

The Effect of Menstruation On The Work Productivity of Women Employees At UD Kerupuk Singkong Nusantara Putra

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INDEXING	ABSTRACT
<p>Keywords: Keyword 1; Effect Keyword 2; Menstruation Keyword 3; Work Keyword 4; Productivity Keyword 5; Employees</p>	<p>This study aims to analyze the effect of menstruation on the work productivity of female employees at UD Kerupuk Nusantara Putra, Batu City, with a quantitative approach through a survey method. The sample of this study was the entire population of female employees, totaling 60 people, selected using a saturated sampling technique. Data collection was carried out through observation, Likert-scale-based questionnaires, and documentation, then analyzed using simple linear regression to test the relationship between menstruation variables (independent) and work productivity (dependent). The results of the study indicate that menstruation has a significant effect on work productivity, where smooth and well-managed menstrual conditions contribute positively to employee efficiency and performance. Conversely, symptoms such as abdominal pain, cramps, and difficulty concentrating can be obstacles if not managed properly. Therefore, company support for the health of female employees during menstruation is very important in maintaining work performance. This study recommends the provision of supporting facilities such as special break rooms and flexible working hours to reduce productivity disruptions. In addition, this study encourages further exploration by adding other variables such as work environment, training, and motivation to provide a more comprehensive understanding of the factors that influence female employee productivity</p>

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INTRODUCTION

In the world of work, employee productivity is very important to achieve company goals (Djazilan & Arifin, 2022).. One of the factors that can affect employee productivity, especially female employees, is menstruation. Menstruation is a natural process that is experienced by every woman every month. Menstruation can affect a woman's physical and psychological condition, which can ultimately have an impact on work productivity. According to research conducted by Tabassum et al., the physical condition experienced by women during menstruation can cause discomfort, pain, and fatigue (Tabassum et al., 2015). This can reduce focus and concentration in doing work, so it has the potential to reduce work productivity. In addition, according to Farage et al., hormonal changes that occur during menstruation can also affect a woman's mood and emotions, which can have an impact on social and work interactions (Farage et al., 2008).

One of the problems faced by women in general and female workers in particular is the problem of disturbances during menstruation or a few days before menstruation (Nohara et al., 2011). Hormonal changes that occur in a woman's body cause menstruation so that it can affect the condition of women in general and female workers in particular, both physical conditions such as dizziness, cramps in the abdomen, getting tired quickly, being weak and even fainting, as well as psychological conditions such as irritability, impatience, bad mood, irritability, difficulty concentrating and others. This directly or indirectly also affects work results because in some women menstrual disorders are so severe that they can interfere with daily activities and even cannot work at all.

Based on the above problems, the researcher has a strong reason why he took the title *The Influence of Menstruation on Women's Work Productivity at UD Cracker Nusantara Putra*. By raising this title, the researcher can find the problems faced by female workers at UD Cracker Nusantara Putra, such as physical and emotional symptoms that can interfere with productivity. To create a healthier and more productive work environment, this information can help in policymaking. In addition, the emphasis on the influence of menstruation shows UD Cracker Cassava Nusantara Putra is committed to the welfare and gender equality of employees. Companies can boost employee morale, reduce absenteeism, and increase loyalty by paying attention to issues that may be considered unimportant or overlooked. This improves the overall performance of the company and the productivity of individuals. Therefore, this research can help management create plans that support and empower women working in the food industry. The purpose of this study is to analyze menstruation on the level of work productivity of female employees at UD Kerupuk Singkong Nusantara Putra.

LITERATURE REVIEW

Work Productivity

The impact of menstruation on women's work productivity can vary widely, influenced by individual health, workplace culture, and access to supportive measures (Sommer et al., 2016). While some women experience minimal disruption, others may face symptoms like cramps, fatigue, and mood fluctuations that temporarily affect focus and output. In many professional environments, the lack of accommodations—such as flexible scheduling or menstrual health support—can further hinder performance. However, when organizations cultivate empathetic policies and normalize discussions around menstrual health, women are better able to maintain their productivity and well-being. Recognizing menstruation as a legitimate factor in workplace dynamics is essential for fostering inclusive, high-performing teams.

Building on this, it's important to highlight how workplace policies and cultural attitudes toward menstruation can directly shape women's productivity experiences (Gopala, 2023). In organizations where menstrual health is treated with stigma or silence, employees may feel compelled to conceal discomfort, leading to decreased engagement or presenteeism. Conversely, inclusive practices—like offering menstrual leave, access to sanitary products, and flexible work arrangements—can empower women to manage their cycles without sacrificing their contributions. When menstrual health is integrated into broader well-being strategies, it signals respect and support, allowing women to thrive professionally across all phases of their cycle.

RESEARCH METHOD

This study uses a quantitative method with a survey approach based on positivism. The location of the research is UD Kerupuk Nusantara Putra, Batu City, East Java, which was chosen because of its role in the local economy and its accessibility for data collection and observation. The research population consisted of 60 female employees, all of whom were sampled with a saturated sampling technique. This study has two main variables, namely the independent variable (menstruation) and the dependent variable (work productivity). Data analysis was carried out using descriptive and inferential statistical methods using simple linear regression to test the influence of menstruation on work productivity. In addition, validity and reliability tests are carried out to ensure the quality of research instruments. The hypothesis test was carried out with a t-test to determine the significance of the influence of independent variables on dependent variables, as well as a determination test (R^2) to measure how much independent variables explain variations in dependent variables.

RESULT AND DISCUSSION

The results of this study provide a description of the general overview of the respondents including Gender, Origin, Education, Age, Height, Weight, which is described as follows:

Table 1. Respondent Characteristics (N=60 Respondents)

The Characteristic of Respondent	Total	Percentage
Gender		
Woman	60	60%
Origin		
Batu	60	60%
Education		
SD	20	20%
SMP	32	32%
SMA	8	8%
Age		
35	8	8%
36	4	4%
37	12	12%
38	20	20%
39	16	16%
Height (cm)		
148	8	8%
150	24	24%
152	8	8%
153	4	4%
155	8	8%
157	8	8%
Weight		
48	4	4%
49	4	4%
50	20	20%

The Characteristic of Respondent	Total	Percentage
Gender		
54	12	12%
55	4	4%
60	12	12%
75	4	4%

Based on Table 1, all respondents were female as many as 60 people (100%) and all of them came from Batu (100%). The education level of respondents varies, the majority have a junior high school education (32%), followed by elementary school (20%), and high school (8%). In terms of age, the most respondents were in the age group of 38 years (20%), followed by the age group of 39 years (16%) and 37 years (12%). The height of respondents also varied, with the majority having a height of 150 cm (24%), while others were at height intervals of 148 cm, 152 cm, 153 cm, 155 cm, and 157 cm with a proportion of 8% each. The respondents' weight was dominated by the group weighing 50 kg (20%), followed by 54 kg (12%) and 60 kg (12%), while the group with a weight of 48 kg, 49 kg, and 75 kg had the same proportion of 4%. This description provides an overview of the characteristics of the respondents involved in the study.

Table 2. Validity Test

Var/No	r count		r table	Conclusion
	X	Y		
1	0.715	0.375	0,254	Valid
2	0.806	0.509		Valid
3	0.619	0.668		Valid
4	0.816	0.702		Valid
5	0.611	0.805		Valid
6		0.711		Valid
7		0.805		Valid

Based on table 2, it can be seen that the instrument used in the study, namely the Menstrual variable (X) consists of 5 statements and the Work Productivity variable (Y) consists of 7 statements, from all the data statements are declared valid because the value (calculation) > (table) is 0.254. The value of the table for 60 samples was 0.254.

Table 3. Reliability Test

Variable	Alpha Cronbach	Alpha	Conclusion
Menstruasi (X)	0.762	0,6	Reliabel
Produktivitas Kerja (Y)	0.660		Reliabel

Based on table 3, it can be concluded that all statement items of the Menstrual variable (X) and the Work Productivity variable (Y) have an Alpha coefficient greater than 0.6 thus the statement items for all these variables are declared reliable.

Table 4. Multiple Linear Regression

Variable	B Unstandardized Coefficients	Conclusion
Constant	31.550	Positif
Menstruasi (X)	0.094	Positif

Based on table 4, a regression equation can be made to measure the level of influence between variables as follows:

$$Y = a + b_1X_1 + e$$

$$Y = 31.550 + 0.094 X + e$$

Based on the regression equation, it can be interpreted that, for the value of the work productivity variable of a constant value of 31,550, it means that the value of work productivity is declared high before being influenced by the menstrual variable. The value of the variable is 0.094, then the total influence value is 31.644, thus the meaning of the regression value of each variable is as follows:

Y = the work productivity variable which is a bound variable whose value will be predicted by the menstrual variable (X).

X1 = regression coefficient (X) of 0.094 with a sign stating that the menstrual variable (X) has a positive influence on the work productivity variable (Y), this means that menstruation has an influence on increasing work productivity.

Tabel 5. T Test Result

Variabel	t hitung	t tabel	Taraf Signifikan	Conclusiom
Menstruasi	10,634	1,671	0,000	Signifikan

The results of the t-test calculation to determine the influence of each variable, namely, the menstrual variable (X) has a significant effect on the work productivity variable (Y) in female employees at UD cassava crackers Nusantara Putra because the tcal value = 10,634 > ttable 1,671 with a significant value of 0.000 ($p < 0.05$), so that H1 is accepted. This means that the better the menstrual process will increase work productivity.

Tabel 6. F Test

F hitung	F tabel	Conclusion
113,088	4,007	Signifikan

The results of the F test were obtained with a value of Fcal (113,088) > Ftable (4,007) with a significant value (0.000) which means that the menstrual variable affects work productivity (Y) in female employees at UD cassava crackers Nusantara Putra, so that H1 is accepted, meaning that the smooth menstrual process is able to support an increase in work productivity.

Tabel 7. Coefficient of Determiation Test (R^2)

Model	R	R Square	Adjusted R Square
Menstruasi	0,813	0,661	0,655

The results of the analysis obtained an r square value of 0.661, meaning that the menstrual variable affected the work productivity of female employees in UD cassava crackers Nusantara Putra by 66.1% and the remaining by 0.339 or 33.9% by variables.

The Effect of Menstruation on Work Productivity in Female Employees at UD Kerupuk Singkong Nusantara Putra

This study revealed a significant relationship between the menstrual cycle and the work productivity of female employees at UD Cassava Nusantara Putra Cracker. These findings provide new insights into the importance of reproductive health factors in influencing women's professional performance in the workplace. Reproductive health conditions are not just biological aspects, but key components that directly affect the ability to concentrate, adapt, and work performance. The variation in menstrual experience in each individual turns out to have a significant impact on productivity. Symptoms such as pain, discomfort, and hormonal changes can reduce the focus and motivation of employees in carrying out their tasks. Unfortunately, this aspect is often overlooked in human resource (HR) management.

The results of this study are in line with previous studies that confirm that occupational safety and health have a significant influence on employee productivity. Pramono et al. emphasized that adequate safety and health policies can optimize labor productivity (Pramono et al., 2020). Likewise, research by Nur and Damayanti et al., which shows a positive relationship between occupational safety programs and employee performance improvement. These factors include providing a work environment that supports the physical and mental well-being of employees (Nur, 2017) (Damayanti et al., 2019).

This finding has strategic implications for organizational management. A work environment that is sensitive to the biological needs of female employees can increase productivity, motivation, and work commitment. Therefore, companies need to adopt a holistic approach to human resource management, which includes the provision of reproductive health support through adequate health facilities, education on menstrual management, and work flexibility policies when needed. In addition, an inclusive organizational culture is needed by eliminating stigma against reproductive health issues and creating an environment that supports openness and understanding of the physiological needs of female employees. Employee welfare programs that focus on occupational safety and health also play an important role in improving the physical and mental well-being of employees, which ultimately has a positive impact on workforce productivity (Ramadhany & Thamrin, 2019).

CONCLUSION

The results of this study show that menstruation has a positive and significant influence on the work productivity of female employees at UD Kerupuk Cassava Nusantara Putra. Smooth and uninterrupted menstrual conditions turn out to contribute to increased work productivity. With good health management during menstruation, female employees are able to maintain optimal work performance, showing that physical well-being plays an important role in supporting productivity in the workplace.

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