

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

**Erlyn Ivy O. Rago and Alein B. Navares**

Department of Industrial Engineering  
Cebu Institute of Technology - University  
Cebu City, Philippines 6000

[erlynivy.rago@cit.edu](mailto:erlynivy.rago@cit.edu), [alien.navares@cit.edu](mailto:alien.navares@cit.edu)

## 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

**Erlyn Ivy O. Rago** is a College Instructor, and the Student Success Officer of Cebu Institute of Technology - University currently pursuing Master of Science in Industrial Engineering. She has handled courses in engineering statistics, engineering management and leadership transformation. She is one of the finalists of the Ten Outstanding Students of the Philippines in 2018. Her research interests include sustainability education, data analytics, inclusive technology and project management.

**Alein B. Navares** is the Chair of the Department of Industrial Engineering of Cebu Institute of Technology - University where he has been a faculty since 2003. He is also the Assistant Head of the Research & Development Coordinating Office, and the Quality Assurance Officer for Administration of the university. He completed Master of Science in Management Engineering. His research interests include kansei engineering, and the management of quality, organizational development and innovation.