward, such as taking a vacation, shopping, buying food, and the like, we will feel happy and relieve the stress of the workload in our lives. Self-reward is synonymous with mental health (Sofyandi, 2008).

However, if we examine the behavior of self-reward, it will relate to all aspects of human life, including social, cultural, economic, and so on. It depends on a person's understanding or interpretation of the term "self-reward" itself. It also depends on how they direct their self-reward activities (Widya, 2024). Other benefits of self-reward include greater self-esteem, meaning that you love your life, boosting your spirits, maintaining positive thoughts, relieving stress, and loving yourself. However, for those with low self-control, this self-reward can lead to excessive consumerism and overindulgence, which can be detrimental to the individual. This is no longer self-reward, but rather wastefulness. Wastefulness is defined as excessive consumption, such as purchasing unnecessary items and squandering money on travel to desired destinations (Azzalya Jihand Al Azhar, 2023). Loving yourself with the aim of increasing motivation and enthusiasm is fine, but it doesn't mean fulfilling all your desires, which leads to consumptive behavior. Many students today are trapped in a consumptive lifestyle, willingly spending their money to fulfill all their daily desires. College students typically spend their money on lifestyle, fashion, food, luxury items, hanging out, and even traveling. Excessive self-rewarding is often done unconsciously and repeatedly without considering the actual expenditure, and most importantly, the desired pleasure after engaging in the self-rewarding activity. This excessive self-appreciation, unconsciously, fosters consumer behavior, using self-reward as a way to boost their academic performance (Tarigan, 2025).

Based on the explanation above, researchers believe that self-reward can have a positive relationship and significant influence on employee mental health at work. While there is currently no similar research demonstrating that self-reward can have a positive relationship and significant influence on employee mental health, researchers remain confident in analyzing the effect of self-reward on employee mental health at work.

## **B. Research Methods**

**Figure 1**  
Model



**Noted:**

SR: Self Reward

EMH: Employee Mental Health

### **Hypothesis:**

H1: The Influence of Self Reward on Employee Mental Health

The first figure above shows that this article aims to analyze the influence of the Self-Reward variable, which has a positive relationship and significant influence on Employee Mental Health (Sugiyono, 2019). This research is quantitative with an explanatory approach, relying on previous research as the main material in this article (Jonathan Sarwono, 2016). The data used in this study is primary data obtained by the researcher from credible sources, namely fifty teaching staff at the university (Abdurahman, 2016). The data obtained was analyzed using the smart analysis tool PLS 4.0, with a more complete explanation below (Putri & Miftahuddin, 2024).

## **C. Result and Discussion**

### **Background Analysis**

The term self-reward comes from the words "self" which means oneself and "reward" which means an award or gift. In English, reward is defined as a reward, wage, prize, and so on, depending on the context of the conversation. Reward is also a way for someone to give an award to someone for doing something right, so that someone can be enthusiastic again in doing a certain task and be more motivated in doing something else and better the process so that someone is able to achieve success from something he does. Self-reward is a reward to oneself for achievements that have been made in order to gain pleasure and satisfaction with oneself. Self-reward itself is necessary, to appreciate an achievement that has been done, the goal is to appreciate oneself whether it is successful or failed, because when going through failure by giving yourself a reward so that you can have a new spirit to try again. Self-reward is literally defined as a reward intended for oneself in the form of appreciation or giving a gift for having done work until finally achieving certain goals (Kasmir, 2018).

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### **Validity Test**

The first stage in this article is the validity test, which aims to ensure the validity of the data collected from fifty university educators. Based on this, the following are the results of the validity test in this article (Sarstedt et al., 2014):

**Table 1**

Validity Test

<b>Variable</b>	<b>Question Item</b>	<b>Loading Factor</b>
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Self Reward (X)	Self-Rewards Can Affect Employee Mental Health	0.893
	Self-Rewards Can Improve Employee Performance	0.881
	Self-Rewards Can Increase Employee Happiness	0.913
	Self-Rewards Can Increase Employee Morale	0.897
Employee Mental Health (Y)	Mental Health at Work Can Be Affected by Employee Happiness	0.929
	Mental Health at Work Can Be Affected by Employee Morale	0.931
	Mental Health at Work Can Be Affected by Employee Performance	0.962
	Mental Health at Work Can Be Affected by Employee Morale	0.979

**Valid** > 0.70

**Reliability Test**

The next stage is the reliability testing stage, which focuses on the variables used in each study. The variables used in this study include Self-Reward and Employee Mental Health. Based on this, the following are the reliability test results presented in this article (Ghozali, 2016):

**Table 2**  
Reliability Test

Variable	Composite Reliability	Cronbach Alfa	Noted
Self Reward	0.936	0.887	Reliable
Employee Mental Health	0.983	0.932	Reliable

**Reliable** > 0.70

**Path Coefisien**

The final stage in this research is the stage of proving whether the hypothesis used in this article is acceptable or not. To determine this, we can carefully examine the results of the third table of Path Coefficients in this article. The following table shows the results of

**Table 3**  
Path Coefisien

	<b>Variable</b>	<b>P-Values</b>	<b>Noted</b>
<b>Direct Influence</b>	SR->EMH	0.015	Accepted

**Significant Level** < 0.05

The results of the third table above indicate that the hypothesis that the researcher upholds and believes can be proven in this article can be accepted and proven. This is because the P-values have a positive relationship and are below the 0.05 significance level, namely 0.015. These results indicate that Self-Reward values can increase employee happiness, enthusiasm, and performance, which ultimately can also improve employee mental health. Based on this, the researcher concludes that the hypothesis in this study can be accepted and proven.

## **KESIMPULAN**

The results of the third table above indicate that the hypothesis that the researcher upholds and believes can be proven in this article can be accepted and proven. This is because the P-values have a positive relationship and are below the 0.05 significance level, namely 0.015. These results indicate that Self-Reward values can increase employee happiness, enthusiasm, and performance, which ultimately can also improve employee mental health. Based on this, the researcher concludes that the hypothesis in this study can be accepted and proven.

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