

THE RELATIONSHIP BETWEEN WORK STRESS AND MENTAL HEALTH IN CV EMPLOYEES. MASTERPIECE PRESTASI

Leonardo Chandra^{1*}, Jaron Vincent², Jesslyn Noreen³, Haposan Lumbantoruan⁴

^{1,2,3,4} Fakultas Psikologi, Universitas Prima Indonesia

^acrystalleonardo88@gmail.com

^bJaronvincent2@gmail.com

^cJesslynnnoreen@gmail.com

^dhaposanlumbantoruan@unprimdn.ac.id

(*) Corresponding Author:

crystalleonardo88@gmail.com

ARTICLE HISTORY

Received : 27-10-2025

Revised : 15-11-2025

Accepted : 20-12-2025

KEYWORDS

Work Stress,
Mental Health,
Employees

ABSTRACT

Work stress that is not managed properly has the potential to affect employees' mental health and has an impact on decreased work productivity to extreme termination of employment. This study aims to analyze the relationship between work stress and the mental health of CV employees. Masterpiece of Prestasindo. The approach used is a quantitative research with a simple regression analysis technique using SPSS version 27. The study population consisted of 110 employees, and through the Isaac & Michael Table the number of respondents was determined to be 84 respondents. Data collection was carried out using questionnaire instruments in the form of Work Stress Scale and Mental Health Scale which have met the criteria for validity and reliability. The results showed that there was a non-significant positive relationship between work stress and mental health with a correlation value of 0.204 and significance of 0.136, as well as an influence contribution of 2.7%. The findings provide an idea that work stress is not the main factor in changes in mental health conditions, because most employees have quite good adaptability and self-regulation in dealing with work pressure. This research emphasizes the importance of organizations continuing to pay attention to other factors that are more dominant in maintaining employees' mental health to support the sustainability and effectiveness of company performance

This is an open access article under the CC-BY-SA license.



INTRODUCTION

The world of work demands that every employee be able to adapt to dynamic and challenging conditions. Job targets are the dominant aspect that often gives rise to psychological pressure in work activities (Fahamsyah, 2017). When a person decides to enter the world of work, physical and psychological risks will be part of the problem. The organizational environment, colleagues, and workload also contribute to creating pressure at work. The International Labour Organization survey in 2020–2022 shows that 63% of Indonesian workers experience work pressure that has an impact on emotional discomfort (Sadila et al., 2025). This condition leads to an increase in the

potential for problems with workers' mental health. The data shows the urgency of research on the dynamics of work stress in Indonesia.

Psychosocial pressures in the work environment are increasingly becoming a global concern. *World Health Organization* and *World Economic Forum* states that 60% of workers' problems in corporations come from work pressure, and 90% of workers become economically inactive due to declining mental state (Nisa, 2024). The pressure experienced by workers often arises from job uncertainty and high productivity demands. Changes in the work system and digitalization have also increased the complexity of the pressure of the work environment. Azizah (2025) said that psychosocial problems are starting to become an important indicator in company policies in various countries. Companies are required to focus not only on profits, but also on the mental well-being of employees. This condition illustrates that mental health is a crucial part of the sustainability of the modern world of work (Al Fahreza et al., 2024)

Reports *Mental Health America* 2019 shows that 9 out of 10 global workers feel work pressures that affect their mental health (Laia & Th, 2025). Long hours of work above 40 hours per week can increase depression, anxiety, sleep disorders, and a variety of other illnesses (Basuki, 2024). Factors that cause work pressure include excessive load, strict time targets, and unbalanced division of tasks (Saba, 2024). Bullying and discrimination from superiors also worsen the psychological condition of employees in the work environment. This phenomenon emphasizes that work stress is closely related to the mental state of the individual. Many employees experience psychological symptoms but are reluctant to report due to concerns about the consequences of their work. This situation reinforces the position of research on work stress and mental health as important issues that require a broader understanding (Aisyah & Handayani, 2023).

A real-life case example in Indonesia shows the serious impact of work stress on mental health. A worker in Serang Regency experienced depression due to excessive pressure from his superiors that affected his physical and emotional condition (Saba, 2024). A similar case occurred in Jakarta, where a 32-year-old manager ended his life because he was unable to manage the burden of job responsibilities (Suryani et al., 2020). The data makes it clear that work stress is not just discomfort at work. This condition can lead to extreme behavior and harm the company and the victim's family. The inability to control emotions triggers mental breakdown in workers who face high stress. This situation shows the urgent need for intervention on work stress factors. Understanding stress patterns and individual responses is needed in the modern world of work.

CV Mahakarya Prestaindo, which was established in 2006, also faces the challenge of fierce business competition. The company's HRD said that work pressure is experienced by most employees because of increased performance demands. Information obtained from some employees suggests that excessive workload affects their physical and emotional condition. Work discomfort is an indication of negative psychological symptoms that arise due to work pressure. This situation leads to a decrease in mental health and has the potential to reduce productivity (Marfuah et al., 2024). Company management needs to be aware of the long-term impact on organizational performance. This empirical evidence is the reason why this research needs to be carried out on the company (Scott, et al., 2022).

The ability of each employee to deal with work pressure greatly determines the quality of their performance in the organization. Dissatisfaction with management policies, uncondusive work environment, and compensation that is considered less appropriate trigger psychological tension. Negative emotions that are not managed properly can affect the physical and mental health of workers. If the mental state is disturbed, work productivity automatically decreases (Zetli, 2019). This phenomenon shows that companies have a responsibility to maintain the psychological balance of their employees. Mentally healthy employees will work more optimally and make a steady contribution. Research at CV Mahakarya Prestasindo is important as a basis for evaluating and improving organizational functions.

The concept of mental health does not only view a person as free from psychological disorders. Snoop Dogg (2025) explains that mentally healthy individuals are able to develop, adjust, and participate positively in the social environment. Marfuah (2024) states that mental health has an impact on the quality of a person's relationship with the

surrounding environment. Sumanta (2022) affirms that mental health involves the ability to manage anxiety, utilize optimal potential, and maintain normal behavior. The ability to understand oneself is an important form of psychological adaptation for a worker (Ibrahim & Suhariadi, 2021). The professional role of mental health workers is increasingly needed in the modern work environment. The development of mental aspects is part of improving the quality of human resources.

Leonardi & Astuti (2023) Explaining that employees' mental health can be assessed through psychological complaints, self-adjustment skills, and potential development. Previous research has shown the effect of work stress on mental health (May, 2022). Workload and psychological stress contribute to lowering the quality of mental health (Fahamsyah, 2017). Salsabil (2025) stating that the level of stress is significantly related to the psychological state of employees. If work stress increases, then mental health tends to decrease. This knowledge enriches the theoretical basis regarding the relationship between work stress and mental health. Recent studies have also shown that social support in the workplace can reduce the risk of excessive stress (Muhajirin et al., 2024)

Stress arises when the demands of the job are not proportional to the individual's ability to cope with it. Fhauzan & Ali (2024) emphasizing that work stress has a negative impact on workers' performance and mental health. Prolonged stress increases the risk of disorders such as anxiety and depression. Employees who are unable to manage stress tend to experience mental fatigue and decreased motivation. Companies need to realize that excessive pressure is not the right strategy in increasing productivity. Understanding the stressors is the foundation for a more humane HR management strategy. The alignment of workload and individual capacity is fundamental in supporting the mental stability of workers.

Psychiatrist Ayesha Devina stated that chronic work stress can trigger social isolation and declining health function. Christy & Amalia (2017) revealed that high work demands make him mentally tired and have an impact on work motivation. Work stress can arise through the interaction of work factors with individual personal factors. Ketaren (2024) Explain stress as a psychological condition due to the incompatibility of environmental demands with the ability of workers. An environment that does not support work welfare is a trigger for increased stress levels. Indicators of stress include concentration disorders, decreased productivity, and physical symptoms such as fatigue. Sukmawati & Hermana research results (2024) shows that stress has a significant impact on workers' mental health.

The phenomenon of work stress that occurs in CV Mahakarya Prestasindo employees shows the need for an in-depth assessment of workers' mental health. The relationship between work pressure, dissatisfaction with the work environment, and compensation is thought to affect mental state significantly. Efforts to understand work stress patterns and mental health conditions will help companies in designing targeted policies. This study is titled "The Relationship of Work Stress to Mental Health in CV Employees. Masterpiece of Prestasindo" in response to the symptoms that appeared in the field. The results of the research are expected to make a theoretical contribution to the development of human resource management science and industrial psychology. Practically, the results of the study are expected to help management in maintaining the mental health and productivity of employees. Follow-up research can also enrich the treasures of similar research in other industrial sectors.

METHOD

This type of study uses an associative quantitative approach that aims to determine the relationship between work stress as an independent variable and mental health as a dependent variable in employees of CV Mahakarya Prestasindo (Sugiyono & Lestari, 2021). The study population consisted of 110 active employees. The determination of the number of samples was used using the Isaac and Michael Table at an error rate of 5%, so that 84 respondents were obtained as a research sample. The sample drawing technique applies purposive sampling with the criteria of employees being at least 20 years old, having a minimum working period of 2 years, and still actively working. This method was chosen to obtain specific data according to the needs of the research.

The data collection instrument is in the form of a psychological scale (Likert 1–4) that is developed by itself based on relevant theories. The dependent variable i.e. Mental Health is arranged based on Bastaman theory (in Saefullah & Amalia (2017)) which consists of three aspects, namely classical orientation, self-adjustment orientation, and potential development orientation. The preparation of indicators and questionnaire items is presented in **Table 1**.

Table 1. Mental Health Blue Print (Dependent Variables).

Yes	Aspects of Mental Health	Statement Item		Quantity
		<i>Favorable</i>	<i>Unfavorable</i>	
1	Classic orientation	2, 5, 6, 7, 9, 10, 11, 12, 14	1, 3, 4, 8, 13	14
2	Self-adjusting orientation	15,16,17,18,19,20,21,23,27	22, 24, 25, 26	13
3	Potential development orientation	28, 29, 31,33,34,35,38,40	30,32,36,37,39	13
	Total	26	14	40

Source: Researcher, 2025

Furthermore, the independent variable, namely Work Stress, was compiled referring to Fahmi's theory in Aini (2021) which includes four aspects: thinking ability, physicality, productivity, and quality of control. The preparation of indicators and question items can be seen in **Table 2**.

Table 2. Blue Print Work Stress (Independent Variables)

Yes	Aspects of Work Stress	Statement Item		Quantity
		<i>Favorable</i>	<i>Unfavorable</i>	
1	Thinking skills	1, 7, 8, 9, 10	2, 3, 4, 5, 6	10
2	Physical	11, 12, 13, 14, 16, 18, 20	15, 17, 19	10
3	Productivity	21, 24, 25, 26, 29, 30	22, 23, 27, 28	10
4	Quality control	32, 35, 36, 38	31, 33, 34, 37, 39, 40	10
	Total	22	18	40

Source: Researcher, (2025)

The measurement instruments on both variables were analyzed through validity tests using the Pearson Product Moment technique with the item feasibility criteria if an r value of ≥ 0.30 was obtained (Ghozali, 2018), as well as reliability tests using *Cronbach Alpha* with a minimum limit of ≥ 0.60 as a marker of the level of internal consistency of the measuring instrument. All instrument evaluation procedures and hypothesis data processing are carried out through SPSS Software Version 27 for Windows. This research was carried out from 19 to 27 May 2025 at CV. Masterpiece Prestasindo which is located on Jl. Belitung No. 36, Sidodadi Village, East Medan District, Medan City. The research sample amounted to 84 employees who met the criteria as respondents. Data collection was carried out through the distribution of questionnaires, namely mental health scales that have met the validity requirements of 36 items and have been given new numbering as a basis for measuring the psychological condition of respondents.

Table 3. New Numbering of Mental Health Scales

No.	Mental Health Variables	Statement Item		Valid Amount
		<i>Favorable</i>	<i>Unfavorable</i>	
1.	Classic orientation	2, 5, 7, 8, 9, 10, 12	1, 3, 4, 6, 11	12
2.	Self-adjusting orientation	13, 14, 15, 16, 17, 18, 20	19, 21, 22, 23	11
3.	Potential development orientation	24, 25, 27, 29, 30, 31, 34, 36	26, 28, 32, 33, 35	13
	Total	22	14	36

Source: Researcher, (2025)

The work stress scale after the validity test was carried out resulted in 36 valid items with new numbering results as follows.

Table 4. New Numbering of Work Stress Scales

No.	Work Stress Variables	Statement Item		Valid Amount
		<i>Favorable</i>	<i>Unfavorable</i>	
1.	Thinking skills	1, 7, 8, 9	2, 3, 4, 5, 6	9
2.	Physical	10, 11, 12, 14, 16, 18	13, 15, 17	9
3.	Productivity	19, 21, 22, 25, 26	20, 23, 24	8
4.	Quality control	28, 31, 32, 34	27, 29, 30, 33, 35, 36	10
	Total	19	17	36

Source: Researcher, (2025)

Referring to tables 3 and 4, the total number of statements used in this study is 72 items. To facilitate the data collection process, the work stress scale and the mental health scale were compiled into a set of questionnaires consisting of respondents' identities, filling instructions, work stress scales, and mental health scales. Furthermore, each item is scored according to the assessment category to determine the weight of the respondent's answers, then the collected data is processed first using Microsoft Excel before being further analyzed using SPSS Version 27 for Windows software. The statistical analysis process is carried out through a correlation test *Product Moment (Pearson Correlation)*, which aims to identify the relationship between the free variable and the bound variable in this study, and the entire analysis was carried out using SPSS Version 27 for Windows.

RESULT AND DISCUSSION

Results

The mental health scale used in the study consisted of 36 items, each scored based on four answer choices valued at 1 to 4. Thus, the minimum score that can be achieved is $36 \times 1 = 36$ and the maximum score is $36 \times 4 = 144$. The hypothetical mean value on this scale is calculated by the formula $(36 + 144) \div 2$ so that the result is 90, while the standard hypothetical deviation is $(144 - 36) \div 6$ which is 18. Based on the results of filling in the scale by the respondents, an empirical average value of 107 was obtained with an empirical standard deviation of 15. The comparison between the empirical and hypothetical values provides an overview of the position of the respondents' mental health level in the assessment category that has been determined.

Table 5. Comparison of Empirical and Hypothetical Data on Mental Health

Variable	Empirical			SD	Hypothetical			SD
	Min	Max	Red		Min	Max	Red	
Mental health	72	135	107	15	36	144	90	18

Source: Processed Researcher, SPSS Version 27, (2025)

The results of the analysis on the mental health scale showed that the Empirical Mean value of 107 was higher than the Hypothetical Mean of 90, so it can be concluded that the level of mental health of the study subjects was above the average of the general population. Based on the achievement of these scores, the research participants were then grouped into three categories of mental health levels, namely the low, medium, and high categories.

Table 6. Categories Mental Health

Variable	Value Range	Categories	Quantity (N)	Percentage
Mental Health	$X < 92$	Low	12	14%
	$92 \leq X < 122$	Medium	58	69%
	$X \geq 122$	Height	14	17%
Quantity			84	100%

Source: Processed Researcher, SPSS Version 27, (2025)

Based on the results of the categorization in the table, it is known that 12 respondents (14%) are in the low mental health category, 58 respondents (69%) are in the moderate mental health category, and 14 respondents (17%) are in the high mental health category. Thus, it can be concluded that most of the subjects in this study had a level of mental health in the moderate category. The work stress scale in this study consisted of 36 items with four answer options scored 1 to 4. The theoretical score range was at a minimum value of 36 (36×1) and a maximum of 144 (36×4), with a hypothetical mean of 90 and a hypothetical standard deviation of 18. Based on the results of the measurement of the respondents, an empirical mean of 115 and an empirical standard deviation of 12 were obtained, so that the comparison between empirical data and hypothetical data from the work stress variable can be seen in the next table.

Table 7. Comparison of Empirical and Hypothetical Data on Work Stress

Variable	Empirical			SD	Hypothetical			SD
	Min	Max	Red		Min	Max	Red	
Work stress	93	138	115	12	36	144	90	18

Source: Processed Researcher, SPSS Version 27, (2025)

The analysis on the work stress scale obtained an Empirical Mean result greater than the Hypothetical Mean, which was $115 > 90$ so that it can be concluded that the significance of work stress in the study subjects was seen to be higher than the general population. Furthermore, the research subjects were divided into 3 categories of work stress, namely low; moderate; and height as follows:

Table 8. Categories Work Stress Data

Variable	Value Range	Categories	Quantity (N)	Percentage
Work stress	$X < 103$	Low	12	14%
	$103 \leq X < 127$	Medium	56	67%
	$X \geq 127$	Height	16	19%
Quantity			84	100%

Source: Processed Researcher, SPSS Version 27, (2025)

Based on the data in the previous table, information was obtained that as many as 12 respondents (14%) were in the category of low work stress, then 56 respondents (67%) were in the category of moderate work stress, and 16 respondents (19%) were classified as having high work stress. Thus, it can be stated that most of the respondents in this study experienced a level of work stress in the medium category. Furthermore, classical assumption testing was carried out to ensure that the data from the research met the analysis requirements, especially through the distribution normality test and the linearity test. Normality tests were performed to determine whether the data distribution on each variable followed the normal distribution using *the Kolmogorov-Smirnov Test*. The criteria for decision-making are determined that if the Asymp. Sig (2-tailed) > 0.05 then the data is considered to be normally distributed. This test is applied to the variables of work stress and mental health, and the results can be seen in the test table that has been presented.

Table 9. Data Normality Test Results

		Unstandardized Residual
N		84
Normal Parameters, b	Red	.0000000
	Std. Deviation	14.69821365
Most Extreme Differences	Absolute	.082
	Positive	.067
	Negative	-.082
Test Statistic		.082
Asymp. Sig. (2-tailed) ^c		.200d
Monte Carlo Sig. (2-tailed) ^d	Sig.	.173
	99% Confidence Interval	
	Lower Bound	.163
	Upper Bound	.183

Source: Processed Researcher, SPSS Version 27, (2025)

The data normality test in this study was carried out on unstandardized residual using *the Kolmogorov-Smirnov* method to ensure that the data is distributed normally before correlation analysis is carried out. Based on the test results, the number of respondents was 84 people with an Asymp score. Sig. (2-tailed) is 0.200. The significance value is above 0.05, so the residual distribution can be declared normal. The statistical parameters displayed also show a residual mean value of 0.000000, as well as a standard deviation of 14.6982, which describes the spread of residual data within acceptable limits.

The most extreme differences in the absolute category were 0.082, positive 0.067, and negative -0.082, indicating that there were no extreme deviations from the normal distribution line. In addition, the results of Monte Carlo Sig. (2-tailed) showed a value of 0.173 with a 99% confidence interval, which reinforces the conclusion that the residue model meets the characteristics of the normal distribution. Thus, the research data is suitable for parametric statistical tests, especially correlation analysis to see the relationship between work stress and mental health in CV employees. Masterpiece of Prestasindo.

Table 10. Linear Regression Test Results

Models	Unstandardized Coefficient		t	sig
	B	Std.Error		
Constant	83.585	15.710	5.321	0.000
Work Stress	0.204	0.135	1.507	0.136

Source: Processed Researcher, SPSS Version 27, (2025)

Based on the results of simple linear regression analysis, it was found that the work stress variable (X) had a

linear relationship with the employee mental health variable (Y), which was shown through a positive correlation value of 0.204. These findings indicate that the increase in work stress levels is related to a corresponding change in the mental health aspects of employees, so that these variables have a positive influence even in the category of weak relationships.

Table 11. Partial Test Results

Variable	Correlation to Mental Health	Significance (p)
Work Stress	0.204	0.136

Source: Processed Researcher, SPSS Version 27, (2025)

Based on the results in Table 11, the work stress variable showed a positive influence on mental health with a coefficient value of 0.204 and a significance level of 0.136 which was above the probability limit of 0.05, so the relationship formed did not show a statistically significant influence. These findings show that work stress has not been able to be the main predictor in explaining changes in employee mental health conditions. Furthermore, the level of contribution or effective contribution of work stress to mental health was analyzed using the determination coefficient (R^2) to see the magnitude of the effect exerted.

Table 12. Effective Donation

Models	R	R-Square	Adjusted R-Square
1	0.164a	0.027	0.015

Source: Processed Researcher, SPSS Version 27 (2025)

The results of the determination coefficient test show the value of *R-Square* 0.027 or equivalent to 2.7%, which is based on the Sugiyono & Lestari criteria (2021) It is included in the category of very weak contributions, namely in the range of 0% to 19.9%. This means that the influence of work stress only provides a small portion on the mental health of CV Mahakarya Prestasindo employees compared to various other factors that may be more dominant in their roles. Thus, 97.3% of the variation in respondents' mental health was explained by other variables not covered in this study, so additional exploration of factors is needed to understand the mental health condition of employees more comprehensively.

Discussion

The findings of this study show that work stress has a contribution of 2.7% to the mental health of CV employees. Prestasi Masterpiece based on the determination coefficient test. The value of the contribution is at a very weak level, so work stress has not been a major factor in the decline in mental health in the company. The linear regression test yielded a coefficient of 0.204 with a significance of 0.136 which showed an insignificant positive effect. These results indicate that some employees are able to manage work stress without experiencing a drastic decline in mental health. Previous studies conducted by Malacca (2021), Riana (2022), as well as the Son (2022) It also found a relationship between stress and mental health. However, the level of strength of the relationship in this study was much lower than that of the other studies. The limited influence confirms that there are other variables that are more dominant in influencing employees' mental health. Variables such as social support, job satisfaction, and coping strategies are often put forward as protective factors in maintaining workers' mental health.

Distribution data shows that the majority of employees are in the "moderate" work stress category at 67% of the total respondents. This condition shows that work pressure in the company is at a level that can still be tolerated by most employees. At the same time, mental health levels are also in the "moderate" category at 69%, which indicates that their psychological condition is still relatively stable. These facts support the interpretation that work stress does not directly cause serious mental disorders. A weak positive correlation shows that the stress experienced tends to give employees a boost in carrying out their duties. This phenomenon is often referred to as eustress, which is stress

that stimulates the development and motivation of work (Sumanta et al., 2022). However, if stress increases without treatment, the potential for change to distress still needs to be watched out.

Although work stress is in the moderate category, this situation requires attention to prevent future increased work pressure. Employees who are exposed to stress on an ongoing basis can experience emotional exhaustion and decreased productivity. Sadila (2025) stating that untreated stress will have adverse effects such as performance decline, interpersonal conflict, and deteriorating mental health. This warning is also in line with Fahamsyah's findings (2017) which indicates prolonged stress triggers the risk of depression and anxiety. The tendency to stress in CV Mahakarya Prestasindo needs to be monitored so as not to enter a phase that endangers the psychological stability of employees. Company management has a strategic role in preventing an increase in the psychological burden of employees. Early intervention programs can help maintain adaptive stress levels.

The insignificant positive influence between work stress and mental health gives the impression that some employees have good resilience skills. As many as 86% of respondents showed that their mental health condition did not decrease despite experiencing work pressure. This illustrates the existence of an internal protection mechanism that is able to maintain psychological balance. According to the theory *Psychological Resilience*, resilient individuals are able to rise and adapt effectively despite stressful situations (Nisa, 2024). These findings confirm that stress does not always produce negative consequences if managed with the right strategy. Some employees make stress a challenge that encourages improvement in work competence. This situation provides an advantage for the company in maintaining the continuity of performance.

Employees' ability to manage stress is also affected by their success in adjusting to the work environment. Zakiyah Darajat explained that good self-adjustment to the social and work environment is an important indicator of mental health. Employees who have harmonious interpersonal relationships tend to be stronger in the face of work pressure. In addition, Frank in Azizah (2025) affirms that the development of mental health will continue to increase if individuals are able to accept responsibility and comply with social norms in their environment. This contribution of self-adjustment appears to be relevant in respondents who remain mentally healthy despite work pressure. Adaptive strategies allow employees to turn stress into an urge to excel. This condition shows the quality of mental health in the company.

Theoretically, high work stress will usually decrease the mental health of the individual who experiences it. However, the data of this study shows a different pattern, where stress is positively correlated although not significant. This pattern illustrates the existence of a positive meaning of the source of work stress, such as being considered as a motivation to support performance. Al Fahreza (2024) states that an individual's perception of stress greatly determines the influence it causes. If stress is perceived as a challenge, then the results obtained can be constructive for the individual. This explains why the decline in mental health is not dominant in CV Mahakarya Prestasindo. A more positive perception of workload plays a role in maintaining employee psychological stability.

The company should maintain this stable condition as an important psychological asset in supporting the achievement of work targets. Employees who are able to manage stress have good work resilience as the capital of organizational success. Laia & Th (2025) suggest the implementation of stress management training as an ongoing mental health care effort. Relaxation techniques, counseling, and behavioral approaches can help suppress the potential for increased negative stress in the future. A conducive work environment will further strengthen employees' adaptive abilities when facing pressure. Early prevention will be more effective than overcoming problems when they have entered a critical stage. The company's commitment to maintaining the psychological well-being of employees will contribute to the company's operational progress.

The conditions found in this study show that there is quite good psychological resilience in most of CV Mahakarya Prestasindo's employees. The majority of employees have experience dealing with work pressure so that they are able to adapt to dynamic situations in the work environment. The ability to deal with complex work problems allows them to manage their mental health stably. Such effective adaptation reflects psychological maturity in facing

the demands of work. The development of company policies that support the balance of stress and mental health is still needed in anticipation of changes in workload. The results of this study provide an empirical overview of the importance of organizational support in controlling the impact of work stress. Companies can continue to increase attention to psychological aspects to ensure productivity and mental health remain aligned.

CONCLUSION

The results of the study on the relationship between work stress and employee mental health in CV. Mahakarya Prestasi showed that a correlation value of 0.204 with a significance of 0.136 indicated a positive relationship that was not significant between the two variables. The findings show that increased work stress is not necessarily associated with a decrease in mental health conditions, and that lower stress conditions do not automatically improve employees' mental health. Regression analysis also confirmed that work stress only contributed 2.7% to the mental health variable, while the remaining 97.3% came from other factors not studied in this study. This interpretation shows that the mental health aspect of employees is more influenced by psychosocial elements and other work environments that are more dominant than the pressure of the job itself. This condition emphasizes the importance of companies to keep an eye on external and internal factors that can affect the psychological balance of employees more broadly. CV Employee. Mahakarya Prestasi shows a good enough adaptability in dealing with stressful workloads so that the effect on mental health is not too strong. This research makes a scientific contribution to strengthening the understanding that work stress is not the only major determinant of changes in employee mental health.

REFERENCES

- Aini, A., Watts, D., Fithri, N. K., & Hardy, F. R. (2021). The relationship between noise and mental workload and work stress at PT. Duraquipt is excellent. *Journal of Community Mental Health and Public Policy*, 4(1), 37–48.
- Aisyah, R. N., & Handayani, S. (2023). Factors influencing work stress in nurses due to high workload: a literature review. *J-KESMAS: Journal of Public Health*, 9(2), 191–200.
- Al Fahreza, M. D., Luthfiarta, A., Rafid, M., & Indrawan, M. (2024). Sentiment analysis: The effect of working hours on the mental health of generation z. *Journal of Applied Computer Science and Technology*, 5(1), 16–25.
- Azizah, N., Ikhtiar, M., & Muchlis, N. (2025). Analysis of the Relationship between Work Stress Management and Mental Health in Nurses and Doctors in the Psychiatric Inpatient Room at Dadi Hospital, South Sulawesi Province: Analysis of the Relationship between Work Stress Management and Mental Health in Nurses a. *Journal of Aqfiyah Health Research (JAHR)*, 6(1), 121–130.
- Basuki, O. W. (2024). The Effect of Workplace Well-Being, Work Environment and Work Stress on Employee Mental Health in Perwira Village, Bekasi City (Perwira Village, North Bekasi District, Bekasi City). *repository.mercubuana.ac.id*.
- Christy, N. A., & Amalia, S. (2017). The effect of work stress on employee performance. *Journal of Business and Investment Research*, 3(2), 74–83.
- Fahamsyah, D. (2017). Analysis of the relationship between mental workload and work stress. *The Indonesian Journal of Occupational Safety and Health*, 6(1), 107–115.
- Fhauzan, R. F., & Ali, H. (2024). The Effect of Workload and Burnout on Employee Performance Through Work Stress. *Journal of Cyber Education Nusantara*, 2(4), 169–176.
- Ghozali, I. (2018). *Multivariate Analysis Application with IBM SPSS 25 Program*. Publisher of Diponegoro University.
- Ibrahim, R. N., & Suhariadi, F. (2021). The effect of job satisfaction and stress on turnover intention on employee salary reduction during the pandemic. *Bulletin of Psychological and Mental Health Research (BRPKM)*, 1(2), 1388–1396.
- Ketaren, D. K. (2024). Mental health in the workplace addresses stress and job satisfaction. *Circle Archive*, 1(4).

- Laia, S. S., & Th, A. D. M. (2025). The Effect of Performance and Work Stress on Employee Health Levels. *Scientific Development Media*, 19(10), 6073–6082.
- Leonardi, F. N., & Astuti, N. W. (2023). The relationship between work stress and teachers' psychological well-being. *Provita: Journal of Educational Psychology*, 16(2), 26–37.
- Malacca, P. T. (2021). The relationship between work factors and the level of work stress of contract employees at pt. X. *Equitabh Journal of Health (Public Health)*.
- Marfuah, N., Sumardiyono, S., & Fauzi, R. P. (2024). The Relationship between Mental Workload and Work Fatigue and Work Stress in PT X Employees. *Journal of Public Health*, 12(2), 140–147.
- Meidina, D. W. (2022). The effect of employee mental health on performance mediated by well-being in the workplace (an empirical study on employees of the information technology division during the work from home period). *Business Management Journal*, 18(1), 85–105.
- Muhajirin, F. A. R., Sulaiman, L., & Setiwan, S. (2024). Analysis of Workload and Work Stress in Nurses. *Bioscientist: Scientific Journal of Biology*, 12(2), 1853–1860.
- Nisa, A. (2024). The Effect of Work Stress on Mental Health on Employees in Multinational Companies. *Literacy Notes*, 2(1).
- Nofitasari, N., Sofiyah, S., Noviana, I., Silmia, A., Wibowo, R. D. A., Putri, D. E., & Ghufro, M. N. (2025). Teachers' Mental Health in Work Environment Dynamics and Stress Management. *Dawuh Guru: Journal of MI/SD Education*, 5(2), 227–242.
- Pasang, M. T. I., Doda, D. V. D., & Korompis, G. E. C. (2022). The Relationship Between Workload and Work Stress in Implementing Nurses in the Covid-19 Isolation Room of the Kotamobagu City Regional General Hospital. *KESMAS: Journal of Public Health, Sam Ratulangi University*, 11(2).
- Putra, A. A. M. A., Landra, N., & Puspitawati, N. M. D. (2022). The Effect of Work Stress, Physical Work Environment, Occupational Safety and Health on Employee Job Satisfaction at Cv. Bali Image Collection in Batubulan, Gianyar. *Values*, 3(2), 540–551.
- Riana, A., Nina, N., & Rindu, R. (2022). Workload, peer support, work environment and work climate on nurses' work stress levels. *Journal of Public Health Sciences*, 11(02), 160–169.
- Saba, Z. I. Z. (2024). The importance of employee mental health in the workplace to employee performance. *JBK Journal of Counseling Guidance*, 2(02), 38–45.
- Sadila, M., Purwaningsih, E., & Mardahlia, D. (2025). The Influence of Work Stress Levels, Mental Health, and Psychological Well-Being on the Quality of Human Resources. *permana.upstegal.ac.id*.
- Saefullah, E., & Amalia, A. N. (2017). The Effect of Workload and Work Stress on Employee Work Productivity. *Academic Journal*, 15(2), 117–122.
- Salsabil, K. (2025). The Effect of Work Stress on Employee Performance Mediated by Employee Mental Health of PT. Surabaya Autocomp Indonesia. *repository.itebisdewantara.ac.id*.
- Sugiyono, S., & Lestari, P. (2021). *Communication research methods (Quantitative, qualitative, and easy ways to write articles in international journals)*. Alfabeta Bandung, CV.
- Sukmawati, R., & Hermana, C. (2024). The effect of workload and work stress on employee performance. *Journal of Management and Business Research*, 51–56.
- Sumanta, J., Indah, M. F., & Hadi, Z. (2022). The analysis of work stress in employees is reviewed from the workload, working period and organizational role at pt. X Kab. Tapin South Kalimantan. *An-Nadaa: Journal of Public Health (e-Journal)*, 9(1), 102–107.
- Suryani, A. I., Muliawan, P., & Adiputra, N. (2020). The relationship between workload and work stress in garment employees in the city of Denpasar. *Journal of Health Research and Scientific Studies, Polytechnic Medica Farma Husada Mataram*, 6, 143–148.
- Zetli, S. (2019). The relationship between mental workload and work stress in education personnel in Batam city. *Journal of Industrial Systems Engineering*, 4(2), 63–70.