

Muhamad Azlan Ezuan Razali^a, Muhamad Faiz Aiman Mohd Rawi^a, Mohamad Luqman Sabarani^a & Muhammad Zubir Yusof^{a*}

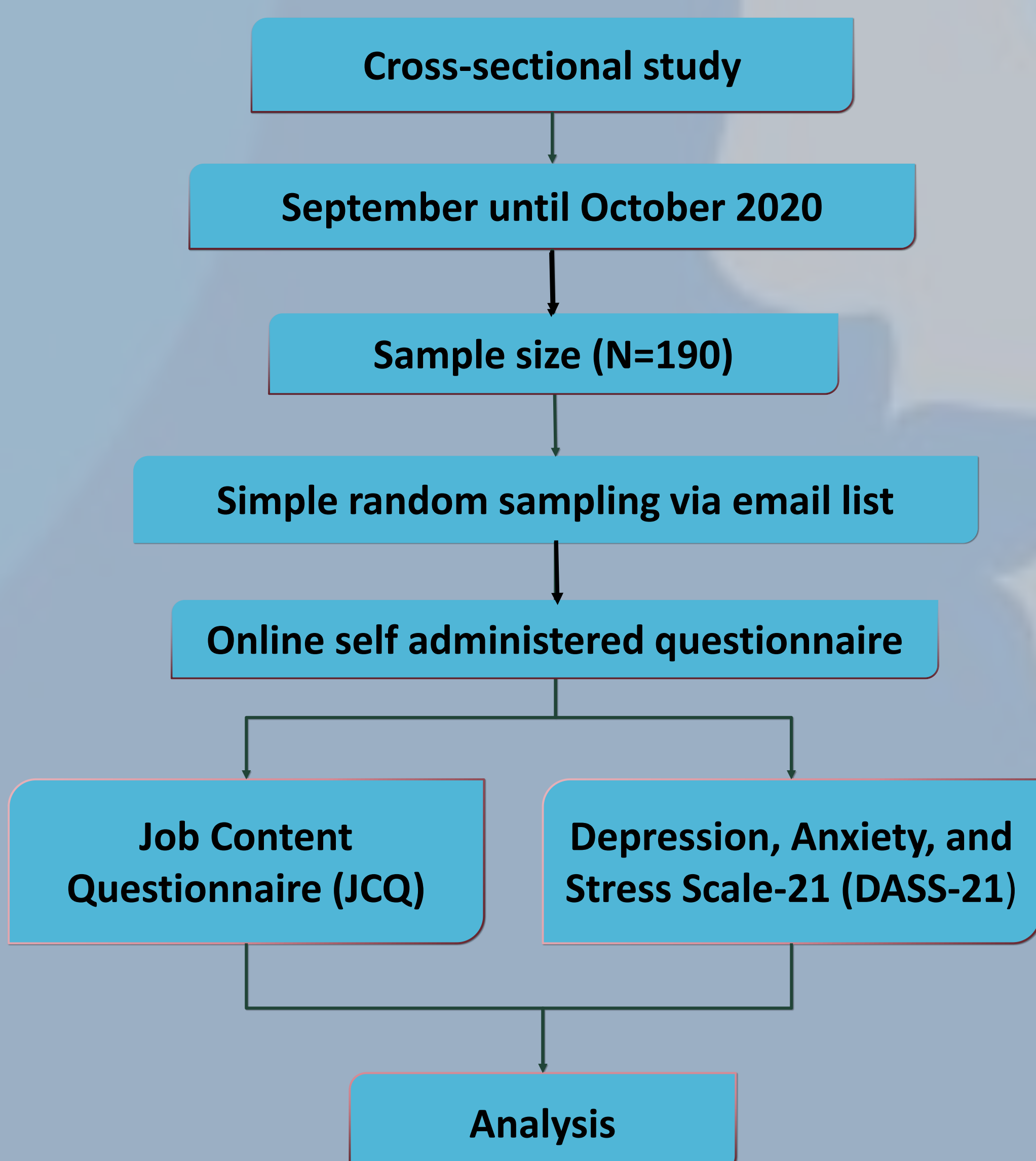
^aDepartment of Community Medicine, Kulliyah (Faculty) of Medicine, International Islamic University Malaysia, Kuantan, Pahang, Malaysia

*Corresponding author: zubiryusof@iium.edu.my

Background of Study

- Mental health problems among higher institution employees are becoming more prevalent.
- Implementation of strict lockdown during COVID 19 pandemic and the nature of the job may contribute to mental health issues¹.
- Thus, the purpose of this study was to determine the prevalence of depression, anxiety, and stress among employees at a higher institution in Pahang, Malaysia, as well as their relationship to sociodemographic characteristics and job content.

Methodology



Result

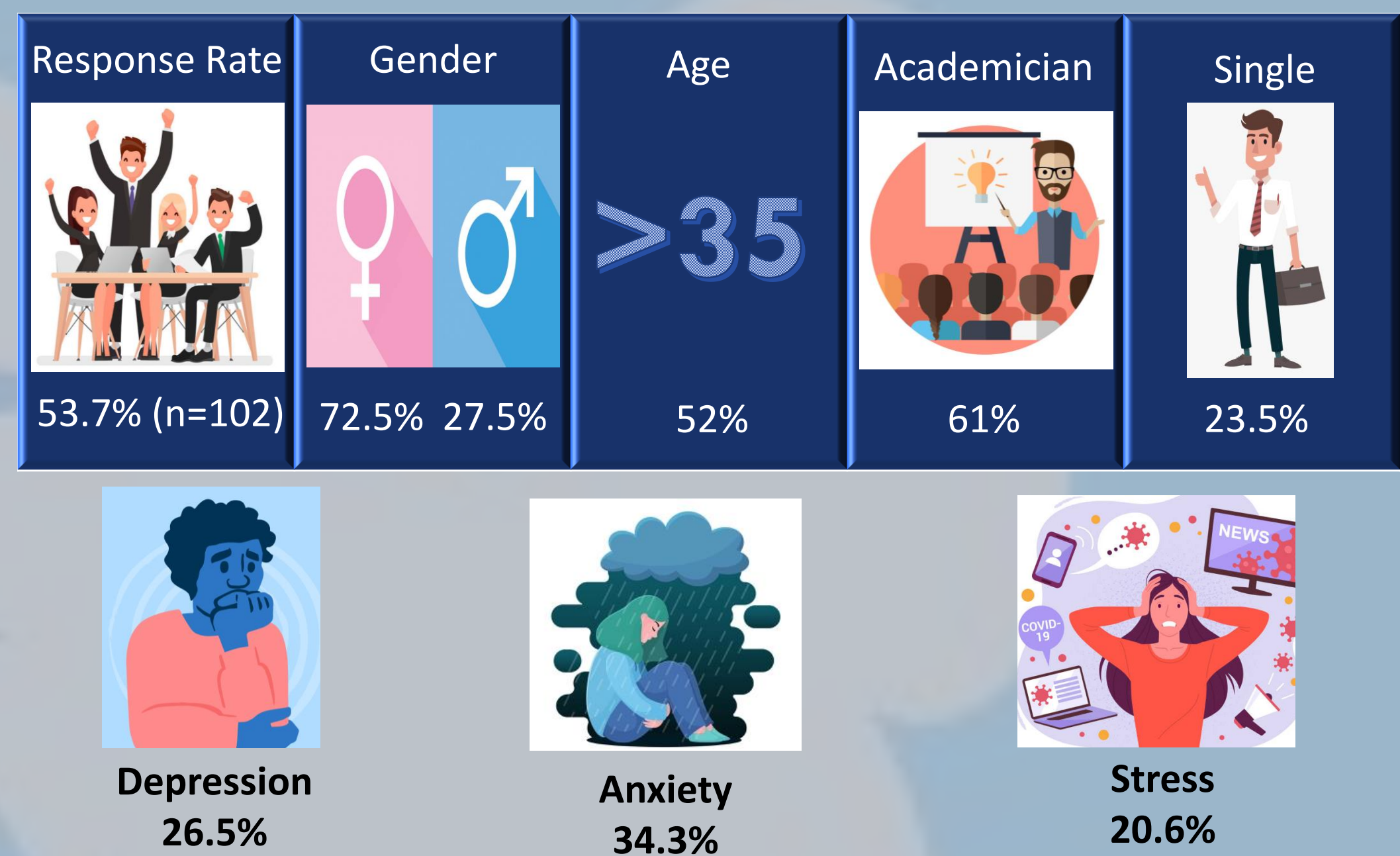


Table 1 Association between job characteristic with depression, anxiety and stress

Job characteristic	Depression		Anxiety		Stress	
	AOR [#]	p value	AOR [#]	p value	AOR [#]	p value
Decision latitude	2.34	0.14	2.69	0.06	1.74	0.36
Job demand	2.29	0.17	1.12	0.85	1.34	0.67
Co worker support	1.35	0.7	0.96	0.96	0.45	0.34
Supervisor support	7.39	0.003*	3.97	0.03*	9.37	0.003
Job insecurity	1.56	0.44	4.05	0.01*	2.59	0.04*

*significant value (p<0.05)

[#]Adjusted Odds Ratio (AOR); adjusted for age, gender, education, household income, smoking status, job position, marital status and COVID-19 worries

Discussion

- Our findings showed a high prevalence of anxiety, depression and stress among the respondents which is consistence with previous studies^{2,3}.
- Those received inadequate supervisor support and job insecurity were more likely to develop mental problems.
- This significant finding could be explained by recent changes in organisational working conditions because of the Covid-19 crisis.
- Workers require substantial supervisor support at this stage to alleviate their uncertainties and ambiguities about the organisation and their social conditions.

Conclusion

- Our research found that university employees are susceptible to depression, anxiety, and stress.
- It also highlighted that the mental health status of the employees was significantly associated with job security and supervisor support.
- Our findings will give significant management and institutional policy implications for decision making in psychosocial employment aspects that affect employees' mental health.

References:

1. Wang, C. et al. Int. J. Environ. Res. Public Health 17, 1729 (2020).
2. Ismail, N. H. & Noor, A. Malaysian J. Public Heal. Med. 16, 81–91 (2016).
3. Yeshaw, Y. & Mossie, A. *Neuropsychiatr. Dis. Treat.* 13, 2803 (2017).
4. Charoensukmongkol, P. & Phungsoonthorn, T. J. Gen. Psychol. 1–20 (2020)
5. Gallie, D., Felstead, A., Green, F. & Inanc, H. Work. Employ. Soc. 31, 36–53 (2017).

Ethical consideration:

Our study protocol, procedures, information sheet, and consent statement were all approved by the Kulliyah Research Committee, International Islamic University Malaysia (IIUM) (ref no.: IIUM/305/20/4/1/7). Participation in this study was voluntary, and participants provided informed consent.