



INTERNATIONAL GRADUATE COLLOQUIUM

i-SPEAK 2025

SPORTS AND PHYSICAL EXERCISE ASSEMBLY OF KNOWLEDGE SHARING

COLLOQUIUM PROCEEDINGS

**EXTENDED
ABSTRACT**

The Relationship Between Mental Health on Job Performance Among Employee EPF

Muhammad Amaza Raniza¹ & Siti Aida Lamat^{1*}

¹Faculty of Sports Science and Recreation, Universiti Teknologi MARA, Negeri Sembilan Branch, Seremban Campus, Negeri Sembilan, MALAYSIA

*Corresponding author: sitiaida@uitm.edu.my

Keywords: Mental health, Job performance, Anxiety, Depression, Stress, Workplace productivity, Employee well-being, Organizational performance, Occupational stress

I. INTRODUCTION

This study investigates the relationship between mental health and job performance among Employees Provident Fund (EPF) employees. It identifies key mental health factors, evaluates employee satisfaction, and examines the significant relationship between mental health and job performance [1]. Additionally, it analyses gender-based differences related to mental health and job performance. The findings will provide insights for EPF in developing targeted strategies to enhance employee well-being and organisational productivity through effective mental health interventions [2].

II. METHODS

A quantitative with non-experimental design was employed using structured questionnaires distributed via Google Forms to 397 EPF employees selected through stratified random sampling. The questionnaire assessed mental health indicators (anxiety, depression, stress), job performance, and employee satisfaction. This approach ensured department and job-level representation. Data were analysed using statistical techniques to determine relationships and differences, providing a clear basis for understanding mental health relationships with job performance at EPF [3].

III. RESULTS AND DISCUSSION

A. Mental Health

Descriptive statistics revealed generally low levels of psychological distress among employees. Mean scores indicated that anxiety ($M = 2.09$, $SD = 1.01$) was the most reported symptom, followed by depression ($M = 1.43$, $SD = 0.72$) and stress ($M = 1.11$, $SD = 0.37$). Despite anxiety being comparatively higher, all mental health indicators remained within a low range, suggesting overall psychological well-being in the workplace [4]. Although anxiety was comparatively more reported, all indicators remained within the low range, reflecting a stable mental health status overall. The presence of even moderate anxiety may warrant preventive strategies to mitigate its potential escalation, as sustained mental strain could impair performance over time [5].

B. Task Performance

Descriptive statistics indicated that task performance was the highest among job performance dimensions ($M = 4.33$, $SD = 0.47$), reflecting strong employee proficiency in core responsibilities. Contextual performance was moderate ($M = 3.08$, $SD = 0.95$), suggesting reasonable involvement in supportive, extra-role behaviors. Counterproductive work behavior ($M = 1.73$, $SD = 0.86$) was reported at a low level, indicating minimal occurrence of negative workplace conduct [5]. The results highlight the importance of maintaining a psychologically supportive environment that enhances core performance while minimizing negative workplace behaviors.

TABLE I
DESCRIPTIVE STATISTICS MENTAL HEALTH

	N	Means	Standard deviation (SD)
Anxiety	398	2.09	1.01
Depression	398	1.43	0.72
Stress	398	1.11	0.37

TABLE II
DESCRIPTIVE STATISTICS JOB PERFORMANCE

	N	Means	SD	Interpretation
Task performance	398	4.33	0.47	High
Contextual Performance	398	3.08	0.95	Moderate
Counterproductive work behavior	398	1.73	0.86	Low

IV. CONCLUSIONS

This study underscores the critical influence of mental health, specifically anxiety, depression, and stress on job performance among EPF employees. Findings suggest that poor mental well-being negatively affects task efficiency, collaboration, and organizational outcomes. Addressing these issues through targeted mental health interventions is essential for fostering a productive and resilient workforce. By prioritizing employee psychological well-being, organizations like EPF can enhance both individual performance and service

delivery, ensuring long-term operational success and employee satisfaction.

ACKNOWLEDGEMENTS

The researchers express gratitude to Miss Siti Aida Lamat for her consistent academic advice and assistance during this study. Universiti Teknologi MARA (UiTM) Seremban Campus, for their continuous support and academic guidance throughout this research. Special appreciation is extended to the Employees Provident Fund (EPF) and all participating staff members who took part in the study. Their time, cooperation, and valuable responses during the data collection process made this research possible.

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