



INTERNATIONAL GRADUATE COLLOQUIUM

i-SPEAK 2025

SPORTS AND PHYSICAL EXERCISE ASSEMBLY OF KNOWLEDGE SHARING

COLLOQUIUM PROCEEDINGS

**EXTENDED
ABSTRACT**

Effects of Work Stress on Mental Health Among Employees at KBS Putrajaya

Muhamad Danial Haqim Rosli¹, Aida Roha Abdul Rasid¹, Muhammad Asraf Zulzali¹, & Radzliyana Radzuwan^{1*}
¹Faculty of Sports Science and Recreation, Universiti Teknologi MARA, Negeri Sembilan Branch, Seremban Campus, Negeri Sembilan, MALAYSIA

*Corresponding author: radzliyana@uitm.edu.my

Keywords: Work stress, Mental health, Gender differences, Government employees, KBS Putrajaya

I. INTRODUCTION

Work-related stress has become a critical factor influencing employee mental health, particularly in high-demand government sectors. This study examines the relationship between work stress and mental health among employees at KBS Putrajaya, aiming to assess stress levels, mental health conditions, and gender-based differences. The findings offer valuable insights for organizational interventions to support employee well-being [1][2][3].

II. METHODS

A total of 241 employees from KBS Putrajaya were selected via simple random sampling. Work stress was measured using the GWSS-9, and mental health using the DASS-21. Descriptive statistics identified stress and mental health levels. Linear regression examined the effect of work stress on mental health. Independent t-tests were used to assess gender differences in work stress [2][4].

III. RESULTS AND DISCUSSION

A. Work Stress

Suicide cognition ranked highest ($M = 2.38$, 40.8%), followed by hopelessness ($M = 2.30$, 38.5%), and job satisfaction ($M = 2.37$, 20.7%). These findings suggest suicide cognition is the most prominent concern. The instrument showed strong internal consistency ($\alpha = 0.864$), supporting the reliability of the psychological constructs assessed in the study.

TABLE I
DESCRIPTIVE STATISTIC OF WORK STRESS

Variable	Mean	Percentage	Rank
Suicide Cognition	2.38	40.8%	1
Job Satisfaction	2.37	20.7%	2
Hopelessness	2.30	38.5%	3

B. Mental Health

Depression scored highest ($M = 1.76$, 34%), followed by anxiety and stress ($M = 1.70$, 33% each), indicating a slightly higher prevalence of depressive symptoms. The internal reliability of the scale was excellent ($\alpha = 0.881$), confirming consistent measurement across emotional distress variables among participants.

TABLE II
DESCRIPTIVE STATISTIC OF MENTAL HEALTH

Variable	Mean	Percentage	Rank
Depression	1.75	34%	1
Stress	1.70	33%	2
Anxiety	1.70	33%	3

C. Effects of Work Stress and Mental Health

The regression analysis revealed a statistically significant model ($p < 0.001$), with work stress and mental health explaining 76.5% of the variance in suicide cognition ($R = 0.874$, $R^2 = 0.765$). This strong predictive power underscores the substantial influence of occupational and psychological factors on employees' suicide-related thoughts at KBS Putrajaya.

TABLE III
LINEAR REGRESSION BETWEEN WORK STRESS AND MENTAL HEALTH

Model	R	R ²	p
1	0.874	0.765	<0.001

D. Age Differences

Independent t-test results showed a significant gender difference in work stress among KBS Putrajaya employees ($df = 259$, $p < 0.001$). Female employees reported significantly higher work stress ($M = 2.46$, $SD = 0.887$) than males ($M = 2.04$, $SD = 0.961$), indicating that gender plays a meaningful role in perceived occupational stress.

TABLE IV
INDEPENDENT T-TEST ANALYSIS GENDER DIFFERENCE ON WORK STRESS

Variable	Group	N	Mean (SD)	df	p
Work Stress	Male	68	2.04 (.961)	259	<0.001
	Female	193	2.46 (.887)		

IV. CONCLUSIONS

The findings of this study highlight the significant relationship between work-related stress and mental health among employees at KBS Putrajaya. Elevated stress levels, as measured by the GWSS-9, were associated with higher

indicators of depression, anxiety, and stress as identified through the DASS-21. These results are consistent with previous research indicating that workplace stress is a critical predictor of poor psychological outcomes, particularly in high-demand public sector environments [1][3]. Moreover, gender differences in stress levels underscore the need for targeted interventions that consider the unique pressures experienced by male and female employees [4][5]. The use of validated instruments such as the DASS-21 ensures reliable assessment of mental health conditions across gender groups [2]. These findings support the development of organizational policies and mental health programs aimed at reducing work stress and promoting employee well-being within government sectors.

ACKNOWLEDGEMENTS

The authors would like to express their sincere gratitude to Universiti Teknologi MARA (UiTM) Seremban Campus and KBS Putrajaya for their generous support and cooperation throughout the course of this study. Special appreciation is also extended to the author's supervisor, Dr. Radzliyana Binti Radzuwan, for her invaluable guidance, constructive feedback, and continuous encouragement that greatly contributed to the completion of this research.

REFERENCES

- [1] Manaf, M. R. A., Shaharuddin, M. A.-A., Nawi, A. M., Tauhid, N. M., Othman, H., Rahman, M. R. A., ... Ganasegeran, K. (2021). Perceived symptoms of depression, anxiety and stress amongst staff in a Malaysian public university: A worker's survey. *International Journal of Environmental Research and Public Health*, 18(22), 11874. <https://doi.org/10.3390/ijerph182211874>.
- [2] Lu, S., Wang, Y., & Baker, D. (2018). Measurement invariance of the Depression Anxiety Stress Scales-21 across gender in Chinese university students. *Frontiers in Psychology*, 9, 2064. <https://doi.org/10.3389/fpsyg.2018.02064>.
- [3] Mahudin, N. D. M., & Zaabar, N. I. A. (2021). Workload, burnout, emotional states, and job performance of government employees: An exploratory investigation from the third wave of COVID-19. *Human Factors and Ergonomics Journal*, 6(2), 34–48.
- [4] Qiu, L., Li, X., Li, X., He, L., Ouyang, Y., Luo, B., & Xiao, S. (2021). Job dissatisfaction mediated the associations between work stress and mental health problems: A population-based study in China. *Journal of Affective Disorders*, 286, 60–66.
- [5] Butterworth, P., Rodgers, B., & Windsor, T. D. (2005). The impact of employee level and work stress on mental health and GP service use: An analysis of a sample of Australian government employees. *BMC Public Health*, 4, Article 41. <https://doi.org/10.1186/1471-2458-4-41>.