The Effect of Hustle Culture on Psychological Distress with Self Compassion as Moderating Variable

Yuningsih[1](✉), Nova Mardiana[1], Habibullah Jima[1], and Muhammad Derry Prasetya[2]

[1] Management Science, Lampung University, Bandar Lampung, Lampung, Indonesia
{Yuningsih.1961,Nova.mardiana,Habibullah.jimad}@feb.unila.ac.id
[2] Management Science, Gadjah Mada, Yogyakarta, Indonesia
Muhammadderryprasetya@mail.ugm.ac.id

Abstract. Globalization in Indonesia has resulted in changes in lifestyle. These lifestyle changes result in a hustle culture, and this allows psychological distress to occur. Psychological distress will have a negative impact on the work environment. This article provides a theoretical contribution to the factors that can affect psychological distress, namely hustle culture. In addition, this article offers self-compassion as a moderating variable in the influence of hustle culture on psychological distress. The results of this study reveal that the hypothesis that hustle culture has a positive effect on psychological distress is supported. Researchers believe that stress is caused by great pressure from the demands of social class and high lifestyle changes. While the hypothesis that states self-compassion as a quasi-variable is also supported. This indicates that self-compassion has a dual role, namely as an independent and moderating variable. This study also proves that self-compassion is able to weaken the influence of hustle culture on psychological distress. Another unique finding of this study is that 66.67% of respondents consider hustle culture as a positive aspect. This finding implies that the majority of respondents consider working hard and pushing themselves to exceed their limits with capitalist goals as a positive aspect.

Keywords: Hustle culture · Psychological distress · Self-compassion

1 Introduction

Today, lifestyle changes are always evolving over time. The rapid trend of globalization in Indonesia is causing changes in all aspects of life, such as fashion, information flow, and lifestyle. Dynamic lifestyle changes develop in the form of culture. This change causes human resources to compete to improve the economy by increasing their social class. According to [1] social class is the differentiation of the population or society into graded classes. The classes are divided into the upper class, middle class, and lower class. This competition between workers produces an ideology called "hustle culture" [2]. The formatter will need to create these components, incorporating the applicable criteria that follow.

Hustle culture is a culture that encourages people to work continuously anytime, anywhere. Career is considered the most important aspect of life which is achieved by hard work [3]. Meanwhile, according to [4], hustle culture is social pressure to continue to work harder, faster, and stronger in every area of our lives. In China, the hustle culture itself is known as "996". According to [5], "996" is a program initiated by the Chinese government that stands for 9 am to 9 pm, 6 days a week.

According to [6], the idea that the 40-h workweek was a formality and that workers are now exposed to extreme workweeks of 60 h or more while coping with the demands of the job has arisen. SpaceX founder, CEO, CTO and chief his designer Elon Musk [4] explains that to be successful he needs to work from about 80 h a week to over 100 h. For this reason, many people want to continue working, believing that continuing to work from a young age will lead to success.

Psychological distress is one of the factors that arise from various problems, including work overload, time pressure, role conflict, and effort-reward imbalance [7] Psychological distress is a negative psychological disorder in which the emotional state is in addition to an assessment of threats, danger, or loss of important objectives. Psychological pressure is a negative stress response with a certain meaning [8]. Meanwhile, according to [9], psychological distress is defined as the exposure to stressful events that threaten physical or mental health; the inability to deal with stress effectively and emotional turmoil caused by ineffective coping.

[10] explain that psychological distress is an unpleasant subjective state. Psychological distress is divided into 2 main forms, namely depression and anxiety. [11] Depression is feeling sad, demoralized, lonely, hopeless, or worthless, feeling like dying, having trouble sleeping, crying, feeling like everything is an effort, and not being able to leave. Anxiety is a tendency to feel tense, restless, worried, angry, and afraid.

Self-compassion is one of the topics that can explain how individuals are able to survive, understand, and realize the meaning of adversity as a positive thing. Self-compassion is the willingness to accept and forgive oneself for the events that have occurred. According to [12], self-compassion can be interpreted as self-acceptance when faced with adversity, failure, and mistakes; having a compassionate and kind attitude towards yourself; not being harsh and judgmental, being aware of various weaknesses and shortcomings; and understanding that this experience is also going to happen to someone else.

[13] defines self-compassion as a personality trait that causes an individual to stand in the shoes of another individual. As a result of this understanding, individuals view the experiences of other individuals in the context of generosity, are moved by their suffering, and desire to alleviate it., emotional and cognitive self-awareness, and the perception of not avoiding unpleasant experiences [14]. Without self-compassion, there can be no compassion for others [15]. In the Buddhist tradition, self-compassion is considered as important as offering self-love [16].

Self-compassion provides the emotional safety needed to view oneself without fear of self-criticism, allowing individuals to more accurately understand and modify their personal thoughts, feelings and behaviors. [17]. Moreover, the intrinsic influence of

self-compassion is a powerful driver of growth and change [12]. Opinion-based self-compassion [12] has six dimensions: self-kindness, self-judgment, shared humanity, isolation, mindfulness, and over-identification.

In addition to examining self-compassion in psychological distress and using self-compassion to assess the relationship between hustle culture and psychological distress in Indonesian sandwich generation workers, this study explores psychological distress. It aims to determine the impact of hustle culture on physical distress.

2   Literature Review

2.1   Hustle Culture

"Hustle culture" is behavior that encourages continuous work, anytime, anywhere. Hard work is considered the most important aspect of life that can be achieved. [3]. "Hustle culture" can be understood as a fast-paced environment that leads to long working hours and a sense of purposelessness. [18]. On the other hand [4] onwards. Hustle culture is the social pressure to keep working harder, faster and stronger in all areas of our lives. Hustle culture practitioners try to spend as much time at work as possible. [19]. From the outside, hustle culture looks like a high-energy, motivational exercise with an expectation of reward. It is the belief that with enough effort, everyone can succeed and achieve anything they want in life. According to [20], there are several reasons why people are called hustlers.

Working beyond set time limits, bragging about not getting enough sleep, working a lot, being forced to admit and deal with fatigue, and drinking a few cups of coffee to stay fit. I'm talking about drinking… Waking up to continue working, believing that breaks are a waste of time. Overall, this culture is characterized by a relentless work ethic and relentless productivity, and hustlers are people who don't like to waste time.

Adhering to the job enrichment theory from Hackman & Oldham [21] in building the argument that workers are more motivated to work harder so that they do work beyond their capacity to seek personal gain. This is consistent with how hustle culture is generally understood, where success is primarily attained through extra effort.

2.2   Psychological Distress

Psychological distress is a negative psychological disorder in which the emotional state is in addition to an assessment of the threat of danger or loss of important goals. Psychological pressure is a negative stress response with a certain meaning [8]. Psychological distress is a mental condition that can adversely affect individuals directly or indirectly over time and is also associated with other physical and mental health conditions [22]. Meanwhile, according to [10], psychological distress is an unpleasant experience experienced by individuals, indicated by symptoms of depression and anxiety, which are manifested in the individual's emotional or physiological form. Mirowsky & Ross [10] explain that psychological distress is an unpleasant subjective state that consists of two main forms, namely: First, Depression is defined as feelings of sadness, demoralization, loneliness, hopelessness, or worthlessness; a desire to die; difficulty sleeping; crying; a

sense that everything is an effort; and an inability to leave and Anxiety is a tendency to feel tense, anxious, worried, angry, and afraid.

According to Kessler [23], there are ten signs of psychological distress, but the latest research has reduced them to six: being so sad that nothing can cheer you up; being nervous, fidgety, hopeless; feeling like everything was an effort; and feeling worthless.

An important issue that has the potential to affect stress is the impact of long workdays as a result of hustle culture. Previous research has demonstrated that long work hours have a negative impact on employees' physical and mental health because of a variety of workplace factors, particularly work stress.

In research [24] showed that longer working hours are associated with psychological distress such as increased symptoms of anxiety and depression. Long weekly working hours were also associated with reduced sleep time and increased sleep disturbance. Another study from Chu [25] on 6972 workers in China and the results of working hours have a negative effect on self-rated health which results in chronic fatigue and even death.

2.3 Self-compassion

Self-compassion can be interpreted as self-acceptance when facing adversity, failure, and mistakes, and having a compassionate and kind attitude towards yourself, not being harsh and judgmental, being aware of various weaknesses and shortcomings, and understanding that this experience will also happen to others. [12]. In the Buddhist tradition, self-compassion is considered as important as offering self-love [16].

Self-compassion provides the emotional security needed to see oneself without fear of self-criticism, allowing individuals to more accurately understand and correct their own personal thoughts, feelings, and behaviors [17]. In addition, the intrinsic influence of self-compassion will provide a strong motivational force for growth and change [12].

There are six dimensions of self-compassion based on opinion [26], namely: self-kindness, self-judgment, common humanity, isolation, mindfulness, over-identification.

2.4 Theoretical Framework

2.4.1 Hustle Culture on Stress

As explained earlier, hustle culture is a very extreme work practice. Hustle culture itself is often characterized by long working hours. Many previous research studies [24] have shown that longer working hours are associated with poorer mental health status and increased symptoms of anxiety and depression. Long weekly hours were also associated with reduced sleep time and increased sleep disturbances. Another study [25] on 6972 workers in China found that working hours had a negative effect on self-rated health, which resulted in chronic fatigue and even death. It affects their performance when working full time.

In a study [27] conducted on 24,685 employees of a company in Japan, It was found that working overtime was seen as one of the causes of increased stress among workers, resulting in lower profitability for the organization. [28] conducted a study from which to find out whether Romanian managers and employees work overtime and whether

they are aware of the dangers that overtime can pose to them and the organization. The findings show that the majority of respondents are aware of the dangers of working extra.

Apart from working long hours. Hustle culture is also related to extra workload which can affect stress. Ogunbiyi [29] conducted an investigation into work overload in influencing stress. In addition, Amelu [30] also examined the impact of stress from more workload. The results of these two studies prove the effect of work overload on stress.

2.4.2   H.1 Hustle Culture Has a Positive Effect on Psychological Distress

a)   *Self-compassion on stress*

Self-compassion is a positive aspect that an individual should have. Many previous studies have linked self-compassion and stress. Breines [31] explored the hypothesis that self-compassion is associated with low levels of stress-induced inflammation. Research suggests that mindfulness interventions, especially those with an added affectionate component, may increase self-compassion in health care workers [32]. Soysa & Wilcomb [33] identified three aspects of mindfulness (description, awareness, non-judgment, non-reaction), negative self-compassion (self-judgment, isolation, over-identification), self-efficacy, and gender as predictors of depression, anxiety, stress, and well-being in 204 US college students. Psychologists tend to report high levels of work stress, with serious consequences for themselves, their clients, and the field at large. It has been suggested to be a promising building block for psychologists because it can promote stress resilience. However, the potential benefits of self-compassion in this occupation need further investigation [34].

2.4.3   H.2 Self-compassion Has a Negative Effect on Psychological Distress

b)   *Moderate variable*

Hustle culture and self-compassion both have an influence on stress. For that, we try to offer our research novelty by trying to see the effect of self-compassion in weakening and strengthening the influence of hustle culture on stress.

2.4.4   H.3 Self-compassion Moderates the Influence of Hustle Culture on Psychological Distress
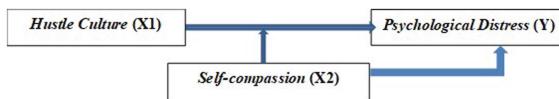
(See Fig. 1).

Fig. 1. Self-compassion moderates the influence of Hustle culture on Psychological Distress

3   Method

3.1   Measurement

Hustle culture used 12 questionnaires that we selected and modified from the [35]. We selected 12 questionnaires out of a total of 25 questionnaires relevant to our study. Psychological distress uses 6 items out of a total of 10 Kessler items [23] Meanwhile, to measure self-compassion using a questionnaire developed by [26] using 26 questionnaire items.

3.2   Sample

The sample of this research is employees in Indonesia who are part of the sandwich generation. The sampling in this study using the technique that the author uses is a non-probability sampling method, a purposive technique. The initial sample obtained from this study amounted to 402, but after checking, only 312 met the sample criteria. The result show It shows that respondents based on gender are 34.94% male, while female gender is 48.40%, and 16.67% of respondents chose not to answer. While respondents based on their work level of 44.23% are new employees, 22.44% of the association level, and the director level of 16.67%, while independent employees are 16.67%.

3.3   The Research Instrument Test

The research instrument test uses validity and reliability tests. The validity measurement using SmartPLS, Average Variance Extracted (AVE) 0.5 is considered valid and the research can be investigated further. The reliability measurement in this study was carried out by SmartPLS with the Cronbach alpha statistical test. a realistic variable if Cronbach's alpha value is greater than 0.70.

3.4   Data Analysis

This research uses Structural Equation Modeling (SEM) analysis tool. In the PLS (Partial Least Square) method, the analysis techniques carried out are as follows:

3.4.1   Outer Model Analysis

An outer model analysis is carried out to ensure that the measurement used is feasible to be used as a measurement (valid and reliable). In the analysis of this model, it specifies the relationship between latent variables and their indicators.

3.4.2   Inner Model Analysis

The inner model analysis was evaluated using R square for the dependent construct, Stone-Geisser Q-square test for relevance prediction, and t-test and significance of structural path parameter coefficients.

3.4.3 Hypothesis Testing

To test the hypothesis by using statistical values, for alpha of 5%, the t-statistic value used is 1.96. So the criteria for acceptance/rejection of the hypothesis are that Ha is accepted and H0 is rejected when the t-statistic > 1.96.

4   Result

The validity measurement using SmartPLS, Average Variance Extracted (AVE) 0.5 is considered valid and the research can be investigated further.

The measurement of reliability in this study was carried out by SmartPLS with Cronbach's alpha statistical test. a realistic variable if Cronbach's alpha value is higher than 0.60 (Table 1).

According to the validity test, it shows that the Average Variance Extracted (AVE) of Hustle Culture (X1), Psychological Distress (Y), and Self-compassion (M) shows a value of > 0.5. This means that all indicators used are valid and can be processed for the next step.

4.1   Analysis Data Result

M1 (Self-kindness) has a relationship of 0.901, M2 (Self-judgment) has a relationship of 0.882, M3 (Common humanity) has a relationship of 0.906, M4 (Isolation) has a relationship of 0.854, M5 (Mindfulness) has a relationship of 0.736, M6 (Over-identification)

Table 1. The validity measurement using SmartPLS, Average Variance Extracted (AVE)

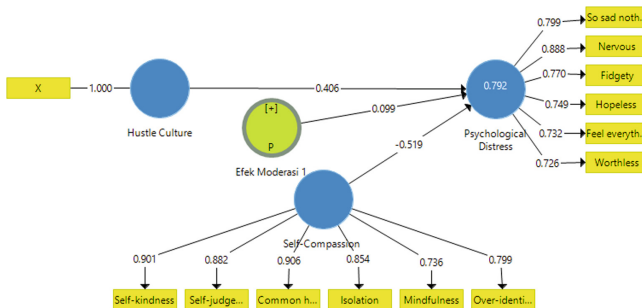|	Cronbach's	rho_A	Reliabilitas Komposit	Rate Varians Diekstrak (AVE)
Effect Moderasi	1.000	1.000	1.000	1.000
Hustle Culture	1.000	1.000	1.000	1.000
Psychological Distress	0.870	0.880	0.902	0.607
Self-Compassion	0.921	0.925	0.939	0.720

Fig. 2. Self-compassion

Table 2. Interpretation Effect On Psychological Distress

	Real Sample	Rate Sample	Standard Devias…	T Statistik…	P Values
Effect Moderasi - > Psychological Distress	0.099	0.101	0.021	4.639	**0.000**
Hustle Culture - > Psychological Distress	0.406	0.395	0.072	5.612	**0.000**
self-compassion - > Psychological Distress	−0.519	−0531	0.069	7.529	**0.000**

has a relationship of 0.799. So it can be concluded that all constructs on self-compassion have an effect (Fig. 2).

While, Y1 (So sad nothing can cheer up) has a relationship of 0.799. Y2 (Nervous) has a relationship of 0.888. Y3 (Fidgety) has a relationship of 0.770. Y4 (Hopeless) has a relationship of 0.749. Y5 (Feel everything was an effort) has a relationship of 0.732. Y6 (Worthless) has a relationship of 0.726. So it can be concluded that all constructs on self-compassion have an effect.

Based on the statement above, it can be concluded that common humanity is an indicator that has the strongest influence on self-compassion. While nervousness is the most powerful factor in shaping psychological distress (Table 2).

Based on this interpretation, it can be analyzed as follows:

Hustle culture has a total effect on psychological distress of 0.406, while self-compassion has a negative effect on psychological distress with a total effect of (−0.519). It also found that self-compassion as a quasi-moderating variable, where t-count > 1.96 or sig value 0.05. So the whole hypothesis is supported.

These results indicate that hustle culture itself contributes to the formation of psychological distress. Hustle culture which is characterized by a large workload [29, 30] and long working hours [24, 25, 27] can increase the psychological distress one has. This is consistent with research done by Balkeran [35], who found that the hustle culture can lead to significant levels of exhaustion, stress, anxiety, and depression. Besides [36] revealed that working perfectionists are more motivated at work, such as working longer hours and being more involved. Perfectionism is correlated with adverse work and non-work outcomes.

This study also found a negative relationship between self-compassion and psychological distress. According [31] examine the hypothesis that self-compassion is associated with lower levels of stress-induced inflammation. Self-compassion as an independent variable was negatively correlated with psychological distress. This suggests that high levels of self-compassion can reduce the risk of psychological distress. These results support [37] that self-compassion has a negative effect on stress.

In addition to the direct effect, this study also found a moderation of self-compassion. This research contributes by proposing self-compassion as a factor that can weaken the influence of hustle culture and psychological distress.

5   Discussion

This study examines the impact do hustle culture on stress. we found Hustle culture has a positive impact on psychological distress. This is in accordance with the hypothesis that we developed, where a hustle culture which is characterized by a workaholic culture for intrinsic purposes can increase the person's psychological distress. We also found that self-compassion can weaken the relationship between hustle culture and psychological distress. Our argument is related to this because self-compassion itself is a form of self-pity. So, when there is a failure, people who have self-comapssion will tend to reduce their obsession with worldly affairs.

It can be concluded that hustle culture is an unfavorable aspect of the work environment because it has the potential to trigger psychological distress in individual employees. This supports research conducted by Balkeran [35] where hustle culture can trigger high levels of fatigue, stress, anxiety, and depression. In addition, According. [36] revealed that working perfectionists are more motivated at work, such as working longer hours and being more involved. Perfectionism is correlated with adverse work and non-work outcomes.

Self-compassion, which is a good aspect in the world of work by seeing how individuals are able to survive, understand, and realize the meaning of adversity as a positive thing. Self-compassion when made as an independent variable has a negative correlation with psychological distress. This indicates that a high level of self-compassion can reduce the risk of psychological distress. These results support Eriksson [37], which states that self-compassion has a negative effect on stress.

In addition to being an independent variable, the hypothesis that there is a moderating effect of self-compassion on the influence of hustle culture on psychological distress is supported. This means that self-compassion can help prevent psychological distress because the nature of self-compassion can weaken the influence of hustle culture on psychological distress.

6   Conclusion

In particular, the findings of this article reveal that hustle culture can cause psychological distress in employees. Researchers believe that stress is caused by great pressure from the demands of social class and high lifestyle changes. The results of the study prove that nervousness is the indicator that has the highest influence on psychological distress. Meanwhile, the hypothesis that self-compassion is a quasi-variable is also supported. This indicates that self-compassion has a dual role, namely as an independent and moderating variable. This article also proves that self-compassion is able to weaken the influence of hustle culture on psychological distress. In addition, common humanity is the most influential indicator in forming self-compassion, so the researcher argues that

thinking like ordinary humans who have deficiencies can reduce stress due to demands caused by pressure. Much of a change.

In addition, this article also found that the unique perception of the respondents was that 66.67% of respondents considered hustle culture as a positive aspect. This finding implies that the majority of respondents consider working hard and pushing themselves to exceed their limits with capitalist goals as a positive aspect.

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