THE IMPACT OF MENTAL HEALTH ON WORK PRODUCTIVITY IN THE WORKPLACE

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Keywords:	**ABSTRACT**
employee, mental health, work productivity	Human resources are one of the important factors in achieving company goals. Companies need to do human resource management well, need to pay attention to the condition of each employee so that human resources can continue to work with high work productivity in the workplace. The purpose of this study was to determine the impact of mental health on work productivity in the workplace of employees. The research method used is quantitative method. The results showed that mental health has a positive effect on work productivity in the workplace. Mental health is the main concern of the company in addition to physical health. As for some aspects of mental health that affect work productivity include concentration and focus, high stress levels, motivation and work enthusiasm, task completion effectiveness, attendance and absenteeism, and work relationships.

INTRODUCTION

To achieve maximum company work results, every company must strive to meet its goals by utilizing the resources it has while ensuring long-term corporate sustainability ((SSGI), 2021). One of the key success factors of a company in achieving its vision and mission is the quality of good human resources (Rani et al., 2017). Human resources (HR) are the most important assets for companies because HR is the main driver of company activities, both as operators, maintainers, producers, and designers of every system in the company (Aula et al., 2022). Improving the quality of human resources needs to be done so that companies become more competitive and able to respond to external challenges for the existence and sustainability of the company (Supriadi, 2020).

Both formal and non-formal company environments pay great attention to good company management to realize work productivity in the company (Asmawiyah et al., 2020). Productivity can simply be interpreted as an increase in quantity and quality. Labor productivity is a barometer of how far workers are used effectively in a production process to achieve the expected output (Ukkas & Latif, 2017). The effect of productivity will affect both parties, namely employees and companies, if productivity is high, it will benefit the company and employees (Parengkuan et al., 2020). An employee can be said to be productive if the employee is able to produce output in accordance with the standards set by the company (Laksmiari, 2019). One important factor that affects work productivity is mental health. Mental health or mental health is an important aspect in realizing overall health. Mental health

is also important to pay attention to as well as physical health (Ayuningtyas & Rayhani, 2018). The definition of mental health according to WHO (2013) is a condition of *well-being* where individuals can realize their own abilities, can cope with normal life pressures, can work productively, and are able to contribute to their communities (Ali et al., 2021).

Basic Health Research (Riskesdas) in 2013 which shows the prevalence of mental emotional disorders with symptoms of depression and anxiety by 6% for ages 15 years and over or around 16 million people. The prevalence of severe mental disorders, such as schizophrenia, was 1.7% per mile. This means that 1-2 people out of 1000 people in Indonesia experience severe mental disorders. Therefore, mental health disorders cannot be underestimated, because the number of cases is currently still quite alarming (Radiani, 2019). With such circumstances, it will certainly affect work productivity in the workplace.

Previous research conducted by (Rafifah et al., 2022) stated that there is an influence of *workplace well-being* and mental health on employee performance. According to (Setyani & Sipayung, 2023) stated that work-life balance and employee mental health have a significant influence on job performance and satisfaction. Employees who have a work-life balance tend to have better levels of mental health, which in turn can affect job performance and job satisfaction. Company policies that support work-life balance and employee mental health can improve job performance and job satisfaction.

The novelty of this study is to quantitatively examine the effect of mental health on work productivity in the workplace. Related to that, there are several elements that become test indicators related to mental health, namely concentration and focus, high stress levels, motivation and work activity, effectiveness of task completion, attendance and attendance, and work relationships.

The importance of mental health which in addition to having an impact on oneself will also have an impact on the company an individual works for. Thus, this study aims to determine the impact of mental health on work productivity in the workplace.

RESEARCH METHODS

This study used detriptive methods and quantitative approaches. According to (Sujarweni et al., 2014) quantitative research is a type of research that produces findings that can be achieved (obtained) using statistical procedures or other means of quantification (measurement). Descriptive research in this study is intended to create an objective picture or picture of a situation using numbers, starting from data collection, data interpretation and display and results (Arikunto, 2010).

The population used in this study was 50 respondents. The sample in this study was employees met by researchers at the research location, namely PT. X as many as 50 respondents. The sampling technique used in this study is a *non-probability sampling* technique, more precisely using a saturated sampling technique. According to Sugiyono in (Candra & Kusmaningtyas, 2020) saturated sampling is a sampling technique with all members of the population used as samples.

The data sources used in this study were primary and secondary. Primary data were obtained by questionnaire. A questionnaire is a list of written questions addressed to respondents. Respondents' answers to all questions in the questionnaire are then recorded or recorded (Widi et al., 2011). Secondary data is obtained through documentation methods,

namely data sources in the form of sources from images or videos, works, and written things that can provide information (Nilamsari, 2014).

RESULTS AND DISCUSSION
Descriptive Test
    Descriptive tests are used to summarize and describe data statistically. It includes methods such as mean, median, mode, standard deviation, and frequency distribution to provide a comprehensive picture of the properties of the data (Nasution, 2017).

Table 1. Descriptive Test

	N	Minimum	Maximum	Mean	Std. Deviation
Mental Health	50	22.00	30.00	27.1200	2.52045
Work Productivity	50	14.00	20.00	17.6600	2.01636
Valid N (listwise)	50				

    In table 1, it is known that mental health with a minimum value of 22.00 and a maximum value of 30.00, in addition to a mean value of 27.12000 with a standard deviation value of 2.52045. While the work productivity variable obtained a minimum value of 14.00 with a maximum value of 20,000 with a mean value of 17.6600 and a standard deviation value of 2.01636.

Validity Test
    The Validity Test measures the extent to which a measuring instrument measures what it is supposed to measure. It evaluates the extent to which an instrument or test kit actually measures the construct in question (Novikasari, 2016).

Table 2. Validity Test

		Mental Health	Work Productivity	Total
Mental Health	Pearson Correlation	1	.623[**]	.923[**]
	Sig. (2-tailed)		<,001	<,001
	N	50	50	50
Work Productivity	Pearson Correlation	.623[**]	1	.876[**]
	Sig. (2-tailed)	<,001		<,001
	N	50	50	50

Total	Pearson Correlation	.923**	.876**	1
	Sig. (2-tailed)	<,001	<,001	
	N	50	50	50

From the data listed in Table 2, it can be seen that each instrument shows a Pearson correlation value that exceeds r Table = 0.230 (N=50). Additionally, the Significance (2-tailed) value for all correlation items is .000, which is below 0.05. Based on these two findings, it can be concluded that all elements in the statement indicate validity. Therefore, the questionnaire can be considered valid and ready for use in research.

Reliability Test

Reliability Test evaluates the consistency or reliability of a measuring instrument. It measures how consistent measurement results from the same instrument are if repeated on the same subject (Darma, 2021).

Table 3. Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.756	2

In the reliability test listed in Table 2, a Cronbach Alpha value of 0.756 was obtained. This value exceeds the 0.600 mark, which indicates that the questionnaire shows high consistency and trustworthiness. Therefore, this questionnaire can be considered for use in future research.

Regression Test

Regression tests are used to determine the cause-and-effect relationship between one or more independent variables (causes) and dependent variables (results). This test allows us to understand and model the relationship between these variables (Darma, 2021).

Table 4. Regression Test

Type		Unstandardized Coefficients B	Coefficients Std. Error	Standardized Coefficient Beta	t	Sig.
1	(Constant)	4.152	2.461		1.687	.098
	Mental Health	.498	.090	.623	5.512	<,001

The results showed that the significance value of 0.001 < 0.05 which means mental health has a positive and significant effect on work productivity. Based on table 4, the regression equation can be described as follows:

$Y = \alpha + \beta X + e$

$Y = (4.152) + 0.498X + e$

From the linear regression equation above, it can be explained as follows:

1. The value of constant (a) in this study is 4.152, which is a positive value. The presence of this positive sign indicates a unidirectional relationship between the independent variable and the dependent variable. In other words, if there is no change in the independent variable, namely Mental Health (X), which means the value is 0 percent, then work productivity will remain at 4,152.
2. The regression coefficient for the mental health variable (X) was 0.498. This value indicates a positive relationship between mental health and work productivity. In other words, if there is a 1% increase in mental health variables, there will be a 0.498% increase in work productivity, provided that the other variables do not change.

Coefficient of Determination Test

The Coefficient of Determination test measures how well the variability of the dependent variable can be explained by the independent variable in a regression model. The coefficient of determination provides information about how well the regression model predicts the value of the dependent variable based on the independent variable that has been entered (Darma, 2021).

Table 5. Coefficient of Determination Test

Model Summary				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.623a	.388	.375	1.59425

Table 5 indicates that the coefficient of determination (R Square) shows a value of 0.388, which is equivalent to 38.8%, indicating that the impact of mental health has an influence of 38.8% on work productivity. Meanwhile, as many as 61.2% of other factors that affect work productivity were not explained in this study.

The results showed that mental health has an impact on work productivity in the workplace. Poor mental health can have a negative impact on work productivity in the workplace. Employees experiencing stress, burnout, or other mental health issues may not be able to focus on their work well. This can result in poor performance, increase absenteeism rates, and may even lead to conflicts with co-workers. Therefore, it is important for companies to pay attention to the mental well-being of employees, for example by providing mental health programs, offering appropriate support and resources, and promoting a mentally healthy work environment. By paying attention to the mental health of employees, companies can improve productivity and overall work performance.

The results of this study are in accordance with the results of previous research by (Audina & Nusadewiarti, 2023)vv showing that 1) Mental Health has a positive and significant

effect on the work productivity of PT employees. Pawnshop Tasikmalaya Area with a magnitude of influence of 31.92%. 2) Work Skills have a positive and significant effect on the work productivity of PT. Pegadaian Tasikmalaya Area with a magnitude of influence of 36.72%. 3) Mental Health and Work Skills have a positive and significant effect on the work productivity of PT. Pegadaian Tasikmalaya Area with a magnitude of influence of 52.27%. It is expected that employees of PT. Pegadaian Area Tasikmalaya to continue to improve Mental Health and Work Skills so that it will further increase Employee Work Productivity.

Another study by (Rafifah et al., 2022) shows that there is a positive and significant relationship between work well-being and mental health on employee performance at PT Mega Hotel Lestari as evidenced by a significance value of 0.000 and in the hypothesis of the variable t test X1 has a Sig value of 0.031 and for X2 has a Sig value of 0.000 which means there is an influence of work welfare and mental health on employee performance. A similar study by (Bubonya et al., 2017) found that absenteeism rates were about five percent higher among workers who reported having poor mental health. In addition, employment conditions were associated with attendance and absenteeism even after accounting for workers' self-reported mental health status. Relative working conditions are more important in understanding the decline in productivity in the workplace if workers have good mental health rather than bad ones. The effects of job complexity and stress on absenteeism did not depend on workers' mental health, while job security and control moderated the effects of mental illness on days of absence. Good mental health has a significant impact on productivity and performance in the workplace. Some aspects of mental health that affect work productivity include:

1. Concentration and Focus
   Poor mental health, such as high stress, anxiety, or depression, can interfere with a person's ability to concentrate on work, resulting in a lack of focus that has an impact on productivity (Puspita, 2019).
2. High Stress Levels
   Sustained stress can reduce efficiency and productivity because it can interfere with thinking, reduce creativity, and affect one's decision-making ability (Sara et al., 2023).
3. Motivation and Morale
   Employees with good mental health tend to be more motivated and have high morale. Conversely, individuals with mental health problems may experience decreased motivation that can hinder productivity (Loudoe et al., 2023).
4. Task Completion Effectiveness
   Good mental health helps a person to plan, organize, and complete tasks more efficiently. Conversely, mental disorders can hinder a person's ability to complete tasks (Susanto, 2018).
5. Attendance and Attendance
   Mental health disorders are often a factor that affects work absenteeism. Employees may be absent more often or late because they need time to recover their mental health (Savitri & Gunawan, 2023).

Good mental health is an essential element for optimal productivity in the workplace. Companies that pay attention to employees' mental well-being and create a mentally supportive work environment tend to have higher levels of productivity.

CONCLUSION

Based on the results of the study, it can be concluded that mental health has a positive effect on work productivity in the workplace. Mental health is the company's main concern besides physical health. There are several aspects of mental health that affect work productivity including concentration and focus, high stress levels, motivation and work activity, effective task completion, attendance and absenteeism, and work relationships. So the need for good human resource management. The higher the attention to employee health, the higher the work productivity.

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