

Employees' Depression, Anxiety and Stress Levels: An Assessment in Online Distance Learning and Work-From-Home Setup

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Abstract

One of the changes brought by the COVID-19 pandemic is the transition to offsite work for employees of most organizations. Cebu Institute of Technology - University, a higher education in the Philippine is one of those which provisioned all the faculty, staff and administrators to work-from-home setup. As this is the first time that the university had a full remote work, presence of depression, anxiety and stress levels are assessed in this study.

The main objective of the study is to evaluate the general level of anxiety of faculty, staff and administrators given the different nature of work and needed resources using the DASS questionnaire of the Psychology of Australia. This was responded by 61% of the employees.

Results showed that the depression, anxiety and stress scales of the employees are normal. Thus, there is little to no evidence of dysphoria, hopelessness, devaluation of life, self-deprecation, lack of interest/involvement, anhedonia, inertia, arousal, skeletal muscle effects, situation anxiety, subjective experience of anxious effect and chronic non-specific arousal. The years of work experience was also found to have a significant relationship with the anxiety and stress levels of the employees with every unit of increase of years of work experience, the anxiety and stress level decreases by 0.1441.

The study produced recommendations on having a DASS health check every end of term and wellness Fridays for continuous monitoring for employees' health.

Keywords

depression, anxiety level, stress, work from home, offsite work

Biographies

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