

# Level of Stress Among Government Employees During Covid-19 Pandemic

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## ABSTRACT

The outbreak of the Covid-19 pandemic, countries worldwide adopted different measures to contain the spread of the virus, which significantly impact citizens' daily lives in many ways and all dimensions of work. The study was conducted to determine the level of stress among government employees during the pandemic. The type of research is the descriptive research design. The study made use of primary data from 60 government employees as respondents. The data were analyzed and interpreted using descriptive statistics such as frequency counts, mean, and analysis of variance. Results of the study revealed that most of the respondents in the study were 20-30 years of age, married, female, and 20 years in government service. The level of stress among government employees during a pandemic is high. Moreover, addressing workplace stress and anxiety during the COVID-19 pandemic and beyond will necessitate creative methods to mental/emotional health assistance and a completely different standard of care than present anxiety and depression prescription alternatives.

## KEYWORDS

Stress, government employees, COVID-19 pandemic, descriptive, Philippines

## INTRODUCTION

During the outbreak of the Covid-19 pandemic, countries around the world adopted different measures to contain the spread of the virus, which have a significant impact on citizens' daily life in many ways and all dimensions of work (Endresen, 2020).

There were 360,755 confirmed cases, 6,690 confirmed deaths, 60% are male, with the most affected age group aged over 70 (34.6%) followed by 60-69 years (27.6%). The Department of Health (DOH) and WHO emphasize the need for compliance and proper implementation of national guidelines at the Local Government Units (LGU) level, World Health Organization, 2020. However, government employees must continue to serve to continue to deliver the services of the government. The fear over COVID-19 can take an emotional toll on everyone every time they perform their duty. They become more worried about their health and safety and living with anxiety disorder. Stress should not be taken for granted, as it also leads to serious fatality when this remains unnoticed. There is a need to evade stress from work, personal interests, and even in surroundings (Bhandari, 2018). Furthermore, such stress can cause psychological conditions like depression and anxiety (Hailes, 2019).

Given this phenomenon, the researcher was interested in studying the stress level among government employees during a pandemic in Davao city because they must deliver the services and perform their jobs. The result of the study may inform policymakers in formulating strategies and provide healthful activities in coping with stress among government employees.

## OBJECTIVE OF THE STUDY

The study was conducted to determine the level of stress among government employees during the Covid-19 pandemic.

## METHODOLOGY

### Research Design

The type of research is the descriptive research design. The researcher can identify and explain the level of stress among government employees.

### Research Respondents

The study made use of primary data from 60 government employees as respondents. The data were analyzed and interpreted using descriptive statistics such as frequency counts, mean, and analysis of variance.

### Sources of Data

This study utilized a primary source of data. According to Hamilton (2010), primary sources or dates are unique materials based on research.

The primary data of this study were taken from the responses using a survey questionnaire. Rossi et al. (2013) define a survey questionnaire as a tool composed of a series of questions designed to elicit information, which all participants in the sample fill in. The data of this research were treated with the utmost confidentiality.

### Data Instrument

The researcher makes use of survey questionnaire as a data gathering instrument. It is composed of two parts namely;

Part I is aimed to gather information on the profile of the respondents such as age, gender and work shift.

Part II was designed to gather data from the respondents regarding the level of stress among government employees. Responses were analyzed using the following Likert-like scale (Vagias, 2006) will be used.

Scale	Interval	Level	Interpretation
5	4.50-5.00	Very High	If the item stated is always attained
4	3.50-4.59	High	If the item stated is often attained
3	2.50-3.49	Moderate	If the item stated is occasionally attained
2	1.50-2.49	Low	If the item stated is rarely attained
1	1.00-1.49	Very Low	If the item stated is never attained

### Sampling Procedure

The study utilized Stratified Random Sampling. The Respondents were randomly chosen by the researcher in different government offices in Davao City wherein there are 60 government employees stationed.

### Statistical Treatment

**Frequency Counts and Percentage** was used to describe the respondents' socio-demographic profile.

**Mean** was used to determine the level of stress among PNP Personnel during pandemic.

**T-test and Analysis of Variance (ANOVA)** were used to determine the difference on the rating of the respondent's level of stress when they are grouped by socio-demographic profile. Interpretation was based on 0.05 level of significance using two-tailed test.

## RESULTS AND DISCUSSION

Table 1. Socio-demographic characteristics of the participants in terms of Age

Age	Frequency	Percentage
20-30	24	36.4
31-40	16	24.2
41-50	17	25.8
51-60	9	13.6
<b>Total</b>	<b>66</b>	<b>100</b>

Table 1 shows that most of the respondents are 20-30 years old has 36.4 percent with the frequency of 24 in the sampling frame; 31-40 years old has 24.2 percent with the frequency of 16; 41-50 years old has 25.8 percent with the frequency of 17, and only 13.6 percent are 51-60 years old, which have the frequency of 9. This means that majority of the respondents are 20-30 years of age.

Table 2. Socio-demographic characteristics of the participants in terms of Civil Status.

Civil Status	Frequency	Percentage
Single	28	42.4
Married	35	53
others	3	4.5
<b>Total</b>	<b>66</b>	<b>100</b>

Table 2 shows that most of the respondents are married with 53 percent with a frequency of 35 in the sampling frame; single has 42.4 percent with a frequency of 28, and for other status has 4.5 percent with a frequency rate of 3. This means that majority of the respondents were married.

Table 3. Socio-demographic characteristics of the participants in terms of Gender

Gender	Frequency	Percentage
Male	24	36.4
Female	42	63.6
<b>Total</b>	<b>66</b>	<b>100</b>

Table 3 shows that most of the respondents were female, with 63.7 percent with a frequency of 42 in the sampling frame, and only 36.4 percent were male, which has a frequency of 24. This means that majority of the respondents were female.

Table 4. Socio-demographic characteristics of the participants in terms of years in government service.

Years of employment	Frequency	Percentage
1-20	23	34.8
21-above	43	65.2
Total	66	100

Table 4 shows that most of the respondents were 21 years and above, with 65.2 percent with a frequency of 43 in the sampling frame, and a percentage rate of 34.8 for participants with 1 to 20 years in government service has a frequency of 23. This means that majority of the respondents have 20 years in government service.

Table 5. Level of Stress among Government Employees

Stress	Mean	Description
Work Environment	4.0022	High
Interpersonal Relationship	3.9747	High
Stress at Work	3.9242	High
Physical Stress	3.4437	Moderate
Psychological Stress	3.5426	High
Organizational Stress	3.4697	High
<b>Overall</b>	<b>3.738</b>	High

Table 5 shows the level of Stress among government employees during the pandemic. The level of employee stress is illustrated based on its indicators, such as work environment has the highest mean of 4.0022, which can be described as high. On the other hand, the physical stress, which has a mean of 3.4437, has a moderate description, was the least among the stress level indicators among government employees during the pandemic. All other indicators have the same mean scores, described as high. Generally, the stress level among government employees during pandemic has an overall mean score of 3.738 with a very high description.

Table 6. Test of Difference on the Level of Stress among Government Employee when grouped according to Age

Religious Activities	Age	Mean	F Value	P Value
Work Environment	20-30	4.04	0.677ns	0.569
	31-40	3.97		
	41-50	3.82		
	Above 50	4.29		
Interpersonal Relationship	20-30	3.78	1.738 ns	0.169
	31-40	4.03		
	41-50	3.94		
	Above 50	4.46		
Stress at Work	20-30	3.89	1.121 ns	0.347
	31-40	3.82		
	41-50	3.83		
	Above 50	4.38		
Physical Stress	20-30	3.64	1.841 ns	0.149
	31-40	3.24		
	41-50	3.24		
	Above 50	3.65		
Psychological Stress	20-30	3.56	1.347 ns	0.267
	31-40	3.72		
	41-50	3.25		
	Above 50	3.73		
Organizational Stress	20-30	3.58	0.489 ns	0.691
	31-40	3.46		
	41-50	3.29		
	Above 50	3.52		
<b>Overall</b>	<b>20-30</b>	<b>3.75</b>	<b>0.899ns</b>	<b>0.447</b>
	<b>31-40</b>	<b>3.71</b>		
	<b>41-50</b>	<b>3.60</b>		
	<b>Above 50</b>	<b>4.01</b>		

ns-not significant

Table 6 displays the test of difference on the level of stress among government employees when grouped according to age. Overall, the results reveal no significant difference in the level of stress among government employees when grouped according to age. It obtained a p-value of 0.447, which is higher than the 5% confidence level. It shows further that the indicator of stress reveals that there is no significant difference for it has a p-value of 0.569 (work environment), 0.169 (interpersonal relationship), 0.347 (stress at work), 0.149 (physical stress), 0.267 (psychological stress) and 0.691 (organizational stress). The result infers that regardless of civil status, the level of stress among government employees is the same when grouped according to civil status. Therefore, the null hypothesis is accepted.

## CONCLUSION

Based on the findings, the following conclusions were put forward: The majority of respondents in the study were 20-30 years of age, married, female and 20 years in government service.

The level of stress among government employee during pandemic is high. Moreover, addressing workplace stress and anxiety during the COVID-19 pandemic and beyond will necessitate creative methods to mental/emotional health assistance and a completely different standard of care than present anxiety and depression prescription alternatives.

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