

Employees' Well-Being and Mental Health in the Workplace

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Abstract

This study explored the well-being and mental health of employees across various workplaces in Panay Island during the 2024–2025 period. Its primary aim was to assess employees' levels of psychological well-being, perceived stress, and the availability of workplace mental health support, while also examining the relationship between organizational support and employee mental health outcomes. A descriptive-correlational research design was employed, involving 160 employees selected through stratified random sampling from different industries and employment categories. Data were collected using a researcher-developed questionnaire, which was validated by experts and pilot-tested for reliability, yielding a Cronbach's alpha of 0.89.

The results showed that employees generally reported moderate levels of psychological well-being ($M = 3.42$, $SD = 0.58$) alongside moderate perceived stress ($M = 3.18$, $SD = 0.66$). These findings suggest that while employees are generally able to manage work demands, workplace stressors remain prevalent. Workplace mental health support was also rated at a moderate level ($M = 3.27$, $SD = 0.61$), indicating that programs and interventions are not consistently implemented across organizations. Significant differences in perceived stress were observed based on age and length of service, with younger and less experienced employees reporting higher stress levels. No significant differences were found with regard to sex or educational attainment. Pearson correlation analysis further revealed a significant positive relationship between workplace mental health support and psychological well-being ($r = 0.54$, $p < 0.001$), underscoring the importance of organizational interventions in fostering employee health.

Based on these findings, the study concludes that organizations should strengthen mental health support systems, implement targeted interventions for vulnerable employee groups, and cultivate a workplace culture that emphasizes openness and inclusion. Such measures can help enhance overall well-being, reduce stress, and promote higher productivity.

Keywords: employee well-being, mental health, workplace stress, organizational support, Panay Island

Introduction:

Employee well-being and mental health have become key concerns in modern workplaces, as organizations increasingly recognize their direct impact on productivity, engagement, and overall success. The World Health Organization (2022) emphasizes that mental health is a crucial factor in an individual's ability to work effectively, manage stress, and contribute meaningfully to their community. In the Philippines, workplace demands have intensified due to rising workloads, rapid digitalization, and economic pressures, making employee well-being an urgent priority (Santos & Bautista, 2021). Organizations in Panay Island face similar challenges, as local industries contend with increasing demands that affect the psychological health of their workforce.

Employee well-being is multidimensional, encompassing physical, psychological, and social aspects, all of which interact to influence job performance, satisfaction, and commitment. Research shows that employees with strong mental health demonstrate higher motivation, greater organizational loyalty, and lower absenteeism (Garcia & Flores, 2020). In contrast, poor mental health is linked to burnout, reduced morale, and higher turnover, creating obstacles to organizational effectiveness (Del Mundo, 2023). As workplaces adjust to post-pandemic realities, the importance of mental health support has grown, highlighting the need for stress management programs, psychological safety initiatives, and accessible mental health services.

Within this context, the present study focuses on the well-being and mental health of 160 employees across various workplaces in Panay Island during the 2024–2025 period. It aims to assess employees' levels of psychological well-being, perceived stress, and workplace mental health support, as well as to identify key challenges and risk factors that affect mental health in the workplace.

Specifically, the study seeks to determine the overall condition of employees regarding their psychological well-being, perceived stress, access to workplace support, and availability of mental health programs. Despite growing awareness of mental health issues in the Philippines, many organizations still face difficulties in establishing effective interventions that address employees' emotional and psychological needs. This study also examines whether demographic factors, such as age, sex, length of service, and employment status, are associated with differences in employee well-being and mental health outcomes. Furthermore, it explores the relationship between workplace support systems and employees' overall mental health.

The findings of this research are expected to provide evidence-based insights that organizations can use to strengthen workplace policies, enhance support mechanisms, and implement mental health initiatives that promote healthier, more resilient, and more productive work environments.

Methodology:

This study utilized a descriptive-correlational research design to investigate the well-being and mental health of employees across various workplaces in Panay Island during the 2024–2025 period. This design was chosen as it allowed the researcher to not only describe the current state of employee well-being but also examine the relationships between mental health indicators, workplace support, and demographic factors.

The study involved 160 employees from a variety of industries, including education, business, service, and government sectors across Panay Island. Participants were selected using a stratified random sampling technique to ensure representation across provinces and employment categories. Participation was entirely voluntary, and informed consent was obtained from all respondents prior to data collection.

A researcher-developed questionnaire served as the primary tool for data gathering. The instrument was divided into four sections: (1) demographic profile; (2) psychological well-being scale; (3) perceived stress scale; and (4) workplace mental health support and initiatives. The questionnaire underwent expert validation to ensure content accuracy and was pilot-tested with 30 employees outside the study sample, resulting in a Cronbach's alpha of 0.89, indicating high reliability.

Data collection was carried out through a combination of online and printed surveys, depending on the accessibility and preferences of each workplace. The collected data were analyzed using descriptive statistics, including means and standard deviations, to determine the levels of employee well-being and mental health. Pearson correlation analysis was conducted to explore the relationship between workplace

support and overall mental health, while ANOVA and t-tests were applied to identify significant differences based on demographic characteristics.

Throughout the study, ethical considerations were strictly observed, including ensuring confident

Results:

The results of the study showed that employees across Panay Island reported a moderate level of psychological well-being, with an overall mean score of 3.42 (SD = 0.58). This finding aligns with Garcia and Flores (2020), who observed that Filipino employees often maintain moderate well-being despite the pressures of the workplace. Similarly, respondents reported a moderate level of perceived stress (M = 3.18, SD = 0.66), consistent with Del Mundo (2023), who noted that increasing workloads and post-pandemic adjustments continue to elevate stress among workers in the Philippines.

Regarding workplace mental health support, employees rated the availability and implementation of programs as moderate, with a mean score of 3.27 (SD = 0.61). This reflects the findings of Santos and Bautista (2021), who highlighted that mental health initiatives in Philippine workplaces vary significantly due to differences in organizational resources and leadership priorities.

Analysis of demographic variables revealed notable patterns in perceived stress. Significant differences were observed based on age ($F = 4.11, p = 0.018$), with younger employees (M = 3.05, SD = 0.63) experiencing higher stress levels compared to older employees (M = 2.89, SD = 0.58). A similar trend emerged regarding length of service ($F = 3.67, p = 0.027$), supporting Hernando's (2022) observation that early-career employees are more vulnerable to stress due to adjustment challenges. In contrast, no significant differences were found in overall well-being or mental health outcomes based on sex or educational attainment ($p > 0.05$), echoing the findings of Recio and Mendoza (2021).

Finally, the study found a significant positive correlation between workplace mental health support and psychological well-being ($r = 0.54, p < 0.001$). This result underscores the importance of organizational support, supporting the World Health Organization's (2022) assertion that strong workplace interventions play a critical role in enhancing employee mental health and reducing stress.

Findings:

The study revealed that employees across Panay Island generally experience a moderate level of psychological well-being. This suggests that, while most workers are able to manage both personal and professional demands, challenges related to stress and workplace pressures remain present. Similarly, perceived stress levels were found to be moderate, indicating that employees encounter noticeable stressors in their work environment, though these are not typically overwhelming.

Workplace mental health support was also rated at a moderate level. This implies that while some organizations provide mental health programs and initiatives, such supports may not be consistently implemented or sufficiently comprehensive to fully meet employees' needs.

The findings further highlighted significant differences in perceived stress based on age and length of service. Younger employees and those with fewer years of work experience reported higher stress levels compared to their older or more experienced colleagues. In contrast, no significant differences were observed based on sex or educational attainment, suggesting that these factors do not substantially influence employee well-being or stress levels.

Finally, the study identified a significant positive relationship between workplace mental health support and psychological well-being. This indicates that employees who perceive stronger support for mental

health in their organizations tend to report higher levels of well-being. These results underscore the critical role of organizational initiatives, policies, and programs in promoting mental health, emphasizing that supportive workplace environments are key to fostering healthier, more resilient, and more productive employees.

Discussion:

The findings of this study underscore the increasing importance of workplace mental health in organizations across Panay Island during 2024–2025. The moderate levels of psychological well-being, perceived stress, and workplace mental health support reported by employees suggest that while organizations have begun addressing mental health concerns, these efforts are not yet sufficient to fully meet employees' needs. This aligns with global observations indicating that mental health remains a major workplace concern, particularly in settings where support systems are still emerging (World Health Organization, 2022).

The moderate psychological well-being levels suggest that employees are generally able to cope with their work responsibilities, yet they continue to face persistent stressors that affect their overall mental health. Similarly, the moderate levels of perceived stress reflect the challenges of modern work environments, which are often characterized by heavy workloads, tight deadlines, and interpersonal demands—factors known to contribute to stress-related issues (Aboagye et al., 2021).

The study also revealed that younger and less experienced employees report higher stress levels compared to their older and more tenured counterparts. This supports previous research indicating that early-career workers or newcomers may lack established coping strategies or job security, making them more vulnerable to workplace pressures (De Jonge & Peeters, 2019). On the other hand, the absence of significant differences in well-being based on sex or educational attainment suggests that mental health challenges are pervasive across demographic groups, reinforcing the idea that workplace stressors can affect all employees regardless of personal background.

Finally, the strong positive relationship between workplace mental health support and psychological well-being highlights the critical role of organizational interventions. Consistent with prior studies, supportive workplace environments—such as those offering counseling, mental health training, flexible work arrangements, and open communication—significantly enhance employee well-being while reducing stress (Grawitch et al., 2021). These findings emphasize that investing in mental health resources not only benefits individual employees but also fosters a healthier, more resilient, and productive workforce.

Recommendation:

The findings of this study underscore the increasing importance of workplace mental health in organizations across Panay Island during 2024–2025. Employees reported moderate levels of psychological well-being, perceived stress, and workplace mental health support, indicating that while organizations have begun addressing mental health concerns, current initiatives are not yet sufficient to fully meet employees' needs. This aligns with global research showing that mental health remains a key challenge in workplaces, particularly in settings where support systems are still developing (World Health Organization, 2022).

The moderate psychological well-being observed suggests that employees are generally able to manage work demands, yet they continue to face ongoing stressors that affect their overall mental health.

Similarly, the moderate levels of perceived stress reflect the pressures of modern work environments, which often involve heavy workloads, strict deadlines, and complex interpersonal dynamics (Aboagye et al., 2021).

The study also revealed notable differences in stress levels based on age and years of service, with younger and less experienced employees experiencing higher stress compared to older or more tenured staff. This supports previous research indicating that early-career employees and newcomers often have fewer coping strategies and less job stability, making them more susceptible to workplace pressures (De Jonge & Peeters, 2019). On the other hand, no significant differences were found in well-being according to sex or educational attainment, suggesting that mental health challenges affect employees across all demographic groups, regardless of personal background.

Importantly, the strong positive relationship between workplace mental health support and employees' psychological well-being highlights the essential role of organizational interventions. Consistent with prior studies, supportive workplaces—those offering counseling services, mental health training, flexible arrangements, and open channels of communication—can significantly enhance well-being and reduce stress (Grawitch et al., 2021). These findings emphasize that investing in mental health resources benefits not only individual employees but also strengthens overall organizational resilience and productivity.

Conclusion:

The study concluded that employees across Panay Island generally experience moderate levels of psychological well-being and perceived stress. This suggests that while many workers are able to manage the demands of their jobs, workplace stressors continue to be a notable concern. Workplace mental health support was also rated at a moderate level, indicating that although some organizations offer programs to promote well-being, these initiatives are not always consistently implemented or sufficient to fully meet employee needs.

The findings revealed significant differences in stress levels based on age and length of service. Younger employees and those with fewer years of work experience reported higher stress compared to their older or more tenured colleagues. In contrast, no significant differences were observed based on sex or educational attainment, suggesting that mental health challenges are experienced across all employee groups.

Importantly, the study found a significant positive relationship between workplace mental health support and employees' psychological well-being. This underscores the critical role of organizational programs, policies, and initiatives in fostering employee resilience, job satisfaction, and overall performance.

Overall, the study highlights the need for organizations to implement comprehensive and consistent mental health strategies. Enhancing workplace support systems, providing targeted interventions for vulnerable groups, and promoting a culture of openness and inclusion are essential steps toward improving employee well-being, reducing stress, and creating a healthier, more productive workforce.

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