



Mental Health Awareness and its Influence on Work Productivity Among Vocational Training Graduates

(A Case of BLK Komunitas Al Hikmah Pandeglang Indonesia)

Eka Rahma^{1*}, Reza Fajarsyah²

¹ Kementerian Ketenagakerjaan Republik Indonesia, Jakarta, Indonesia

² Dokter Umum, Serang, Indonesia

*Corresponding Author: erahma94@gmail.com¹

Abstract: Mental health awareness has gained increasing global attention due to its significant impact on workplace productivity. However, research on the role of mental health awareness in vocational training graduates remains limited, particularly in Indonesia. This study investigates the relationship between mental health awareness and work productivity among graduates of BLK Komunitas Al Hikmah Pandeglang. Using a quantitative research design, data were collected through a survey questionnaire distributed to 112 respondents. Statistical analysis, including t-tests and correlation analysis, was conducted using JAMOVI software. The results indicate a strong positive correlation ($r = 0.873$, $p < 0.001$) between mental health awareness and work productivity, suggesting that higher awareness contributes to improved performance. However, t-test analysis found no significant differences in mental health awareness between male and female graduates ($p = 0.604$). These findings highlight the importance of integrating mental health education into vocational training programs to enhance graduates' productivity. Despite these insights, limitations such as self-reported data and the inability to establish causation suggest the need for further longitudinal and experimental research. Strengthening mental health policies within vocational education and workplaces remains crucial for fostering a resilient workforce.

Keywords: Mental Health Awareness, Work Productivity, Vocational Training

1. INTRODUCTION

In recent years, the importance of mental health awareness has gained significant attention globally, particularly within the context of the workplace (de Oliveira et al., 2023; Kelloway et al., 2023; LaMontagne et al., 2014). Mental health issues, such as stress and anxiety, have become increasingly prevalent, affecting not only personal well-being but also overall productivity (Chopra, 2009; Evans et al., 2018; Garcia-Williams et al., 2014; Hyun et al., 2007; Mousavi et al., 2018). The influence of mental health on work productivity is especially critical in environments that demand high levels of performance and skill, such as vocational training programs (Jensen et al., 2022). Among these, the Community Vocational Training Centers (BLK) in Indonesia play a crucial role in providing skills to individuals seeking employment (Fajarsyah, 2023; Fajarsyah & Okfernando, 2025). However, mental health awareness in these centers remains an underexplored area, despite its potential impact on the graduates' success in the workforce. This study focuses on understanding the relationship between mental health awareness and work productivity among the graduates of BLK Komunitas Al Hikmah Pandeglang, Indonesia.

The research is conducted in the context of the Community Vocational Training Center (BLK), a key institution for vocational education and training in Indonesia (Fajarsyah, 2023). While the government and private sectors have begun addressing mental health in various

public health initiatives, the specific focus on mental health awareness in vocational training institutions remains limited. BLK Komunitas Al Hikmah Pandeglang, located in the province of Banten, provides a unique setting for examining the relationship between mental health awareness and work productivity. The center serves a diverse population of vocational students who are preparing to enter the workforce. This study seeks to explore how mental health awareness influences the graduates' productivity in their careers, with a particular focus on the differences between male and female graduates.

The state of the art regarding mental health and productivity has been well-established in the general workplace context, but there is limited research that directly links mental health awareness to the productivity of vocational training graduates. A significant body of work has explored how mental health conditions, such as depression and anxiety, can negatively affect work performance (Ahmed, 2020; Brohan & Thornicroft, 2010; Bubonya et al., 2017; Goetzl et al., 2018; Huo et al., 2022; Leka & Nicholson, 2019; Pengju et al., 2018; Pfeffer & Williams, 2020; Thomas & Hersen, 2002; Trotter et al., 2009). However, studies specifically addressing mental health awareness and its impact on work productivity in the context of vocational education and training are scarce (de Oliveira et al., 2023; Huo et al., 2022). Furthermore, little research has been done on how gender might influence the relationship between mental health awareness and work productivity, especially within Indonesian vocational training programs.

There exists a notable research gap in understanding the role of mental health awareness within vocational training programs, particularly in Indonesia. While mental health awareness campaigns have been integrated into various educational and workplace environments, there is a lack of empirical evidence that focuses on how such awareness can affect the work productivity of vocational graduates. Additionally, there is limited research on how male and female graduates may differ in their perceptions of mental health and its impact on their work performance. This gap in the literature highlights the need for targeted research that addresses the specific challenges and opportunities in the vocational training context.

The primary objective of this study is to examine the relationship between mental health awareness and work productivity among the graduates of BLK Komunitas Al Hikmah Pandeglang. Additionally, the study aims to explore whether there are significant differences in mental health awareness between male and female graduates and how these differences, if any, affect their work productivity. By using statistical analysis to assess these relationships, the study aims to contribute valuable insights to the field of vocational education and training in Indonesia, with potential implications for policy and practice aimed at improving both mental health awareness and work productivity in vocational training centers.

2. METHOD

This study adopts a quantitative research design to explore the relationship between mental health awareness and work productivity among graduates of BLK Komunitas Al Hikmah Pandeglang. The study utilizes a survey questionnaire as the primary data collection method, which was administered via Google Forms. The participants in this study are graduates from the Community Vocational Training Center (BLK), and the survey was designed to gather quantitative data on their awareness of mental health issues and its potential impact on their productivity in the workplace. The data collected will be analyzed using JAMOVİ, a statistical software, to conduct t-tests and correlation analysis (The jamovi project, 2022).

The survey consists of 10 questions that measure mental health awareness and work productivity. The questions are based on a 5-point Likert scale, ranging from 1 (Strongly Disagree) to 5 (Strongly Agree), allowing respondents to express their level of agreement with statements about mental health and its influence on their work. The use of Likert scales in surveys is widely recognized for its reliability in measuring attitudes, perceptions, and behavioral intentions (Joshi et al., 2015). The first part of the questionnaire collects demographic information (such as gender), while the second part focuses on specific aspects of mental health awareness and productivity. The survey was distributed to graduates of BLK Komunitas Al Hikmah, and the responses were collected anonymously to ensure privacy. Total respondents are 112 respondents with no missing value.

For the data analysis, t-tests will be conducted to determine if there are any significant differences in mental health awareness between male and female graduates. This method will allow the researcher to assess whether gender influences the perception and understanding of mental health issues. Additionally, correlation analysis will be used to examine the relationship between mental health awareness and work productivity. A significance level of 0.05 will be applied to determine whether the results are statistically significant. By employing these statistical techniques, the study will provide a clearer picture of how mental health awareness might affect the productivity of vocational training graduates in their work environments.

Despite the rigor of the study, there are several limitations and potential biases to consider. One limitation is the self-reported nature of the survey, which may lead to social desirability bias, where respondents may provide answers, they believe are more socially acceptable rather than their true feelings. Additionally, the sample size could be limited due to the number of graduates willing to participate in the study. These factors may affect the generalizability of the findings. However, the use of a quantitative approach and the application

of appropriate statistical methods, such as t-tests and correlation analysis, will help ensure that the results remain valid and reliable, despite these limitations.

3. RESULT AND DISCUSSION

The total number of respondents is 112, consisting of 62 females (55.4%) and 50 males (44.6%). This indicates that female graduates slightly outnumber male graduates in the study sample. The cumulative percentage shows that after accounting for the male respondents, the total reaches 100%, confirming that all responses were included in the analysis (see Table.1).

Table 1. Respondent Distribution.

Gender	Counts	% of Total	Cumulative %
Female	62	55.4 %	55.4 %
Male	50	44.6 %	100.0 %

Table 2 provides descriptive statistics for mental health awareness (MH) and work productivity (WP) across gender groups. The mean score for mental health awareness is 3.76 for females and 3.85 for males, with both genders reporting a median value of 4.00, indicating a generally positive awareness of mental health issues. The standard deviation (SD) for MH suggests slight variability, with female respondents showing a higher SD (0.941) than males (0.871), indicating more variation in responses among females. Regarding work productivity, females have a mean score of 3.71, while males have a mean of 3.72, with median values of 3.90 and 3.80, respectively. The SD values for WP (0.961 for females and 0.914 for males) suggest that both groups exhibit relatively similar levels of dispersion in responses. These results indicate that both genders report comparable levels of mental health awareness and work productivity, with slight variations in the mean scores (see Table 2).

Table 2. Descriptive Result.

	Gender	N	Missing	Mean	Median	SD
MH	Female	62	0	3.76	4.00	0.941
	Male	50	0	3.85	4.00	0.871
WP	Female	62	0	3.71	3.90	0.961
	Male	50	0	3.72	3.80	0.914

The study further investigates gender differences in mental health awareness (MH) using an independent t-test analysis. The results indicate that there is no significant difference in MH awareness scores between male and female respondents ($t = -0.520$, $df = 110$, $p = 0.604$).

This suggests that both male and female graduates exhibit similar levels of mental health awareness, with no statistically meaningful gap. This finding aligns with prior research indicating that gender may not always be a determining factor in mental health awareness, especially within similar educational and occupational settings. A more detailed statistical summary is provided in Table 3, while the descriptive visualization of the results can be seen in Figure 1.

Table 3. T-Test Result.

		Statistic	df	p
MH	Student's t	-0.520	110	0.604

Note. $H_a \mu_{\text{Female}} \neq \mu_{\text{Male}}$

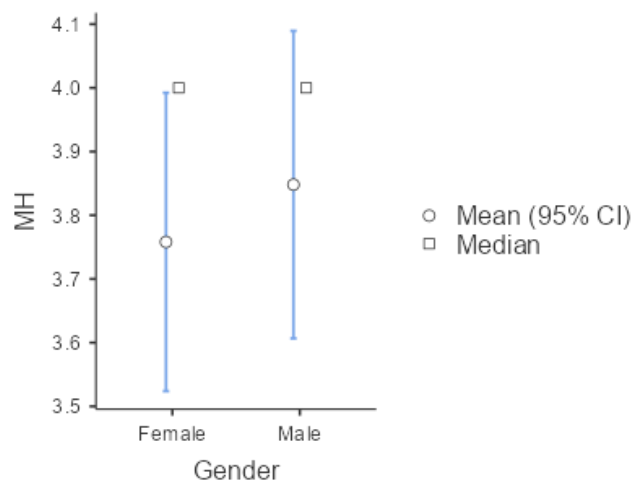


Figure 1. Descriptive Plots.

The correlation analysis examines the relationship between mental health awareness (MH) and work productivity (WP) among VT graduates. The Pearson correlation coefficient between these variables is 0.873 ($p < 0.001$), indicating a strong and significant positive relationship. This suggests that as mental health awareness increases, work productivity also tends to improve. This finding supports psychological and workplace productivity theories that emphasize the role of mental well-being in enhancing work performance. A higher awareness of mental health may lead to better stress management, motivation, and efficiency at work. More detailed correlation values are presented in Table 4.

Table 4. Correlation Result.

		MH	WP
MH	Pearson's r	—	
	df	—	
	p-value	—	
WP	Pearson's r	0.873 ***	—
	df	110	—
	p-value	< .001	—

Note. * $p < .05$, ** $p < .01$, *** $p < .001$

The strong correlation between mental health awareness and work productivity aligns with previous studies that highlight mental health as a critical factor in workforce efficiency (Bubonya et al., 2017; Trotter et al., 2009). Employees with higher mental health awareness are more likely to recognize early symptoms of stress, seek appropriate support, and maintain a balanced work-life routine. These findings suggest the importance of integrating mental health programs into VT institutions to prepare graduates for professional environments where psychological well-being impacts their performance. However, while the correlation is strong, causation cannot be inferred, meaning other factors might also contribute to work productivity. Future research could explore causal relationships through experimental or longitudinal studies to strengthen these findings.

4. CONCLUSION

The findings of this study highlight the significant positive correlation between mental health awareness and work productivity among VT graduates, emphasizing the crucial role of psychological well-being in enhancing workplace performance. However, the t-test results indicate no significant difference in mental health awareness between male and female graduates, suggesting that gender does not play a determining role in this context. These results reinforce the need for mental health education and workplace interventions that cater to all employees, regardless of gender, to foster a more resilient and productive workforce.

Despite these valuable insights, this study has several limitations. The use of self-reported questionnaires may introduce bias due to subjective responses. Additionally, while a significant correlation was found, causality cannot be established, meaning that other factors might influence work productivity beyond mental health awareness. Future research should consider

employing longitudinal studies or experimental designs to explore causation more comprehensively. Moreover, expanding the study to include diverse VT institutions and broader demographic factors could enhance the generalizability of the findings. Strengthening mental health policies within VT curricula and workplace environments remains an essential step toward maximizing graduates' productivity and well-being in the labor market

ACKNOWLEDGEMENT

We would like to express our gratitude to BLK Komunitas Al Hikmah Pandeglang for their support and cooperation in this research. Their assistance in facilitating data collection and providing access to respondents has been invaluable to the completion of this study.

REFERENCES

- Ahmed, K. A. (2020). Employees' mental health and productivity and its impact on contextual and task performance in organizations. *Journal of Advanced Research in Dynamical and Control Systems*, 12(8). <https://doi.org/10.5373/JARDCS/V12SP8/20202573>
- Brohan, E., & Thornicroft, G. (2010). Stigma and discrimination of mental health problems: Workplace implications. *Occupational Medicine*, 60(6), 414–415. Oxford University Press. <https://doi.org/10.1093/occmed/kqq048>
- Bubonya, M., Cobb-Clark, D. A., & Wooden, M. (2017). Mental health and productivity at work: Does what you do matter? *Labour Economics*, 46, 150–165. <https://doi.org/10.1016/j.labeco.2017.05.001>
- Chopra, P. (2009). Mental health and the workplace: Issues for developing countries. *International Journal of Mental Health Systems*, 3, 1–9. <https://doi.org/10.1186/1752-4458-3-4>
- de Oliveira, C., Saka, M., Bone, L., & Jacobs, R. (2023). The role of mental health on workplace productivity: A critical review of the literature. *Applied Health Economics and Health Policy*, 21(2), 167–193. <https://doi.org/10.1007/s40258-022-00761-w>
- Evans, T. M., Bira, L., Gastelum, J. B., Weiss, L. T., & Vanderford, N. L. (2018). Evidence for a mental health crisis in graduate education. *Nature Biotechnology*, 36(3), 282–284. <https://doi.org/10.1038/nbt.4089>
- Fajarsyah, R. (2023). The impact of the Community Vocational Training Center on creating manpower (A case of Al Hikmah El Ali Cinding Kresek Community Vocational Training Center). *Proceeding Book of the International Conference on Manpower and Sustainable Development: Transformation of Manpower in the Changing World of Work*, 1.
- Fajarsyah, R., & Okfernando, R. (2025). The impact of training and support satisfaction on employment outcomes: A case study of the Global Skills Training Program 2024 in South Sumatra Province, Indonesia. *Journal of Educational Research and Practice*, 3(1), 90–106. <https://doi.org/10.70376/jerp.v3i1.356>

- Garcia-Williams, A. G., Moffitt, L., & Kaslow, N. J. (2014). Mental health and suicidal behavior among graduate students. *Academic Psychiatry*, 38, 554–560. <https://doi.org/10.1007/s40596-014-0041-y>
- Goetzal, R. Z., Roemer, E. C., Holingue, C., Fallin, M. D., McCleary, K., Eaton, W., Agnew, J., Azocar, F., Ballard, D., Bartlett, J., et al. (2018). Mental health in the workplace: A call to action—Proceedings from the Mental Health in the Workplace-Public Health Summit. *Journal of Occupational and Environmental Medicine*, 60(4), 322–330. <https://doi.org/10.1097/JOM.0000000000001271>
- Huo, D., Rice, N., Roberts, J., & Sechel, C. (2022). Mental health and productivity: Evidence for the UK. *The Sheffield Economic Research Paper Series (SERPS)*, 2022023(2022023).
- Hyun, J., Quinn, B., Madon, T., & Lustig, S. (2007). Mental health need, awareness, and use of counseling services among international graduate students. *Journal of American College Health*, 56(2), 109–118. <https://doi.org/10.3200/JACH.56.2.109-118>
- Jensen, C. T., Heinze, C., Andersen, P. K., Bauman, A., & Klinker, C. D. (2022). Mental health and physical activity in vocational education and training schools students: A population-based survey. *European Journal of Public Health*, 32(2), 233–238. <https://doi.org/10.1093/eurpub/ckab202>
- Joshi, A., Kale, S., Chandel, S., & Pal, D. K. (2015). Likert scale: Explored and explained. *British Journal of Applied Science & Technology*, 7(4), 396. <https://doi.org/10.9734/BJAST/2015/14975>
- Kelloway, E. K., Dimoff, J. K., & Gilbert, S. (2023). Mental health in the workplace. *Annual Review of Organizational Psychology and Organizational Behavior*, 10(1), 363–387. <https://doi.org/10.1146/annurev-orgpsych-120920-050527>
- LaMontagne, A. D., Martin, A., Page, K. M., Reavley, N. J., Noblet, A. J., Milner, A. J., Keegel, T., & Smith, P. M. (2014). Workplace mental health: Developing an integrated intervention approach. *BMC Psychiatry*, 14, 1–11. <https://doi.org/10.1186/1471-244X-14-131>
- Leka, S., & Nicholson, P. J. (2019). Mental health in the workplace. *Occupational Medicine*, 69(1), 5–6. Oxford University Press. <https://doi.org/10.1093/occmed/kqy111>
- Mousavi, M. P. S., Sohrabpour, Z., Anderson, E. L., Stemig-Vindedahl, A., Golden, D., Christenson, G., Lust, K., & Buhlmann, P. (2018). Stress and mental health in graduate school: How student empowerment creates lasting change. *Journal of Chemical Education*, 95(11), 1939–1946. <https://doi.org/10.1021/acs.jchemed.8b00188>
- Pengju, W., Xiong, Z., & Hua, Y. (2018). Relationship of mental health, social support, and coping styles among graduate students: Evidence from Chinese universities. *Iranian Journal of Public Health*, 47(5), 689.
- Pfeffer, J., & Williams, L. (2020). Mental health in the workplace: The coming revolution. *The McKinsey Quarterly*.
- The jamovi project. (2022). *jamovi* (Version 2.3) [Computer software]. <https://www.jamovi.org>
- Thomas, J. C., & Hersen, M. (2002). *Handbook of mental health in the workplace*. Sage. <https://doi.org/10.4135/9781452229386>

Trotter, V. K., Lambert, M. J., Burlingame, G. M., Rees, F., Carpenter, B. N., Steffen, P. R., Jackson, A., & Eggett, D. (2009). Measuring work productivity with a mental health self-report measure. *Journal of Occupational and Environmental Medicine*, 51(6), 739–746. <https://doi.org/10.1097/JOM.0b013e3181a83567>