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# THE EFFECT OF MENTAL HEALTH ON JOB PERFORMANCE

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***ABSTRACT--****Mental health is becoming more common nowadays due to the needs of life. As universities in Malaysia are advancing towards becoming world-class research universities, academicians are now faced with more pressures, making them more exposed to mental health problem. The purpose of this study is to examine the effect of mental health towards job performance. A total of 177 respondents, which are academician staff from Faculty of Technology Management and Business (FPTP), Faculty of Technical and Vocational Education (FPTV) and Centre for Language Studies (PPB) at University Tun Hussein Onn Malaysia (UTHM), Parit Raja have participated in this study. Depression Anxiety Stress Scale (DASS) is used in this study to obtain the level, relationship as well as effect of mental health towards job performance. The collected data was analysed using Statistical Package for Social Science (SPSS) version 22. This study reveals that the level of mental health among academician staffs at FPTP, FPTV and PPB is low while the level of job performance among academician staffs at FPTP, FPTV and PPB is high. In addition, the study also finds a significant negative relationship between mental health, depression, anxiety and stress and job performance. Moreover, this study also indicates that there is an effect between mental health and job performance. As per suggestion, recommendation is also provided for university and academician staffs as well as to the future researcher where mental health concerns.*

***Keywords--****mental health; job performance; academician; public university; depression*

## I. INTRODUCTION

The demand of high standard quality services has increased with the on-going globalization worldwide. The socio- economic environment has become more competitive and demanding in terms of results and performance. These requirements expose workers to occupational health vulnerabilities such as stress and burnout. Living in this modern era, working has become a common thing in people's life. In order to be the first world country, Malaysia needs to ensure that mental health problems and the level of job performance among workers or employees are under control and in an acceptable condition. The transformation required to transform Malaysia into a developed country is a far cry if Malaysia still has workers with low job performance and mental health problems. Dr Farrah-Hani Imran, the pioneer of National Rhythmic Gymnast as well as Consultant Plastic Surgeon and Lecturer at Universiti Kebangsaan Malaysia (UKM) is aware that there is a lack of mental health awareness in Malaysia and no one prefers to talk about it because of the stigma that still surrounds the subject.

Ngalagou, Manga, Ebolo, Ayina, Tanga, Guessogo, Ndongo, Temfemo, & Mandengue (2018) define qualified mental health as "a disease of modern societies" and a challenge to both research and practice.

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According to the World Health Organization, WHO (2014) mental health is defined as a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community. Mental health such as burnout or stress can low the job performance. Burnout, work related stress, and job performance are now the recognized features of the current modern ways of life. With globalization and rapid changes in the nature of work, the economy, social, political and ecological changes around the world, there is a pressing need to reassess the concept of work, burnout and stress on the workforce (Henny, Anita, Hayati, & Rampal, 2014).

Furthermore, burnout syndrome also can be classified as mental health problem. Burnout syndrome (BOS) has been defined as the experience of long-term exhaustion and diminished interest, usually in the work context. It comes across as the result of a period of expending too much effort at work while having too little recovery. BOS may affect workers of any kind, however, high stress jobs can lead to more BOS than lower stress jobs (Elshaer, Moustafa, Aiad, & Ramadan, 2017). Some path models indicate that poor work control and heavy on-call duty are directly associated with job dissatisfaction and short sleeping time and indirectly associated with burnout and poor mental health (Nadinloyi, Sadeghi, & Hajloo, 2013).

Work stress includes stress experienced in the working environment related to patient care, job demands, staff issues, lack of support and overtime (Khamisa, Peltzer, Ilic, & Oldenburg, 2017). Khamisa et al. (2017) mention that these stressors have been known to affect burnout, job satisfaction and health outcomes through a pattern of physiological, emotional, behavioural and cognitive processes. Majority of research focusing on work stress places less emphasis on the role of personal stress, which is especially important in developing contexts characterized by poor economic conditions and high unemployment rates, whereby personal stress spills over into the workplace.

On the other hand, job performance is the effect of employess having the mental health problem. According to Munisamy (2013) the success of an organization always depends on the participation and job performance of their employees. They are the one who are responsible in achieving the vision and goals of the organization. Employee's positive characteristic and feelings towards the work they perform lead to job satisfaction.

The same concept applies to the research area, which is UTHM, where academicians are the important resource of their organization and the solution to the growing needs of education. They obviously play the major roles and contribute to the success of assisting the students in developing meaningful educational goals that are consistent with personal interests, values and abilities. When they have mental health problem, it would definitely affect them as well as the organization.

In this study, there are three dimensions of mental health, which are stress, anxiety and depression. While in job performance, the two areas affected are task performance and contextual performance. Mental health acts as independent variable while job performance acts as dependent variable in this study.

### *1.1 Background of Study*

Literally, Universiti Tun Hussein Onn Malaysia (UTHM) aspires to lead in market oriented academic programmes which are student-focused through experiential learning. The campus is located in Batu Pahat, the southern part of Peninsular Malaysia. The University's history began on 16 September 1993 with the formation of Pusat Latihan Staf Politeknik (PLSP), which trained experts in various fields of engineering.

On 12 April 1996, PLSP was upgraded and known as Institute Teknologi Tun Hussein Onn (ITTHO). Subsequently, through its scientific and technological contributions, ITTHO obtained university status and became Kolej Universiti Teknologi Tun Hussein Onn (KUiTTHO) on 27 September 2000. On 1 February 2007, KUiTTHO was renamed and became Universiti Tun Hussein Onn Malaysia (UTHM). The University is committed in its quality management services as proven by the MS ISO 9001:2008 certification awarded by SIRIM.

Universiti Tun Hussein Onn Malaysia consist of 8 faculties which are Faculty of Civil and Environmental Engineering (FKAAS), Faculty of Electrical and Electronic Engineering (FKEE), Faculty of Mechanical and Manufacturing Engineering (FKMP), Faculty of Technical and Vocational Education (FPTV), Faculty of Technology Management and Business (FPTP), Faculty of Applied Sciences and Technology (FSTPI), Faculty of Computer Science and Information Technology (FSKTM) and lastly, Faculty of Engineering Technology (FTK). However, this study only focusses on two faculties, which are FPTP and FPTV. Besides, UTHM also consists of 15 centres but this study is only focusing on the Centre for Language Studies (PPB).

Faculty of Technology Management & Business (FPTP) was established on 20th June 2001 and fully operationalized on the 1st January 2002. FPTP is committed to become an excellent faculty in leading technology management initiatives, with an aim to produce technology managers who are creative, innovative and competent as well as able to apply, explore and lead technology management initiatives.

The faculty is led by a Dean, three Deputy Deans and assisted by five Heads of Department which are the Department of Management and Technology, Department of Production & Operation Management, Department of Construction Management, Department of Real Estate Management and Department of Business Management.

Faculty of Technical and Vocational Education is led by a Dean, three Deputy Deans and assisted by four Heads of Department with academic and non- academic staff who are experienced, progressive, and full of vision and enthusiasm. FPTV consists of four departments, namely, the Department of Professional Education, Department of Teaching and Industrial Training, Department of Engineering Education and Department of Vocational Education.

Centre for Language Studies (CLS) or so-called PPB was founded in 4 February 2016 when the PPB became a single entity. PPB is led by a Dean and assisted by a Deputy Dean and three Heads of Department. It consists of three departments. They are the Department of English Language and Linguistics, Department of International Languages and Department of Malay Language and Translation.

PPB has been given the important mandate to contribute to the teaching and learning of languages at faculty, university and community levels. These include offering language courses (English language, International languages, Malay language, language trainings, language services and consultations, contributions to language field and research through teaching language, linguistics and communication), research, writing and seminar organizations at national and international levels. Besides, several services are available under CLS Writing Unit. These services include proofreading, editing and translating. Currently, the center offers seven English language courses, nine International language courses and one Malay language course. These courses are offered for Diploma and First degree undergraduates. CLS has two language labs and two multimedia labs that

are equipped with sophisticated equipment. The center also offers consultations to professionals and non-professionals at public and private sectors to improve their language and communication skills.

Recently, occupational health professionals, work psychologists, and human resource professionals are paying more attention to the work of employees who are not absent but do suffer from health problems (Charkhabi, Alimohammadi, & Charkhabi, 2014). Mental health is a growing concern in the field of occupational health globally due to its social, health, and economic implications on the individual and the community at large. Singh & Singh (2018) indicate that majority of the burnout or mental health studies exist in the context of psychosocial professions of physicians, nurses and teachers. As our country, Malaysia, is advancing towards becoming the highly income economy country by 2020 or first world and developed country, workers are now faced with more pressures, making them more vulnerable toburnout (Henny et al., 2014).

Furthermore, people are usually more worried about their outcome of their work that can even affect the way they treat other people and how they communicate with their peers and customers. For example, people with a higher percentage of occupational stress may not be satisfied with their job and therefore they will not feel happy working and they may leave a negative impact to the organization itself. Therefore, it is very important for employers and employees to realize the stress and the stressor that cause all the negative effects (Nadinloyi et al., 2013).

Besides, mental health problems affect functional and working capacity in numerous ways and it is depending on the age of onset of a mental health disorder, an individual's working capacity may be significantly reduced. Here is the statistics of Malaysian with mental health from 1996 to 2015. The number of sample is 17779 of Malaysian adults.

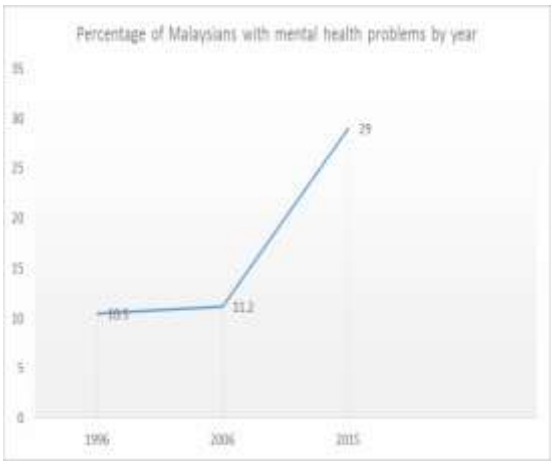


**Figure 1:** Percentage of Malaysians with mental health problem by year Source: (Relate Malaysia, 2016)

The graph shows a percentage increasing from 10.5% to 11.2% within ten years, which is from year 1996 to 2006. The mental health problem then arises from 11.2% to 29% within the next 10 years which is from 2006 to 2015. From the graph, the trend analysis expects more potential for the percentage to rise in the coming year if we do not take any action on this issue.

News Straits Times (2016) through the article "Work Stress and Mental Health" written by Tan Sri Lee Lam Thye suggests that low job performance occurs because of work-related stress which can happen when demands

and pressures that do not match employees' knowledge, abilities and coping skills. Poor work design, work organisation and management can contribute to psychosocial risks to employees that can lead to negative outcomes such as work-related stress, burnout and depression. Excessive workloads, lack of role clarity or conflicting roles, job insecurity, poorly managed organisation, lack of support from higher management and ineffective communication can lead to work-related stress as well.

On the other hand, mental health is found to be one of the factors suicides occur in Malaysia. University of Malaya Medical Centre (UMMC) consultant psychiatrist, Dr. Muhamad Muhsin Ahmad Zahari states that statistics shows 12% of Malaysians, aged between 18 and 60, suffer mental health problems and this is one of the leading factors contributing to committing of suicide (Basir, 2016). While Sinniah, Maniam, Tian, & Subramaniam (2014) indicate that almost one million people die from suicide annually, and the average annual suicide rate is 16 per 100,000 globally. By the year 2020, WHO estimates that approximately 1.53 million people or nearly 3% of all world deaths would be due to suicide, and 10–20 times more people would attempt suicide worldwide. This represents on average one death every 20 seconds and one attempt every 1-2 seconds.

According to a scientific paper published by Universiti Kebangsaan Malaysia (UKM) entitled "Half a Century of Suicide Studies - a Plea for New Directions in Research and Prevention", Prof. Dr Thambu Maniam from the Department of Psychiatry, Faculty of Medicine, UKM suggests some statistics in relation to percentages of suicidal completers as opposed to suicide ideation and the link to ethnicity (Malaysian Digest, 2015).

In order to be competitive in a rapidly changing economic and work environment, increasing the job performance of the employees and consequently the performance of the companies has become more crucial. Therefore it is necessary to analyse the issues that are related to job performance (Yozgat, Yurtkoru, & Bilginoğlu, 2013).

The objective of this study are to measure the level of mental health and job performance of the academician of 3 faculties in Universiti Tun Hussein Onn Malaysia, and to determine the relationship between mental health and job performance. In addition, this study is also intend to identify the effect of mental health on job performance of the academician.

## II. LITERATURE REVIEW

### *2.0 Mental health*

Mental health is a growing concern in the field of occupational health globally due to its social, health, and economic implications on the individual and the community at large (Henny et al., 2014) Besides, Henny et al., (2014) also states that mental sometimes can lead to work stress or burnout. Burnout is more than just feeling blue and stressed; it is a chronic state of being out of energy and constantly overwhelmed and exhausted, lacking the enthusiasm and passion for the job that was previously present and reduced motivation, self-worth and professional efficacy

Usually people are more worried about their work outcome that can even affect the way they treat other people and how they communicate with their peers and customers. For example, people with a higher percentage of occupational stress may not be satisfied with their job and therefore they will not feel happy working in the organization. They may feel frustrated or "burned out" when they are having problems with peers or customer.

This may leave a negative impact to the organization itself. Therefore, it is very important for employers and employees to realize the stress and the stressor that cause all the negative effects (Nadinloyi et al., 2013).

### *2.0.1 Components of Mental Health*

Mental health in this research is stress, anxiety and depression. For academician, stress, anxiety and depression reduce the quality of life and the overall mental and physical wellbeing of teachers (Kaur.S, 2011). It also leads to unpleasant emotions as depression and anxiety which impair the teacher's ability to function at work or cope with daily life (Mehta.A, 2015). Excessive pressure from educational institutions, students and parents, community attitude, work overload, students' poor behaviour and role conflict make teachers always confused and this predispose to anxiety (Skaalvik.EM, Skaalvik.S, 2010).

Negative mood states such as stress, anxiety and depression emerge in this context, leading to neurochemical alterations that increase neural-hormonal sympathetic activity and inflammatory and immunological responses (Freedland, Carney, & Rich, 2011; Margis, Picon, Cosner, & Silveira, 2003). Besides, stress, anxiety and depression influence morbidity and mortality, increase the prevalence of a worse prognosis, promote the progression of the disease's functional class (FC), increase length of hospitalization, and also interfere in patient treatment adherence and quality of life (Polikandrioti et al., 2015; Suzuki et al., 2014). Stress, anxiety and depression consist of negative mood states (Davey et al., 2016).

#### *2.0.1.1 Stress*

According to (Hong, Liu, Chen, & Hong, 2018), stress has been defined in multiple ways from various perspectives. Conceptually, personal stress includes stress experienced in the home environment including ongoing health problems of loved ones, relationship problems as well as financial problems whereas work stress includes stress experienced in the work environment related to job demands, staff issues, lack of support and overtime (Khamisa et al., 2017). Besides, Trivellas, Reklitis, & Platis (2013) indicate that interpersonal work relations may cause high stress levels, when employees are subject to team pressure and express opinions not embraced by the work group. Also, individuals' opportunity to influence decisions or to be involved in decision making is considered as another stressor. Prolonged work stress negatively affects physical and mental health outcomes among worker (Khamisa et al., 2017). Therefore, it is very important for employers and employees to realize the stress and the stressor that cause all the negative effects (Nadinloyi et al., 2013).

#### *2.0.1.2 Anxiety*

Anxiety is defined as a normal manifestation of social life, and can be persistent or repetitive (Amorim et al., 2018). Anxiety refers to a relation of impotence, a conflict characterized by neurophysiological processes between the person and the threatening environment. It is triggered when an individual faced with a given situation or event is not able to respond to the demands of the environment and feels a threat to his/her existence or essential values. While Norr, Allan, Reger, & Schmidt (2018) state that anxiety sensitivity (AS) is fear of the negative physical, cognitive, and/or social consequences of anxiety, and it represents one promising modifiable suicide risk factor.

Amorim et al., (2018) also reveal that anxiety comprises of emotional and physiological factors. With regards to the emotional state, individuals can manifest feelings such as fear, insecurity, apprehensive anticipation, catastrophic thinking, and a heightened state of alert. From a physiological perspective, anxiety is characterized by the activation of the hypothalamic-pituitary-adrenal axis.

#### *2.0.1.3 Depression*

Helén (2011) defines depressive disorder as increasingly specific neurophysiological mechanisms and features during the past two decades. At the same time, depression has grown into an epidemic proportion and become a major public health problem. The scope of depression has extended so vastly that today a large variety of common human responses to disappointment, loss, failure or despair at home, at work or even at play are seen, diagnosed and treated as depressive disorders. On the other hand, depression is nowadays considered the most common mental disorder in countries all over the world. The emergence of depression as a major public health problem has occurred in parallel with changes in the psychiatric institution and psychological care, and with a metamorphosis in the understanding of mental illness and psychic problems.

### *2.2 Job Performance*

Job performance has been defined as the overall expected value from employees' behaviors carried out over the course of a set period of time (Motowidlo, Borman, & Schmidt, 1997). Job performance is not only influenced by person-specific variables such as general mental abilities, but also by characteristics of the situation in which the performance occurs. Research on situational antecedents of job performance addresses workplace factors that enhance as well as potentially hinder performance, and includes research on leadership and reward systems (Podsakoff et aI, 2006). Job performance is considered as an important parameter in the working life, in such a way which in the last pent etic, new innovative ways of calculation and consideration have invented (Becton, 2012) even for new registered professionals (Unruh and Nooney, 2011).

Befort and Hattrup (2003) indicate that the essence of job performance relies on the demands of the job, the goals and the mission of the organization and the beliefs of the organization about which behavior are mostly valued. Carmeli (2003) emphasized that employees with a high level of intelligence can manage their emotions in terms of retaining a positive mental state which can lead to improved job performance. Heavy workload and job stress are also related to lower job performance and satisfaction. According to Rashid et al., (2016), job performance is divided into two distinct main points which are task performance and contextual performance. Task performance is an action that contributes to performing a job to generate expected and precise outcome while contextual performance is the effectiveness of the workers in performing their job which is supported by their personal behaviour, social and physiological ambience of the workplace.

#### *2.2.1 Task performance*

According to Rashid et al. (2016) task performance consists of job-specific behaviors including core job responsibilities, for which the primary antecedents are likely to be ability and experience. Task performance has a stronger association with cognitive ability variables. Griffin, Neal, & Neale (2000) mention that the key elements of task performance include maintaining situation awareness, executing control actions, performing

communication tasks and operating facilities. To conclude, when employees use technical skills and knowledge to accomplish a task, they are engaging in task performance. Therefore, frontline employees need to adapt themselves in structured situations as their actions determine whether a customer becomes a brand evangelist or detractor.

### *2.2.2 Contextual Performance*

According to Rashid et al. (2016), contextual performance consists of non- job-specific behaviors such as cooperating with co-workers and showing dedication, for which the primary antecedents are likely to be volition and personality. It is indeed a good trait for frontline employees as they are dealing with the current situation, as what happens now. Rashid et al. (2016) also indicate that contextual performance would contribute uniquely to overall performance. The research also suggests that workers paid more attention to interpersonal facilitation whereas supervisors paid more attention to task performance when making overall performance ratings.

## III. METHODOLOGY

The design for this research is based on quantitative approach in the data collections. It is to collect quantitative data among respondents. This research is a quantitative research which uses questionnaire as the research instruments in order to identify the effect of mental health towards job performance. The questionnaires are distributed among the academician staff working at Universiti Tun Hussein Onn Malaysia (UTHM), Parit Raja in Faculty of Technology Management and Business (FPTP), Faculty of Technical and Vocational Education (FPTV), and Centre for Language Studies (PPB). In this research, mental health is the independent variable while job performance is the dependent variable. A total amount of 201 respondents are involved to complete the survey.

The population of this research is the academician staff from UTHM, Parit Raja who are working in Faculty of Technology Management and Business (FPTP), Faculty of Technical and Vocational Education (FPTV), and Centre for Language Studies (PPB). Stratified random sampling is used in this study. The population is 201 but the sample or number of respondents answering the questionnaire is 173 among the academician staff. Table 3.1 shows the number of respondents of each faculty and centre that have been selected to involve in this research. Lastly, the sampling technique used to collect data is random sampling.

**Table 3.1:** The Number of Respondents

| Faculty | Population | Sample | Number of Respondents |
|---|---|---|---|
| FPTP | 80 | 66 | 78 |
| FPTV | 72 | 63 | 54 |
| PPB | 49 | 44 | 45 |
| Total | 201 | 173 | 177 |

Questionnaire is the main tool of this research. The questionnaire in section B is adapted from Depression, Anxiety and Stress Scale (DASS) while section C is adopted from Munisamy (2013). Questionnaire also is the primary data in this research while secondary data in this research is that obtained from sources such as books, the

Internet sources and journals. In this research, the layout structure of the questionnaire consists of three sections which are section A, B and C.

In section A of the questionnaire, participants are required to provide their demographic information which consists of six items. The demographic information involved are gender, age, race, working at which faculty, tenure of service and highest qualification. Section A consists of closed-ended questions.

While for section B, the questionnaire is adapted from Depression, Anxiety and Stress Scale 42 (DASS). DASS is used to measure the level of mental health of academician staff in FPTP, FPTV, and PPB at UTHM. The mental health level is measured by using three dimensions which are depression, anxiety and stress. Each dimension consists of fourteen items and a total of 42 items are included in this section.

While In section C, the questionnaire is adopted from Munisamy (2013). This section has 20 items.

Furthermore, six point likert scales are used in both section which are 1= "strongly disagree"; 2= "disagree"; 3= "slightly disagree"; 4= "slightly agree"; 5= "agree"; and 6= "strongly agree". Respondents are required to select their degree of agreement for each item in section B and C by using this scale.

# IV. DATA ANALYSIS

A computer programme called Statistical Package for social Sciences (SPSS) is used in this research.

### *3.5.1 Descriptive Statistics*

The DASS score in Section B and Job performance in Section C among respondents is analyzed through descriptive statistical analysis.

Firstly, the independent variables which are stress, anxiety and depression are calculated by using

| Mean Score Ratio = (Highest Score- Lower Score)/ (Number of levels) |
|---|

frequency, percentage and mean. The formula of calculation mean is as follows.

The highest scale of each item is 6 in the questionnaire while the lowest scale in the questionnaire is 1. Sien (2017) has divided it into three levels which are low, moderate and high. So, the calculation is as follows:

Mean Score Ratio = (Highest Score- Lower Score)/ (Number of levels)

= (6-1)/3

=1.67

**Table 3.3:** Level of Mental Health on Mean.

| **Ratio** | **Level** |
|---|---|
| 1.00 – 2.66 | Low |
| 2.67 – 4.33 | Moderate |
| 4.34 – 6.00 | High |

**Source:** JAKIM (2016)

On the other hand, the dependent variable, which is job performance in Section C, is also calculated by using frequency, percentage and mean.

The highest scale of each item is 6 in the questionnaire while the lowest scale in the questionnaire is 1. Sien (2017) hasdivided the level into three levels which are low, moderate and high. So the calculation is as follows:

Mean Score Ratio= (Highest Score-Lower Score)/ (Number of levels)

= (6-1)/3

=1.67

**Table 3.4:** Mean for Level of Job Performance

| Ratio | Level |
|---|---|
| 1.00 – 2.66 | Low |
| 2.67 – 4.33 | Moderate |
| 4.34 – 6.00 | High |

**Source:** JAKIM (2016)

**Table 3.5:** The Analysis Method

| No. | Objectives | Analysis |
|---|---|---|
| 1 | To measure the level of mental health and job performance. | Frequency, Percentage and Mean |
| 2 | To determine the relationship between mental health and job performance. | Spearman Correlation |
| 3 | To identify the effect of mental health towards job performance. | Linear Regression |

The analysis method in this study for measuring the level of mental health and job performance (objective 1) is by frequency, percentage and mean. Ratios are used to determine the level of independent variable and dependent variable. In determining the relationship between mental health and job performance, Spearman correlation is used since the normality test that has been done is not normal. Lastly, to identify the effect of mental health towards job performance, linear regressions are used.

# V. DATA ANALYSIS

### *4.0 Respondent Profile Analysis*

A total number of 201 questionnaires have been distributed to all the lecturers in Faculty Technology Management and Business (FPTP), Faculty of Technical and Vocational Education (FPTV) and Centre for Language Studies (PPB). However, only 177 academicians staff responded to the questionnaire. The respondent's demographic information is obtained in Part A of the questionnaire, which are gender, age, ethnicity, faculty, tenure of service and highest qualification.

**Table 4.1**: Demographic Information

| Demographic Information (n = 177) | Frequency (f) | Percentage (%) |
|---|---|---|
| **Gender** | | |
| Male | 55 | 31.1 |
| Female | 122 | 68.9 |
| **Age** | | |
| 25 – 30 years old | 9 | 5.1 |
| 31-35 years old | 41 | 23.2 |
| 36-40years old | 44 | 24.9 |
| 41-45years old | 48 | 27.1 |
| 46-50 years old | 23 | 13.0 |
| 51 years old and above | 12 | 6.8 |
| **Ethnicity** | | |
| Malay | 169 | 95.5 |
| Chinese | 7 | 4.0 |
| Indian | 1 | 0.6 |
| **Faculty** | | |
| FPTP | 78 | 44.1 |
| FPTV | 54 | 30.5 |
| PPB | 45 | 25.4 |
| **Tenure of service** | | |
| Below 1 years | 7 | 4.0 |
| 1-10 years | 89 | 50.3 |
| 11-20 years | 72 | 40.7 |
| 21-30 years | 5 | 2.8 |
| 31 years and Above | 4 | 2.3 |
| **Highest Qualification** | | |
| Bachelors | 16 | 9.0 |
| Masters | 35 | 19.8 |
| PhD | 126 | 71.2 |
| **Total** | **177** | **100.0** |

For gender, there are 55 male respondents out of 177 which occupy 31.1% of the respondents while there are 122 female respondents involved which the percentage is 68.9%. This indicates that most of the academician staff in three faculties is female.

Next, all of the respondents are categorized into seven age groups. The table shows that 9 respondents (5.1%)aged between 25 to 30 years old. Then, there are 41 respondents (23.2%) aged between

31 to 35 years old and 44 respondents (24.9%) aged between 36 to 40 years old. For respondents aged 41 to 45 years old, there are 48 of them where the percentage is 27.1% while for 46 to 50 years old, there are 23 respondents (13.0). Lastly, the frequency for 51 years old and above group is 12 and the percentage is 6.8%. Therefore, the findings show that the largest group of respondents (27.1%) falls in the range of 41 to 45 years old.

Besides, the table below reveals that the majority of respondents are Malay which comprises of 169 respondents (95.5%) and then it is followed by Chinese (4.0%). There are only 0.6% of Indian respondents. The result indicates that the majority of the academician staff in UTHM in three faculties is Malay.

Furthermore, the table also tabulated the faculty that academician staff in UTHM works. A total number of 78 respondents (44.1%) are working in Faculty of Technology Management and Business (FPTP) while 54 respondents (30.5%) are working in Faculty of Technical and Vocational Education (FPTV). Lastly, 25.4% of respondents are from the Centre for Language Studies (PPB) which is 45 people. Thus, majority of the academician staff in UTHM is from FPTP. In addition, the respondents who serve in UTHM below one year is seven respondents (4.0%) and for one to ten years is 89 respondents (50.3%). Next, the staff academician who has been working for 11- 20 years is 72 people (40.7%) and 2.8% of the respondents served 21 to 30 years are five people. Lastly, the academician staffs who have been working for 31 years and above are 4 people (2.3%). Therefore, majority of the academician staff in UTHM have served their service within one to ten years.

Lastly, a total of 16 respondents (9.0%) in UTHM are qualified bachelors. Besides, 35 respondents (19.8%) have Masters while there are 126 respondents which is 71.2%. have PhD hence, majority academician staff in UTHM are qualified in PhD.

### *4.1 Descriptive Analysis*

#### *4.1.1 Mental health*

**Table 4.2**: Level of Mental Health

| Item | Mean | Std. Dev |
|---|---|---|
| Mental Health | 2.09 | .87579 |

Table 4.2 shows the mean and standard deviation of mental health. This study shows that the item has low level which is in average 1.00 to 2.66. However, the standard deviation shows that the value is more than 1 which is good.

#### *4.1.2 Job Performance*

**Table 4.3**: Level of Job Performance

| Item | Mean | Std. Dev |
|---|---|---|
| DV | 5.04 | .64686 |

Table 4.3 shows the mean and standard deviation of job performance. This study shows that the entire item is high which is in average of 4.34 to 6.00. However, the standard deviations show that the value is near to 1 which is good.

### *4.2 Correlation Analysis*

Correlation is used to determine the relationship between mental health (independent variable) and job performance (dependent variable). In this study, the researcher uses bivariate correlation and Spearman correlation coefficient since the normality is abnormal. The correlation coefficient is a statistical measure that calculates the strength of the relationship between the relative movements of the two variables. While, bivariate correlation is used to estimate the degree of relationship between the variables. The correlation is done based on the hypothesis that has been made. Table below shows the rule of thumb for interpreting the size of a correlation coefficient that obtained from Hinkle, Wiersma, & Jurs (2003).

**Table 4.4**: Rule of Thumb for Interpreting the Size of a Correlation Coefficient

| Size of correlation | Interpretation |
|---|---|
| .90 to 1.00 (-.90 to-1.00) | Very high positive (negative) correlation |
| .70 to .90 (-.70 to -.90) | High positive (negative) correlation |
| .50 to .70 (-.50 to -.70) | Moderate positive (negative) correlation |
| .30 to .50 (-.30 to.50) | Low positive (negative) correlation |
| .00 to .30 (-.00 to -.30) | Little if any correlation |

Source: Hinkle, Wiersma, & Jurs (2003)

*H_1: There is a* significance *relationship between mental health and job performance*

**Table 4.5**: Correlation between Mental Health and Job Performance

| | | | Mental Health | Job Performance |
|---|---|---|---|---|
| Spearman's rho | Mental Health | Correlation Coefficient | 1.000 | -.547** |
| | | Sig. (2-tailed) | . | .000 |
| | | N | 177 | 177 |
| | Job Performance | Correlation Coefficient | -.547** | 1.000 |
| | | Sig. (2-tailed) | .000 | . |
| | | N | 177 | 177 |

**. Correlation is significant at the 0.01 level (2-tailed).

Based on the table, there is a moderate negative correlation between mental health and job performance which the value is -0.547 while the sig (2-tailed) value is .000 which means there is a statistically significant correlation between mental health and job performance. The Spearman Correlation Coefficient indicates that there is a significant negative relationship between mental health and job performance ($r = -0.547$, $p<0.05$). Thus, Hypothesis 1 is supported because the significant value of the study is less than 0.05.

*H_2:There is a significance relationship between stress and job performance*

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**Table 4.6**: Correlation between Stress and Job Performance

| | | | Stress | Job Performance |
|---|---|---|---|---|
| Spearman's rho | Stress | Correlation Coefficient | 1.000 | -.581** |
| | | Sig. (2-tailed) | . | .000 |
| | | N | 177 | 177 |
| | Job Perfor mance | Correlation Coefficient | -.581** | 1.000 |
| | | Sig. (2-tailed) | .000 | . |
| | | N | 177 | 177 |

**. Correlation is significant at the 0.01 level (2-tailed).

According to the table, there is a moderate negative correlation between stress and job performance which the value is -0.581 while the sig (2-tailed) value is .000 which means there is a statistically significant correlation between stress and job performance. The Spearman Correlation Coefficient indicates that there is a significant negative relationship between stress and job performance ($r = -0.581$, $p<0.05$). Thus, Hypothesis 2 is supported because the significant value of the study is less than 0.05.

*H_3: There is a significance relationship between anxiety and job performance*

**Table 4.7**: Correlation between Anxiety and Job Performance

| | | | Anxiety | Job Performance |
|---|---|---|---|---|
| Spearman's rho | Anxiety | Correlation Coefficient | 1.000 | -.575** |
| | | Sig. (2-tailed) | . | .000 |
| | | N | 177 | 177 |
| | Job Perfor mance | Correlation Coefficient | -.575** | 1.000 |
| | | Sig. (2-tailed) | .000 | . |
| | | N | 177 | 177 |

**. Correlation is significant at the 0.01 level (2-tailed).

According to the table 4.7, the findings also show that there is a moderate negative correlation between anxiety and job performance which the value is -0.575 while the sig (2-tailed) value is .000 which means there is a statistically significant correlation between anxiety and job performance. The Spearman Correlation Coefficient indicates that there is a significant negative relationship between anxiety and job performance ($r = -0.575$, $p<0.05$). Thus, Hypothesis 3 is supported because the significant value of the study is less than 0.05.

*H_4: There is a significance relationship between depression and job performance*

**Table 4.8**: Correlation between Depression and Job Performance

| | | | Depression | Job Performance |
|---|---|---|---|---|
| Spearman's rho | Depression | Correlation Coefficient | 1.000 | -.424** |
| | | Sig. (2-tailed) | . | .000 |
| | | N | 177 | 177 |
| | Job Performance | Correlation Coefficient | -.424** | 1.000 |
| | | Sig. (2-tailed) | .000 | . |
| | | N | 177 | 177 |

**. Correlation is significant at the 0.01 level (2-tailed).

According to table 4.8, there is a low negative correlation between depression and job performance where the value is -0.424 while the sig (2-tailed) value is .000 which means there is a statistically significant correlation between depression and job performance. The Spearman Correlation Coefficient indicates that there are significant negative relationship between depression and job performance (r =-0.424, p<0.05). Thus, Hypothesis 4 is supported because the significant value of the study is less than 0.05.

### *4.4 Simple Linear Regression Analysis*

**Table 4.9**: Simple Linear Regression between independent and dependent variables

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 5.634 | .110 | | 51.054 | .000 |
| | IV_D | -.289 | .050 | -.402 | -5.812 | .000 |
| | IV_ALL | -.349 | .049 | -.472 | -7.086 | .000 |
| | IV_S | -.353 | .048 | -.488 | -7.401 | .000 |
| | IV_A | -.358 | .048 | -.494 | -7.515 | .000 |

Table 4.9 shows the simple linear regression between independent and dependent variables in which the independent variables are mental health, depression, anxiety and stress while dependent variable is job performance. It is revealed that depression has significant negative effects (β = -0.402, p<0.05). It is also revealed that mental health has significant negative effects (β = -0.472, p<0.05), stress has significant negative effects (β=-0.488, p<0.05) and anxiety has significant negative effects (β = -0.494, p<0.05).

## VI. DISCUSSION AND CONCLUSION

### *5.0 The Level of Mental Health and Job Performance*

The first objective of this study is to identify the level of mental health and job performance among academician staff in FPTP, FPTV and PPB at UTHM. Descriptive analysis is used to measure the level of

mental health and job performance. The findings of the study reveal that academician staff in UTHM have low level of mental health with the average mean score of 2.0940 and standard deviation 0.13066 ($\mu$=2.0940, $\sigma$=0.13066).

To make it clearer, the low level of mental health means that all of the academician staff is in a good condition and no health problem. Next, the job performance among academician staff in FPTP, FPTV and PPB is high which the average mean score is 5.047735 and standard deviation is 0.10465 ($\mu$=5.047735, $\sigma$=0.10465)

### *5.1 The Relationship between Mental Health and Job Performance*

The second objective of this study is to determine the relationship between mental health and job performance among academician staff in UTHM in FPTP, FPTV and PPB. Correlation analysis is used to determine the relationship between mental health and job performance. The findings of this research reveal that all four dimensions are associated with job performance. All of the hypotheses are significant negative relationship ($p =<0.05$) and it is supported.

The findings of current study are consistent with studies done by Nadinloyi et. al. (2013), which indicates that job performance, is strongly related to burnout, self-esteem, depression and anxiety. The studies also indicate that there is a relatively weak but significant negative correlation between anxiety and job performance. Besides, Ngalagou et. al. (2018) finds that 86% victims of mental health are strongly linked to occupational stress. A research by Singh & Singh (2018) indicates that depression and anxiety mediate the relationship between job performances.

### *5.2 The Effect of Mental Health towards Job Performance*

The third objective of this study is to identify the effect of mental health towards job performance and linear regression is used to identify these objectives. Based on the findings, mental health has significant negative effects ($\beta$ = -0.472, $p<0.05$) and 22.3% variance of job performance is determined by the mental health. Next, stress has significant negative effects ($\beta$ =-0.488, $p<0.05$) and the variance of 23.8% of job performance is determined by the stress. In addition, anxiety has significant negative effects ($\beta$ = -0.494, $p<0.05$) and there is 24.4% variance of job performance and it is determined anxiety. Lastly, the findings reveal that depression has significant negative effects ($\beta$ = - 0.402, $p<0.05$) and 16.2% of the variance of job performance is determined by depression.

The findings of current study show that anxiety is the most affected to the job performance as it has the highest variance among mental health, stress and depression. However, the result is not consistent with previous studies as Khamisa et. al., (2017) find that stress has been negatively affecting work roles which results in employees experiencing high mental health. Besides, Yozgat et. al. (2013) indicate that stress is a major problem both for the employees and for the organizations.

### *5.3 Limitation of the Study*

First of all, the limitation of the study is that all the respondents of the research are selected from a particular faculty and only only academician staff. The results may differ from other staff which is non- academician and from other faculties in UTHM. Hence, the study of this research is limited in term of its scope.Furthermore, the

matter of honesty is important as well in this study. The respondents should answer the questionnaire honestly in order to let the researcher come out with a solid result. This is the area that researcher could not control but should be noted. Therefore, to achieve a better result, respondent's honesty to answer the questionnaire is a crucial factor too.

The findings of this study show that mental health which are depression, anxiety and stress do correlate with job performance among academician staff in

Universiti Tun Hussein Onn Malaysia can conduct a research with the same topic among other respondents such as non-academician staff or even academician staff again but in other faculties in order to obtain the results. Furthermore, the university also can find out other factors such as environment, attitudes when working, working style, motivation, and relationship with colleagues that can influence the staff's job performance.

Although the findings reveal that most of the students have a low level of mental health, there are few of them whose level is severe. Academician staff are able to know their mental health level through this study. Therefore, the staff who find that they are having severity of mental health problem may have a chance to seek help from a counseling center or solution to reduce it. So the staffs will not involve themselves in negative activity in order to resolve the problem such suicidal behavior, drug or alcohol abuse as well as it can prevent negative impact to the organization.

As limitations exist in this study, there are a few recommendations for future researcher. First, the current study is only focusing on academician staff in Faculty Technology Management and Business (FPTP), Faculty of Technical and Vocational Education (FPTV) and Centre for Language Studies (PPB) at UTHM. Thus, the findings of the study are unable to represent the whole staff in UTHM. The researcher suggests that the targeted population for future studies can be broaden so that the result is applicable in a wider term, such as conducting the study among staffs from other faculty or other academician in another local universities. Therefore, future research will have a better understanding about the relationship between mental health towards job performance. A large sample size could yield a more reliable result and can be generalized to the Malaysia populations which can benefit the targeted populations.

In addition, the current research is only focusing on the relationship between depression, anxiety and stress and job performance. It is not necessary that only these three of mental health levels are able to contribute or influence the job performance. There are other factors that also contribute to it. Hence, it can let future researcher to have more understanding about its relationship.

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