

THE NEXUS BETWEEN WORK ENVIRONMENTAL FACTORS AND EMPLOYEES' MENTAL HEALTH WELL-BEING DURING COVID-19 PANDEMIC: A SYSTEMATIC REVIEW

David Chan Chee Hoong¹, Halim Ismail¹, Hanis Ahmad¹, Hafiz Baharudin¹, Naiemy Reffin¹, Nor Azila Aris¹, Huam Zhe Shen¹

¹ Department of Public Health Medicine, Faculty of Medicine, Universiti Kebangsaan Malaysia, Kuala Lumpur, Malaysia

INTRODUCTION

The world has been changing at an astounding rate since the appearance of the COVID-19 illness triggered a significant and unanticipated alteration in how individuals arrange themselves as social living creatures (1).

Workplaces can influence people's psychological health by causing or alleviating mental anguish. Job involvement relates to work effectiveness and the quality of existence, often impacted by the variables linked to mental trauma induced by COVID-19 in the workplace (2).

It was found that the outbreak's sense of anxiety in the workplace directly impacted employee contentment with the business and employment position. This, in turn, impacted the employee's everyday performance and dedication, resulting in physical and mental destructive effects that have been observed as emotional anguish (3).

Keywords: Work Environmental, Mental health, Well-being, COVID-19, Workplace stressors.

OBJECTIVE

To map out the impact of different work environmental stressors on employees' mental health and well-being during the COVID-19 pandemic.

METHODS

Search Strategy

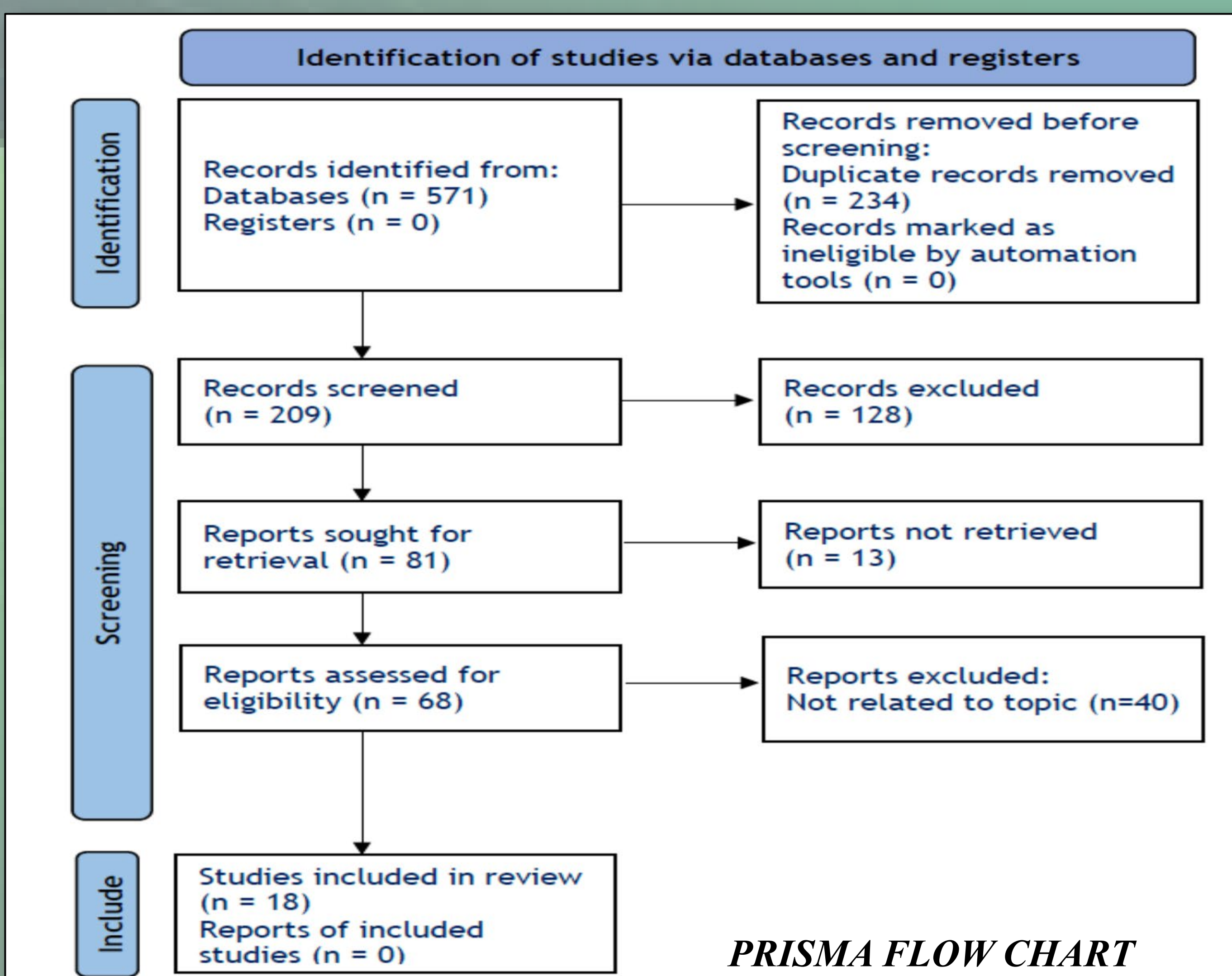
- ❖ Search strings primarily in databases that include PubMed, Web of Science, Cochrane Database and Psych Info, from 2019 to 2022, using the Boolean operators.
- ❖ All experimental, theoretical, or review papers published in English that explored issues beyond the phrase search.
- ❖ The PRISMA model were followed, and only 18 articles were deemed acceptable for the present report's data extraction and analysis

Data Synthesis

- ❖ It included the data on the study characteristics, including nature, country of study, type of intervention, and study outcomes.

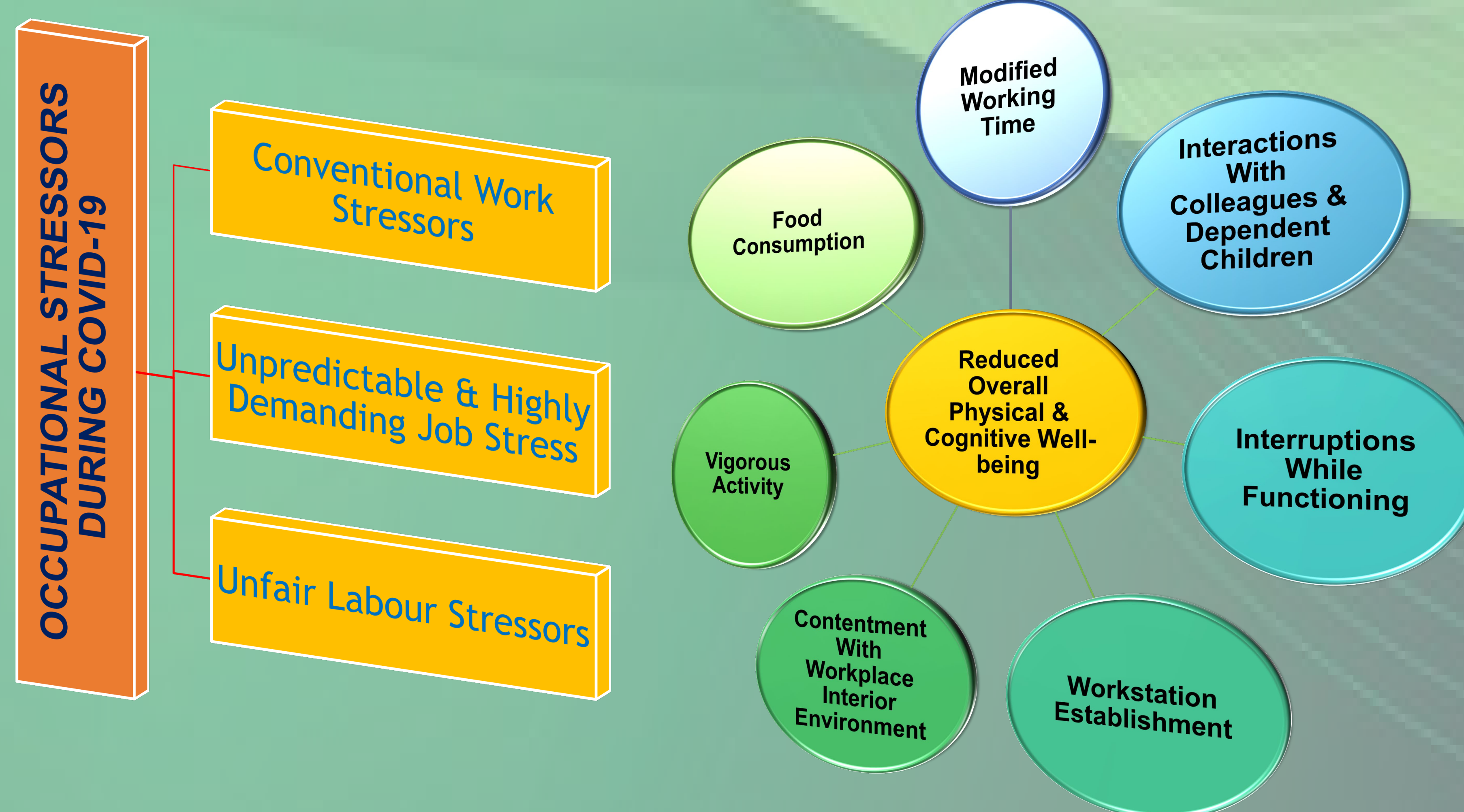
Quality Assessment

- ❖ The Mixed methods assessment tool (MMAT) was proposed for qualitative and quantitative studies.



RESULTS & DISCUSSION

- ❖ The work environmental stressors are a primary indicator of employee dissatisfaction, dedication, work performance, psychological well-being, prosocial behaviour, and determination to stay.
- ❖ The economic damage and employment uncertainty, COVID-19 damages a person's emotional stability.
- ❖ Interaction, organisational climate, policies, job involvement, and psychological aspects substantially impacted workers' mental health(4).
- ❖ The longevity of the outbreak has a curvilinear influence on the tiredness of employees.
- ❖ Healthcare workers with COVID-19 victims had substantially more significant levels of exhaustion, stress, secondary trauma, fear, and despair (3).
- ❖ Studies show that worker stress might be caused by anxiety about arriving at the office, defective equipment, and irregular workload (5).



CONCLUSION

The study depicts that these health consequences can be effectively avoided with appropriate measures on workplace environment issues and improving employee engagement. Further, integrating the services like task-sharing, staff education, monitoring mechanisms, and referrals can help heal the mental health challenges encountered during the pandemic.

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DISCLOSURES

Conflict of Interest: The authors declare that they have no conflicts of interest.

CONTACT INFORMATION

Corresponding author: David Chan Chee Hoong/ davidcch10@gmail.com