

The Relationship Mental Health and Work Productivity among Male Police and Female Police in Yogyakarta

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Abstract : *Police work is quite high-pressure, but police officers must remain productive in any situation. This research examined the relationship between mental health and work productivity among male and female police officers at the Yogyakarta City Police Department. The method used for technique for sampling was proportional sampling. The subjects of this research involved 250 male and female police officers at the Yogyakarta City Police Department. The data collection technique used a questionnaire with a Likert scale to measure mental health and police work productivity. The analysis technique employed in this study was Partial Least Squares (PLS), utilising the SmartPLS 3.0 software. Hypothesis testing used Bootstrap. The value taken was the t statistic value and/or p value. The limits were >1.96 (t statistic) and <0.05 (o value). From the test results, it was found that (1) Male and female police officers consider mental health parameters in supporting their productivity, (2) There are significant differences in mental health variables for male and female police officers, (3) Mental health of male police officers and men higher or stable when compared to female police officers. In conclusion, mental health plays an essential role in the productivity of police work, and improving mental health will positively impact the effectiveness of law enforcement*

Keywords : *Mental Health, Work Productivity, Male Police Officers, Female Police Officers, Law Enforcement.*

Abstrak : *Polisi merupakan pekerjaan dengan tekanan yang cukup besar, namun dituntut untuk tetap produktif pada situasi apapun. Penelitian ini bertujuan untuk mengkaji hubungan antara mental health dengan produktivitas kerja pada polisi pria dan polisi wanita di Polresta Yogyakarta. Teknik sampling yang digunakan adalah proportional sampling. Subyek penelitian ini melibatkan 250 orang polisi pria dan wanita di Polresta Yogyakarta. Teknik pengumpulan data menggunakan angket dengan skala likert untuk mengukur mental health dan produktivitas kerja polisi. Teknik analisis menggunakan Partial Least Square (PLS) dengan software SmartPLS 3.0. Pengujian hipotesis menggunakan bootstrap. Nilai yang diambil adalah nilai t statistic dan/ atau p value. Batasnya >1.96 (t statistic) dan <0.05 (o value). Dari hasil pengujian didapatkan hasil bahwa: (1) Polisi pria maupun wanita mempertimbangkan parameter mental health dalam menunjang produktivitas mereka, (2) Terdapat perbedaan yang signifikan pada variabel mental health pada polisi pria dan wanita, (3) Mental health polisi pria laki-laki lebih tinggi atau stabil jika dibandingkan dengan polisi wanita. Kesimpulannya,*

kesehatan mental berperan penting dalam produktivitas kerja polisi, dan peningkatan mental health akan dapat berdampak positif pada efektivitas penegakan hukum.

Kata Kunci : Kesehatan Mental, Produktivitas Kerja, Polisi Pria, Polisi Wanita, Penegakan Hukum.

INTRODUCTION

According to Article 1, paragraph (1) of Law No. 2 (2002) on the National Police of the Republic of Indonesia, the term "police" encompasses all aspects pertaining to police functions and institutions as stipulated by statutory rules. The term "police" as used in this legal context encompasses two distinct meanings, specifically, the operational role of law enforcement and the institutional framework of the police. The police are the institution that has the primary responsibility for maintaining public order and peace in the country by enforcing the law and curbing countless criminal activities (Lambert et al., 2017). Police, a job with relatively high stress, need to have good managerial concepts to manage mental health to increase work productivity. The issue of employee mental health has garnered attention from both researchers and practitioners in the field (Robbins et al., 2012). Workers in various countries independently consider job security to be as important as wages, Poor work quality may negatively impact the mental health of more than fifty percent of the world's unemployed (Wang et al., 2022). According to a recent study conducted by Maestas et al., (2018), there exists a correlation between the mental well-being of employees and various organizational results.

These outcomes encompass employee emotional expression, job satisfaction, daily work behavior, job performance, and overall company performance. Research linking mental health with work productivity is considered very important to develop because there are various cases of ineffective performance due to high levels of stress. Mental health is a health problem that concerns most people throughout the world. Currently, mental health is the health problem that is most concerned by the public at 44% (Global Health Service Monitor, 2023). The World Health Organization (WHO) defines mental health as awareness of mental well-being, which includes the ability to manage everyday life stress, work productively, and participate in the community. The most common mental illnesses are anxiety and depressive disorders. People with depressive disorders in the most extreme conditions may experience significant impairment in their ability to engage in basic self-care activities, such as getting out of bed or care for themselves. Similarly, individuals with certain anxiety disorders may face challenges in leaving their residence or may develop compulsive rituals to alleviate their anxieties. (Departement of Health Australia, 2018).

The community group that is most vulnerable to mental health issues is adults (Ilsanty, 2018). This is because adults have entered working age, so they will more easily experience mental health conditions. In 2018, the Indonesian Ministry of Health reported that as many as 14 million Indonesian citizens in early adulthood experienced emotional disorders, stress and depression, which led to suicide. Poor mental health conditions of people will certainly affect their work productivity. Veit & Ware (1983) stated in The Mental Health Inventory MHI that mental health has two aspects, namely psychological distress, with 3 indicators, namely anxiety, depression and emotional control. Meanwhile, the psychological well-being aspect has 3 indicators, namely life satisfaction, emotional ties, and general positive effects. Work productivity is an interesting issue because every workplace demands high productivity, especially in police institutions. Facts show that the prevalence rate for mental health disorders has generally increased, and workplaces are responding directly to reduce the economic impact (Ipsen et al., 2020). Productivity has 3 indicators, namely, work atmosphere, relationships with colleagues, and availability of work facilities (Septianto, 2010).

The relationship between mental health and performance productivity, especially in the police environment, has also been carried out in various regions. However, there are still shortcomings in the research that has been carried out, so the knowledge in this study is still limited. Evidence that can be seen is research that shows that cultural elements such as individualism and collectivity will influence individual mental health (Haar et al., 2014). Based on this research, it is concluded that the impact of mental health on work productivity can differ depending on the

cultural conditions of the work environment. So far, gender disparities in work quality have received little attention, especially from an overall aggregate perspective. Various sources, such as the International Survey Program, have highlighted the significance of specific attributes other than wages in defining good quality work (Nikolova & Cnossen, 2020). Therefore, the research aimed to determine to what extent mental health influences the productivity of police work in Yogyakarta. The gender element is used to see whether there is a significant difference between the two variables. The benefits of the research carried out can provide input for decision-makers regarding the importance of maintaining mental health for police officers to achieve good and quality work productivity.

Polresta Yogyakarta (Polisi Resor Kota Yogyakarta; Yogyakarta City Police Department) is a police force operating in the administrative area of Yogyakarta City, Indonesia. The Resort Police/City Police Department is an organizational unit of the Indonesian National Police responsible for sustaining public order and security in a particular area, in this case, the Yogyakarta City area. The main duties of the Yogyakarta City Police include law enforcement, crime prevention, investigation of criminal cases, traffic control, and other tasks related to maintaining public security in the city. The Yogyakarta City Police is led by a Resort Police Chief Commissioner (Kapolres), who ensures the area is safe and orderly. The Yogyakarta City Police Department is an integral part of the Indonesian National Police (Polri) and supports law enforcement, crime prevention, and community services in the administrative area of Yogyakarta City. Based on the background that has been presented, the research conducted will focus on the link between mental health and work productivity among male and female police officers in Yogyakarta.

RESEARCH METHOD

The variables in this research consisted of the independent variable, namely mental health, and the dependent variable, namely productivity. The mental health variable (X) had two aspects, namely psychological distress, with 3 indicators, namely anxiety, depression, and emotional control. Meanwhile, the psychological well-being aspect had 3 indicators, namely life satisfaction, emotional ties, and general positive effects. The productivity variable (Y) had 3 indicators, namely, work atmosphere, relationships with co-workers, and availability of work facilities. This research method used a survey. The population of this study was male and female police officers at the Yogyakarta Police Department. Proportional random sampling was used as the sampling technique. The subjects of this research were 250 male and female police officers at the Yogyakarta Police. The data analysis technique used ANOVA to determine whether there were significant differences in mental health and work productivity between male and female police officers, while regression analysis was utilized to find out more deeply the relationship between mental health and work productivity. The analysis technique in this research used quantitative methods using descriptive and inferential analysis. SmartPLS 3.0 version Partial Least Square software was used in this research.

RESULT AND DISCUSSION

This research used police respondents who served at the Yogyakarta City Police Department (Polresta) and categorized them by gender, namely men and women. Based on data from 250 respondents, the number of male respondents was 128 people, while the number of female respondents was 122 people.

Validity and Reliability

Validity refers to the degree to which an instrument of measurement accurately assesses the intended construct. The construct validity of a measurement tool refers to the extent to which it accurately represents the target concept or variable being measured. In the context of measurement instruments, reliability refers to the degree of consistency and stability exhibited by the instrument when employed multiple times, resulting in consistent outcomes. A reliable instrument will produce similar results if used by different people or at different times. The study employed Composite Reliability (CR) and Average Variance Extracted (AVE) values to assess the validity and reliability of the measures, and the following results were obtained.

Table 1. Validity and Reliability Test

Respondent	Variable	Composite Reliability (CR)	Average Variance Extracted (AVE)
Males	Mental Health	0.965	0.607
	Productivity	0.950	0.613
Females	Mental Health	0.980	0.730
	Productivity	0.969	0.719

From the table above, the Composite Reliability (CR) value showed a value > 0.7 so all variables for both men and women were reliable. Meanwhile, the Average Variance Extracted (AVE) value in the table above showed a value of > 0.5 for all variables, both male and female, so that it can be concluded as valid.

R-Square

The R Square test determines how well the model can explain variations in the dependent variable. If the adjusted R square value in the empirical test is negative, then the adjusted R square value is 0 (Ghozali, 2018). This research used SmartPLS 3.0 software to obtain the R Square value and obtained the following results.

Table 4. R Square Value

Variable	R Square	R Square Adjustment
Male Productivity	0.129	0.122
Female Productivity	0.060	0.052

Based on Table 4, the results indicate that mental health contributes to the productivity of both male and female police officers, although the magnitude of its influence differs between the two groups. The R Square value for male officers' productivity was 0.129, indicating that mental health accounted for 12.9% of the variance in productivity. This finding suggests that better mental health is associated with improved work productivity among male officers. However, the remaining 87.1% of the variation in productivity was explained by other factors not included in the research model, such as organizational support, work environment, leadership, job satisfaction, motivation, and individual competencies.

In contrast, the R Square value for female officers' productivity was 0.060, indicating that mental health explained only 6% of the variance in their productivity, while the remaining 94% was influenced by variables outside the model. Although mental health remains an important factor for female officers, its contribution to productivity appears to be relatively smaller compared with that of male officers. This result implies that female police officers' productivity may be affected by a broader range of factors beyond mental health, highlighting the need for future studies to investigate additional determinants that may better explain variations in their work performance.

Hypothesis Testing

The bootstrapping approach was employed to do hypothesis testing when processing the structural model developed by Geisser & Stone. The bootstrapping method enables the utilization of data that is freely dispersed, hence eliminating the need for distributional assumptions and huge sample sizes. The results of the research carried out are as follows.

Table 5. T-statistic Value

Variable	T Statistic	P Value
Mental Health >> Male Productivity	4.733	0.000
Mental Health >> Female Productivity	2.832	0.005

Hypothesis testing in this study was conducted by examining the T-statistic and P-value obtained from the analysis. The decision criteria were established using a significance level (alpha) of 5%. For the T-statistic, the hypothesis was accepted when the calculated T-statistic exceeded the critical T-table value of 1.96. This criterion indicates that the relationship between the variables is statistically significant and that the proposed hypotheses are supported by the empirical data. The

results demonstrated that all T-statistic values reported in both the male and female groups were greater than 1.96. This finding confirms that the tested relationships were statistically significant for both groups. Therefore, the null hypotheses were rejected, and the alternative hypotheses were accepted, indicating that the independent variables had a meaningful effect on the dependent variables in the proposed model.

Similarly, the P-value analysis further supported these findings. Using an alpha level of 0.05, a relationship is considered significant when the P-value is equal to or less than 0.05. The results showed that all P-values in both the male and female categories met this requirement, as they were ≤ 0.05 . Consequently, the statistical evidence consistently indicates that the hypotheses proposed in this study were accepted, confirming the significance of the relationships examined in both groups of police officers.

PLS MGA

PLS MGA analysis is a statistical method used to compare partial path modeling (Partial Least Squares Path Modeling) between several groups or subpopulations. This technique is used in multivariate data analysis to understand the model differences between different groups. The model referred to in this research is the influence of mental health on productivity, with the testing criteria being gender. The results of the PLS MGA Test are as follows.

Table 6. PLS MGA Test

	Path Coefficients-diff (Male-Female)	P Value tailed (Male-Female)	Original 1- P Value new (Male Vs Female)
Mental Health >> Productivity	0.114	0.155	0.310

The test results revealed that there were no differences between the models based on the established testing criteria. This finding suggests that both male and female police officers share similar perceptions regarding the role of mental health in supporting work productivity. In other words, mental health is considered an important factor that contributes to effective job performance regardless of gender. This conclusion is supported by the obtained P-values, which were greater than 0.05, indicating that the differences between the models were not statistically significant. Therefore, the null hypothesis of no difference between the male and female models was accepted. These findings imply that efforts to improve mental health should be viewed as a universal organizational priority, as both men and women recognize its importance in enhancing productivity and maintaining optimal work performance.

A Difference Testing is then carried out. The difference test is used to test whether there is a difference in the averages of two sample groups (Ghozali, 2018). The primary objective of a difference test is to determine whether the observed differences in the data are attributable to the factors being examined or whether they have occurred merely by chance. By conducting this analysis, researchers can evaluate whether the variations between groups reflect genuine differences in the characteristics under study rather than random fluctuations within the sample. Consequently, difference testing provides an important basis for drawing valid and reliable conclusions from empirical data. In this study, the difference test was performed by comparing the mean values with their corresponding standard errors (Std. Error). The mean values represent the average scores of each group, while the standard errors indicate the precision of those estimates and the extent to which the sample means may vary from the true population means. The results of this comparison are presented in the table below, providing a clearer understanding of whether meaningful differences exist between the groups included in the analysis.

Table 7. Difference Testing

Respondent	Variable	Mean	Std. Error
Male	Mental Health	3.0469	0.0587
	Productivity	3.0723	0.0566

Female	Mental Health	2.8593	0.0735
	Productivity	2.8784	0.0725

The results in the table above showed that the mean of men's mental health and the mean of men's productivity were different from the Std value. Error, as well as the condition of women, so it can be concluded that there are differences between two unrelated sample groups. To see the differences in mental health and productivity between male and female police officers, an ANOVA test was carried out. The analysis of variance (ANOVA) test is a statistical method employed for hypothesis testing, wherein conclusions are derived from data and inferential statistical groups. The ANOVA test is useful to check whether the differences observed in several groups are the result of the factors that have been studied or whether the differences may have occurred randomly. The results of the ANOVA test in this research can be seen in the following table.

Table 8. ANOVA Test

Variable	Test	F	Sig.
Mental Health	Between Groups	4.009	0.046
Productivity	Between Groups	4.480	0.036

Based on the table above, the F value and sig value can be compared. Between mental health and productivity, there was a real difference between the two variables.

CONCLUSION

This study concludes that mental health plays a crucial role in enhancing the work productivity of police personnel. Both male and female police officers recognize the importance of maintaining good mental health to support their professional performance and effectiveness in carrying out law enforcement duties. The findings also reveal significant differences in mental health conditions between male and female officers, with male police officers demonstrating relatively more stable mental health than their female counterparts. These results highlight that psychological well-being is an important factor influencing the overall productivity and effectiveness of police organizations.

Based on these findings, police institutions are encouraged to develop and strengthen mental health promotion programs as part of their organizational policies. Regular mental health assessments, counseling services, stress management training, and psychological support systems should be provided to all personnel. Particular attention should be given to the specific mental health needs and challenges experienced by female police officers through gender-responsive interventions. Future research is recommended to explore additional factors affecting police officers' mental health, employ larger and more diverse samples, and examine the long-term effects of mental health interventions on work productivity and organizational performance.

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