



Hustle Culture in Generation Z Study of Thematic Hadith

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Abstract: *Analyzing the phenomena known as "hustle culture," which describes a culture of high ambition and intense labor, frequently at the sacrifice of personal wellbeing. Extreme dedication to work, giving up personal time, and internet connectivity that enables people to display their accomplishments are characteristics of hustle culture. This culture has a variety of effects on Generation Z. up the one hand, hustle culture can inspire self-reliance and an entrepreneurial mindset, giving this generation the will to experiment and take up unorthodox professions. On the other hand, the pressure to constantly be productive can lead to mental health problems, stress, and anxiety in addition to interfering with a healthy work-life balance. In contrast to other generations, Generation Z encounters hustling culture in a distinct setting. where their work style and personality are greatly influenced by technology and social media. They are nonetheless impacted by the pressure to succeed, even though they are more conscious of the value of work-life balance. Finding strategies to cope with this strain, foster an atmosphere that promotes wellbeing, and reward success without compromising mental health and interpersonal relationships is crucial for both people and society as a whole.*

Keywords: Generation Z, Mental Health, Hustle Culture

Abstrak: *Mengeksplorasi fenomena budaya buruh, yang merujuk pada budaya kerja keras dan bersemangat yang seringkali mengorbankan kesejahteraan individu. Komitmen yang luar biasa terhadap pekerjaan, pengorbanan waktu untuk diri sendiri, dan hubungan digital yang memungkinkan orang untuk menunjukkan apa yang mereka capai adalah ciri-ciri yang membedakan budaya kerja keras. Generasi Z melihat banyak dampak dari budaya ini. Di satu sisi, budaya buruh dapat menumbuhkan semangat kemandirian dan kewirausahaan, dan di sisi lain, dapat mendorong generasi berikutnya untuk mencoba hal-hal baru dan mengejar karir yang tidak biasa. Sebaliknya, terlalu banyak pekerjaan dapat*



menyebabkan kecemasan, stres, dan masalah kesehatan mental, serta mengganggu keseimbangan hidup yang sehat. Dibandingkan dengan generasi sebelumnya, Generasi Z mengalami gaya hidup pekerjaan dalam lingkungan yang berbeda, di mana teknologi dan media sosial memainkan peran penting dalam membentuk siapa mereka dan bagaimana mereka bekerja. Mereka menjadi lebih sadar betapa pentingnya menjaga keseimbangan antara kehidupan pribadi dan pekerjaan mereka, tetapi keinginan untuk sukses yang tinggi masih mempengaruhi mereka. Akibatnya, sangat penting bagi individu dan masyarakat untuk menemukan cara untuk mengelola tekanan ini, membuat tempat yang mendukung kesejahteraan, dan mendorong pencapaian tanpa mengorbankan kesehatan mental dan hubungan sosial.

Kata kunci: Generasi Z, Kesehatan Mental, Kerja Keras

Introduction

The phenomenon of Hustle Culture, which has actually existed for a long time, has now resurfaced and is a fairly important issue to discuss. The assumption that the culture of hard work is a lifestyle, where people should prioritize hard work over rest, or even not at all.¹ Robinson stated that millennials and Gen Z are very likely to adopt a hustle lifestyle. About 45% of Hustlers upload their "productivity" activities on social media as proof of their commitment and loyalty.² Due to their high spirit, critical thinking ability, and desire to work technology-based, millennials also known as generation Z are the leaders of the industrial revolution 4.0. In an ideal world, people work according to their interests and desires to find satisfaction, face great challenges, and meet needs.³ The development of Hustle Culture in Indonesia can be seen through the efforts of the community to meet the needs of life that cannot be met by the local government. This makes people strive to be able to meet their needs, while people who have the burden of responsibility for three generations, namely, their parents, themselves, and their younger siblings

¹Rhoma Iskandar and Novi Rachmawati, "Perspektif 'Hustle Culture' Dalam Menelaah Motivasi Dan Produktivitas Pekerja," *Jurnal Publikasi Ekonomi Dan Akuntansi* 2, no. 2 (2022): 108–17, <https://doi.org/10.51903/jupea.v2i2.287>.

²Zainal Abidin Achmad and Putri Nada Camilia Lubna, "Toxic Positivity Content Uploads on Instagram in Encouraging the Growth of Hustle Culture Gen Z," *JOSAR (Journal of Students Academic Research)* 8, no. 1 (2023): 72–89, <https://doi.org/10.35457/josar.v9i1.2730>.

³Diksi Metris, "Hustle Culture: Mencermati Tren Perilaku Yang Mendorong Kesuksesan Tanpa Henti," *Al-KALAM : JURNAL KOMUNIKASI, BISNIS DAN MANAJEMEN* 11, no. 1 (2024): 111, <https://doi.org/10.31602/al-kalam.v11i1.12053>.



⁴ Many literatures that mention this work culture make a difference in perspective between positive and negative ⁵

Hustle Culture influences all aspects of Gen Z's lifestyle, including the way they view their work. This phenomenon is especially important in this fast-paced modern era, where the line between personal life and work is increasingly blurred. Increasingly advanced technology allows us to stay connected to our work anytime and anywhere ⁶ As a result, the expectation that one should always be available and productive increases. However, it is important to talk about the adverse impact it has on mental and physical health. Many young people experience stress because they continue to work without giving time to relax. This can lead to anxiety, fatigue, and other mental problems. The number of young people who experience, according to research.⁷ According to research, the number of young people experiencing stress and anxiety has increased in recent years. The pressure to always achieve something in a short period of time is the main cause of this increase.⁸

In addition, people involved in work often overlook the importance of maintaining balance in life. One example is Islam, which strongly emphasizes the importance of maintaining a balance between the mundane and the spiritual. The teachings of Islam remind its people to abandon worldly affairs and take time to reflect, worship, and pay attention to the health of their bodies and souls. Talking about work culture is very relevant in today's era because it can provide a better understanding of how to live a productive life while maintaining spiritual values and personal well-being.⁹

⁴Muhammad Agung Budiarto and Casmini, "Prespektif Konselor Pada Fenomena Hustle Culture Di Kalangan Mahasiswa," *Sociocouns: Journal of Islamic Guidance and Counseling* 3, no. 2 (2023): 208–22, <https://doi.org/10.35719/sociocouns.vxix.xx>.

⁵Muhammad Agung Budiarto and Roma Ulinnuha, "Strategic Appropriation on Hustle Culture As Positive Trend," *Jurnal Mahasiswa BK An-Nur: Berbeda, Bermakna, Mulia* 9, no. 3 (2023): 102, <https://doi.org/10.31602/jmbkan.v9i3.11807>.

⁶Budiarto & Casmini, Loc. Cit.

⁷Achmad and Lubna, "Toxic Positivity Content Uploads on Instagram in Encouraging the Growth of Hustle Culture Gen Z."

⁸Helmy Syamsuri et al., "Economics and Digital Business Review Etos Kerja Dalam Al-Qur'an" 5, no. 1 (2024): 284–99.

⁹SOHARI SOHARI, "Etos Kerja Dalam Perspektif Islam," *ISLAMICONOMIC: Jurnal Ekonomi Islam* 4, no. 2 (2013), <https://doi.org/10.32678/ijej.v4i2.16>.



The purpose of this article is to study the work culture that is prevalent among Generation Z from an Islamic point of view, especially those found in hadith. Islam, as a broad religion, provides clear guidelines on how one can maintain balance in their life while working hard. The hadith of the Prophet Muhammad SAW teaches his people to always be moderate in all things, including in work and productivity. This article will analyze some relevant hadiths to provide perspective on how Islam views rest, hard work, and the importance of maintaining mental and physical health. For example, the Prophet Muhammad SAW said in a hadith, "Indeed, your body has a right to you, your eyes have a right to you, and your wife has a right to you." (HR. Bukhari). This hadith emphasizes that a Muslim should not only work, but also pay attention to his bodily rights, such as adequate rest, and the rights of others. Another hadith also emphasizes how important it is to manage time wisely and avoid worldly work ruling one's entire life. This has to do with the criticism of the workers' lifestyle, where many people are trapped in excessive work patterns without considering the spiritual aspects and life balance.

By looking at work culture from the perspective of hadith, it is hoped that the younger generation, especially Gen Z, will find ways to stay productive while maintaining mental and spiritual health. So that people can live a more balanced and meaningful life, this article will provide solutions based on Islamic teachings to face the challenges of modern lifestyles.

Methods

In this study, the author chooses to apply a research approach through literature review. Literature review is a method used to collect and disseminate information by utilizing various sources, materials, or materials that can be found in libraries. These sources include documents, books, magazines, as well as historical narratives or stories. By using this approach, authors can explore a deeper understanding of the topic being researched through the analysis and processing of available information.¹⁰

¹⁰Rhoma Iskandar and Novi Rachmawati, "Perspektif 'Hustle Culture' Dalam Menelaah Motivasi Dan Produktivitas Pekerja."



Results

The results of the hadith search regarding the title of the hustle cultur, are as follows:

Table 1. Hadits

It	Kode Final/Caption Hadits	Hadith Data
1	Productivity	Sunan Bukhari-6465
2	Jobs and responsibilities	Shahi Muslim-2599 Sahih Bukhari-5199
3	Mental and physical health	Shahi Muslim-2586

Discussion

Definition of hustle culture and its main characteristics

Hustle Culture is a culture that considers material achievement, extreme productivity, and relentless hard work as the main factors that determine success in life. An "always-on" lifestyle that never stops is due to the mindset provided by the work culture that encourages people to work too much and be very productive throughout the day. In this culture, people are expected to always be productive, achieve targets, and improve their performance, they must continue to work without stopping. However, this way of thinking can have a negative impact on mental and physical health, such as stress, fatigue, and loss of life balance. Therefore, it is important to understand that rest and leisure time are also important for maintaining health and life balance.¹¹ This culture demands that people work harder, with little to no rest. The standard of success is considered to be always "busy" and productive; Those who do not meet these standards often feel left behind or failing. This phenomenon is strongly associated with technological advances and social media, where the achievements of others are constantly publicized and create pressure to compete.

¹¹Athifah Chairunnisah and Lilawati Kurnia, "Hustle Culture in Social Media: Exploring the Imagined Success in the Modern Era," *Athena: Journal of Social, Culture and Society* 1, no. 4 (2023): 180–91, <https://doi.org/10.58905/athena.v1i4.151>.



In the perspective of thematic hadith, work culture can be seen through Islamic teachings about hard work and balance. Although Islam teaches the importance of effort, it also emphasizes that work must be balanced with other things in life, such as health, worship, and social relationships. In the hadith of the Prophet Muhammad SAW, it is taught that hard work is part of worship if done correctly. However, Islam also warns against overwork that can disregard the rights of others and oneself. "Verily your body has a right over you, your eyes have a right over you, and your family has a right over you" (HR. Bukhari). This shows that Islam values work, but does not prohibit lifestyles that disturb balance and health.¹²

Overwork is also known as overwork where people believe they have to work beyond a reasonable limit to be successful. Hard work is encouraged in Islam, but excessive work without regard for the rights of the body and others is prohibited. The Prophet Muhammad SAW showed moderation in all things, including work. "Your Lord has rights over you, your body has rights over you, and your family has rights over you," the Prophet said in a hadith while admonishing his companions who continue to fast. According to Bukhari. This shows how important it is to rest and maintain health while doing a lot of work.

In addition, labor culture also glorifies productivity, where a person's success is measured by how busy and productive they are. Production is important in Islam, but it is not the only criterion of success. Islam prioritizes intention and balance over the end result.

عَنْ أَبِي هُرَيْرَةَ رَضِيَ اللَّهُ عَنْهُ، أَنَّ رَسُولَ اللَّهِ صَلَّى اللَّهُ عَلَيْهِ وَسَلَّمَ قَالَ: "أَحَبُّ
"الْأَعْمَالِ إِلَى اللَّهِ مَا دَامَ عَلَيْهِ صَاحِبُهُ وَأَشْرَفُهَا

Meaning: From Abu Hurairah, the Prophet actually said, "The best thing is the middle one," said the Prophet Muhammad SAW in a hadith (HR. Bukhari 6465.).

¹²Syamsuri et al., "Economics and Digital Business Review Etos Kerja Dalam Al-Qur'an."



This hadith emphasizes how important moderation is in all aspects of life, including productivity. According to Islam, its people are asked to be productive and work hard while paying attention to spiritual values and mental well-being.

A passionate life often ignores the relationship between the world and faith, with an excessive focus on material achievements. It is very important for Islam to balance worldly efforts with the hereafter. The Prophet Muhammad SAW taught that every worldly effort must be accompanied by awareness of the hereafter, so that hard work should not be sacrificed so that hard work should not sacrifice worship and relationship with Allah SWT, as stated in the Qur'an,

وَابْتَغِ فِيمَا آتَاكَ اللَّهُ الدَّارَ الْآخِرَةَ ۖ وَلَا تَنْسَ نَصِيبَكَ مِنَ الدُّنْيَا

Meaning : "Look for what Allah has bestowed on you (the happiness of the hereafter), but do not forget your part in the world." (QS. Al-Qasas 28:77)

According to this teaching, it is important to prioritize the afterlife when working in this world. In the context of a working society, this teaching is relevant because it reminds us that worldly attainment alone will not bring true happiness. Working for worldly needs and preparing for the afterlife must always be balanced. Islam does not denigrate productivity or effort, but it provides a moral basis for avoiding a lifestyle that prioritizes work.

Crowd culture, a term that has gained traction in recent years, refers to a social trend in which individuals prioritize work and productivity relentlessly, often at the expense of well-being and personal relationships.¹³ This phenomenon is especially prevalent among millennials and Generation Z, who are often driven by a desire for financial success and community validation.¹⁴ The frenzied culture encourages a workaholic mindset, where individuals feel compelled to constantly

¹³ Metris, "Hustle Culture: Menceramahi Tren Perilaku Yang Mendorong Kesuksesan Tanpa Henti."

¹⁴ Anis Setiyawati and Ardi Hamzah, "Analisis Pengaruh Pad, Dau, Dak, Dan Belanja Pembangunan Terhadap Pertumbuhan Ekonomi, Kemiskinan, Dan Pengangguran: Pendekatan Analisis Jalur," *Jurnal Akuntansi Dan Keuangan Indonesia* 4, no. 2 (2007): 211–28, <https://doi.org/10.21002/jaki.2007.11>.



engage in work-related activities, often leading to burnout and psychological distress.¹⁵

The characteristics of a hustle culture include an emphasis on productivity, ambition, and the relentless pursuit of success. Many individuals in this culture adopt behaviors that prioritize work over health and personal relationships, which can result in negative mental health outcomes.¹⁶ Research has shown that the hustle and bustle culture is not only a personal choice but is also influenced by external factors such as social media, which perpetuates the ideals of success and hard work.¹⁷ Constant exposure to curated imagery of success can create unrealistic expectations and pressures to conform to these standards, further reinforcing the crowd mentality among young people.¹⁸

In addition, the culture of hustle and bustle is often romanticized in popular media, leading to the misconception that constant work equals success. This narrative can obscure the potential downsides of such a lifestyle, including increased stress and decreased job satisfaction. When individuals strive to meet these societal expectations, they may neglect their mental health and personal relationships, resulting in a cycle of overwork and dissatisfaction.¹⁹

In the context of Islamic teachings, the concept of balance in life is emphasized, where hard work is encouraged but should not be at the expense of one's health or relationships. The Prophet Muhammad (saw) advocated a balanced approach to work and life, highlighting the importance of moderation and self-care. For example, in a Hadith narrated by Abu Hurairah,

¹⁵Yuningsih et al., *The Effect of Hustle Culture on Psychological Distress with Self Compassion as Moderating Variable*, vol. 1 (Atlantis Press SARL, 2023), https://doi.org/10.2991/978-2-38476-046-6_102.

Aulia Putri Maharani, Nanang Martono, and Wiman Rizkidarajat, "The Behavior of Hustle Culture among Students in Faculty of Social and Political Science Jenderal Soedirman University," *International Journal of Multidisciplinary Sciences 2*, no. 1 (2024): 24–36, <https://doi.org/10.37329/ijms.v2i1.2796>.

¹⁷Tansholpan Ibrayem, "Impact of Social Media on Teenagers' Confidence and Tendency in Hustle Culture," *SSRN Electronic Journal*, 2023, <https://doi.org/10.2139/ssrn.4449610>.

¹⁸Rhoma Iskandar and Novi Rachmawati, "Perspektif 'Hustle Culture' Dalam Menelaah Motivasi Dan Produktivitas Pekerja."

¹⁹Achmad and Lubna, "Toxic Positivity Content Uploads on Instagram in Encouraging the Growth of Hustle Culture Gen Z."



عَنْ أَبِي هُرَيْرَةَ رَضِيَ اللَّهُ عَنْهُ، أَنَّ رَسُولَ اللَّهِ صَلَّى اللَّهُ عَلَيْهِ وَسَلَّمَ قَالَ: "إِنَّ لِحَسَبِكَ عَلَيْكَ حَقًّا، وَإِنَّ لِعَيْنِكَ عَلَيْكَ حَقًّا، وَإِنَّ لِرَوْحَتِكَ عَلَيْكَ حَقًّا."

Meaning: from Abu Hurairah (may Allah be pleased with him) that the Messenger of Allah (peace and blessings of Allaah be upon him) said: 'Indeed, your body has rights over you, your eyes have rights over you, and your wife has rights over you. (HR. Bukhaari Muslim (5199-2599)). This hadith underlines the importance of maintaining a balance between work and personal responsibility, which is contrary to the principles of a frenzied culture.²⁰

Positive and Negative Impacts of Hustle Culture on Generation Z

The Hustle Culture phenomenon is getting stronger in the digital era and the internet thanks to social media. One of the ways people are successful is to work hard. The content of the figure or influencer indirectly normalizes hard work every day for 24 hours a day. As a result, those affected feel insecure and are encouraged to follow this lifestyle. When we see successful and busy people, we tend to compare ourselves to them. Slogans such as "work hard, play hard" or "grind until you succeed" have become the hallmarks of the job industry. This will ultimately encourage people who see it to follow the lifestyle of workers.²¹ Crowd culture, characterized by an intense focus on work and productivity, has emerged as a significant phenomenon impacting Generation Z. This culture promotes the idea that constant work and self-improvement are essential for success, often leading to both positive and negative consequences for individuals in this demographic.

On the plus side, a culture of hustle and bustle can foster a strong work ethic and entrepreneurial spirit among Generation Z. It encourages individuals to pursue their passions and develop valuable skills in the modern job market. For example, the urge to engage in side hustles or entrepreneurial ventures can lead to

²⁰ SOHARI, "Etos Kerja Dalam Perspektif Islam."

²¹ Khalida Salsabila Aziz and Abdhy Aulia Adnans, "The Effect of Hustle Culture on Job Satisfaction Among Startup Workers in Indonesia," *Psikologia: Jurnal Pemikiran Dan Penelitian Psikologi* 18, no. 2 (2023): 140–47, <https://doi.org/10.32734/psikologia.v18i2.12086>.



increased creativity and innovation, as individuals seek to differentiate themselves in a competitive landscape.²² Additionally, the flexibility and accessibility of technology allows Generation Z to explore diverse opportunities, allowing them to balance multiple projects and interests simultaneously. This adaptability can improve their employability and prepare them for a rapidly changing workforce.²³

However, the negative impact of the hustle and bustle culture is just as significant. The pressure to constantly perform can lead to psychological distress, burnout, and a decline in overall well-being. Studies show that the relentless pursuit of productivity can disrupt work-life balance, resulting in increased stress and mental health issues among young workers.²⁴ The phenomenon of workaholism, which is often associated with a culture of frenzy, has been linked to negative outcomes such as reduced happiness, strained social relationships, and adverse health effects. In addition, the glorification of frenzied culture on social media can give rise to unrealistic expectations, leading to feelings of inadequacy and envy among peers.²⁵

In the context of Islamic teachings, the balance between work and personal life is emphasized. The hadith encourages moderation and warns against excessive attachment to worldly pursuits, which is in line with the need of Generation Z to find balance in their busy lives. The Prophet Muhammad PBUH advised not to work too hard and emphasized the importance of rest and family, which can be a guiding principle for navigating the pressure of hustle and bustle.²⁶

While a frenetic culture can inspire Generation Z to strive for success and innovation, it also poses a significant risk to their mental health and overall quality of life. Acknowledging and addressing these dual impacts is critical to encouraging

²²Budiarjo and Ulinnuha, "Strategic Appropriation on Hustle Culture As Positive Trend."

²³Joseph B. Mosca and Janeth F. Merkle, "Strategic Onboarding: Tailoring Gen Z Transition for Workplace Success," *Journal of Business Diversity* 24, no. 1 (2024): 1–13, <https://doi.org/10.33423/jbd.v24i1.6852>.

²⁴Maharani, Martono, and Rizkidarajat, "The Behavior of Hustle Culture among Students in Faculty of Social and Political Science Jenderal Soedirman University."

²⁵Athifah Chairunnisah and Lilawati Kurnia, "Hustle Culture in Social Media: Exploring the Imagined Success in the Modern Era."

²⁶Thea Tselepis, "Making Work or Making It Work : Generation Z Redefines the Hustle Culture," n.d., 0–1.



a healthier approach to work and productivity among young individuals. By integrating the wisdom of Islamic teachings, Generation Z can cultivate a balanced lifestyle that respects ambition and well-being.

How hustle culture affects Generation Z compared to previous generations.

Generation Z has access to the internet, which sets them apart from other generations. They tend to be more expressive when using social media and are actively involved in sharing their feelings, experiences, and knowledge²⁷ Generation Z has been significantly affected by the culture of hard work, which is often at odds with previous generations. Millennials and older generations are embracing the idea that non-stop work and side hustles are the way to success, but Gen Z is increasingly rejecting this idea. Mental health and work-life balance are more important to many Gen Z than the conventional hard-working mentality. They are more vocal about their needs and limitations, and they often use social media to express their experiences and feelings regarding work. This generational change shows a desire for healthier work methods where professional achievement is balanced with personal well-being.²⁸

In the context of this thematic hadith, it is important to remember that Islam teaches humans to maintain balance in their lives. The Prophet Muhammad SAW said,

عَنْ أَبِي هُرَيْرَةَ رَضِيَ اللَّهُ عَنْهُ أَنَّ رَسُولَ اللَّهِ صَلَّى اللَّهُ عَلَيْهِ وَسَلَّمَ قَالَ: "إِنَّ لَجَسَدِكَ عَلَيْكَ حَقًّا"

Meaning : From Abu Hurairah r.a. that the Prophet SAW said: "Indeed, your body has a right to you, and your eyes have a right to you". (Saheeh Muslim 2559).

This hadith emphasizes how important it is to maintain mental and physical health. Generation Z is more aware of mental health and applies healthy boundaries in their work lives. This shows their efforts to achieve a better balance between

²⁷(Achmad & Lubna, 2023).

²⁸Adam Burgess, Henry Yeomans, and Laura Fenton, "'More Options...less Time' in the 'Hustle Culture' of 'Generation Sensible': Individualization and Drinking Decline among Twenty-First Century Young Adults," *British Journal of Sociology* 73, no. 4 (2022): 903–18, <https://doi.org/10.1111/1468-4446.12964>.



their personal and work lives, in line with Islamic teachings on the importance of taking care of themselves.

Although Generation Z spends a lot of time on the internet, they do not fully utilize the platform to improve their skills, which creates skill differences between them and other generations, such as Generation X. Although Generation Z has extensive access to the internet and resources, they may not have the right strategies to develop the skills they need. The hadith of the Prophet Muhammad SAW which emphasizes the importance of knowledge and learning is very important in this context. For example, he said, "Studying is mandatory for every Muslim." This shows that everyone should seek knowledge and skills. As a result, Generation Z must use the internet as a tool to learn and develop in order for them to compete with Generation Z.²⁹ Generation Z often has to work more than other generations because they lack technical skills. As a result, Generation Z often comes home from their jobs late at night.

In addition, the increase in hustle culture trends in companies is associated with the life outside the office of employees. Generation Z, who generate jobs at Jobs is part of the lifestyle, sacrificing leisure, energy, and mental health to sustain their careers. They are highly competitive, which encourages them to immediately rise to the top of their careers for greater rewards. This is clearly related to the high consumerism pattern that their generation has, so it has become normal to encourage a further culture of labor. A work culture that is no longer in accordance with the conventional 9-5 working hours is called work culture³⁰ this work method requires workers to continue working outside of working hours. As part of a good corporate image, this culture has high expectations for the performance of its employees; its employees are always outstanding and productive. This work culture leads to no separation between personal and work life, impacting the mental health of employees. The most common impact that appears as a result of this culture is mental fatigue due to work or stress

²⁹Mosca and Merkle, "Strategic Onboarding: Tailoring Gen Z Transition for Workplace Success."

³⁰Yuningsih et al., *The Effect of Hustle Culture on Psychological Distress with Self Compassion as Moderating Variable*.



A survey conducted by Indeed.com shows that Generation Z has the highest level of fatigue (78%), followed by Generation X, baby boomers, millennials, and Generation Z, each with higher levels of stress and workload than other generations. In addition, surveys show that Generation Z feels unmotivated to work because they are asked to perform tasks that are not listed in their job descriptions. Additionally, they believe that their work affects their mental health and interferes with their personal interests, preventing them from spending time with friends and family. Generation Z is known for the stress and fatigue they have experienced at work in recent years³¹ Several things can lead to this, such as pressure to achieve goals, heavy workloads, and lack of free time.

1. "Generation Z feels asked to perform tasks that are not listed in their job description, so their motivation to work decreases" and
2. "Generation Z has the highest level of burnout, at 78%, due to greater stress and workload than other generations" are some examples of sentences that can be used to explain the results of this survey.
3. "Gen Z's work has a negative impact on their mental health, as well as hindering their self-interest and preventing them from spending time that they should be spending with friends and family."

Generation Z has become very famous for its hard-working culture, which refers to a lifestyle in which people work hard to achieve success. This phenomenon has a significant impact, both positive and negative, and is different from previous generations. Differences in Work Methods Gen Z is more likely to take on side jobs, which are jobs related to personal interests or creativity, such as creating content on social media or freelancing. This allows for expression and flexibility. Previous Generations concentrate more on permanent jobs that involve long hours in the office They often sacrifice their rest time to overtime to achieve their professional goals. Gen Z faces greater pressure from social media, which promotes a luxurious and successful lifestyle. This encourages them to work harder to achieve

³¹Burgess, Yeomans, and Fenton, "‘More Options...less Time’ in the ‘Hustle Culture’ of ‘Generation Sensible’: Individualization and Drinking Decline among Twenty-First Century Young Adults."



standards, sometimes neglecting their mental health. Previous Generations They see work in a more conventional way because they are not directly exposed to social media promoting instant success. This is despite the fact that they are also experiencing economic pressure.³²

Conclusion

Hustle culture is a social culture that emphasizes the importance of hard work, ambition, and achievement, often at the expense of personal time and health. In this kind of environment, people are motivated to keep trying and developing new ideas. They believe that success can only be achieved through great dedication. Overwork, high ambition, sacrificing time for oneself and those closest to oneself, and digital connectedness that allows people to promote their achievements widely are the main characteristics of a labor culture. Generation Z sees the impact of diverse job industries. Generation Z, who grew up in the digital age, is often more open to new opportunities and has good adaptation skills, which allows them to take advantage of the positive impulses of this culture, such as increasing independence and entrepreneurial awareness. They try new things and pursue unconventional careers. On the other hand, labor culture also has a significant negative effect. Stress, anxiety, and other mental health issues can be caused by the pressure to always be productive.

Additionally, spending time on social and personal relationships can lead to dissatisfaction in personal life and the risk of becoming exhausted, which can reduce creativity and productivity. If we look at the influence of the labor industry on Generation Z and the previous generation, we can see that the experience of Generation Z is different. They grew up in a highly connected digital environment, where social media plays a huge role in shaping their identities and the way they work. This is in contrast to previous generations who may have been more attached to traditional jobs because they did not have enough access to technology. Although Gen Z they are more aware of the importance of work-life balance, they are still

³²Aziz and Abdhy Aulia Adnans, "The Effect of Hustle Culture on Job Satisfaction Among Startup Workers in Indonesia."



affected by the pressure to achieve high success, which is often a hallmark of work culture. Overall, work culture presents challenges and opportunities for Generation Z. While work culture can encourage achievement and innovation, it is important for individuals and society to find ways to manage these pressures, create an environment that supports well-being, and encourage achievement without sacrificing health and personal relationships. This way, Generation Z can learn to balance their ambitions with the need to maintain mental health.



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