

Effectiveness of Stress Management Skills Training on the Psychological Well-being of Individuals Who Experienced Job Loss due to Pandemic

Portia R. Marasigan

Abstract

Work provides manifest functions (i.e., financial income) and latent functions (i.e., a daily routine, socialization, purpose, social status, and regular activity). The loss of these functions negatively affects psychological wellbeing. This study determined the effect of stress management trainings on the psychological well-being of unemployed individuals. The study used quasi-experimental design with pretest-posttest. The population consisted of individuals who have lost their jobs and still are unemployed due to the COVID-19 pandemic. A total of 33 respondents were randomly assigned into experimental and control groups. The experimental group undergone stress management training and control group received no intervention. The instrument used was Psychological well-being scale by Caroll Ryff. Data were analyzed using mean, standard deviation, frequency, percentage, and t-test. The results of the study showed no significant difference between the pre-test of control and experimental groups; a significant difference between the post-test of control and experimental groups; a significant difference between the pre-test and post-test scores of control group and a significant difference between the pre-test and post-test scores of the experimental group. The results showed that stress management training program can be a useful approach to increase psychological well-being of individuals who have lost their jobs.

Keywords: *Stress management skills training, Unemployment, Psychological well-being, COVID-19 pandemic*

Article History:

Received: June 1, 2023

Accepted: July 1, 2023

Revised: June 30, 2023

Published online: July 26, 2023

Suggested Citation:

Marasigan, P.R. (2023). Effectiveness of Stress Management Skills Training on the Psychological Well-being of Individuals Who Experienced Job Loss due to Pandemic. *Industry and Academic Research Review*, 4 (1), 228-234.

About the author:

Ph.D., Associate Professor V, Laguna State Polytechnic University

**This paper is presented at the 4th International Conference on Multidisciplinary Industry and Academic Research (ICMLAR)-2023*



© The author (s). Published by Institute of Industry and Academic Research Incorporated.

This is an open-access article published under the Creative Commons Attribution (CC BY 4.0) license, which grants anyone to reproduce, redistribute and transform, commercially or non-commercially, with proper attribution. Read full license details here: <https://creativecommons.org/licenses/by/4.0/>.

Introduction

The COVID-19 pandemic has taken serious toll to many people worldwide and had resulted in large increases in unemployment in many countries. The Philippines is no exception to the large increases in unemployment due to the pandemic since the Philippines had one of the longest lockdowns in the world in response to COVID-19. Studies have shown that people who loss their job are likely to be more stressed and eventually developed depression and anxiety symptoms and that not having a job can take a serious toll on their psychological well-being. Psychological well-being is an individual's emotional health and overall functioning. Many types of research indicated that life occurrences and events could influence psychological well-being. In other words, the long-term facing with unpleasant incidents and situations of life could affect the mental well-being and could impair it, thereby several psychological problems emerging (Pahlevani et al., 2015). The individuals who have lost their jobs and have to worry about the safety of their health may affect their psychological well-being.

According to the Latent-deprivation Model (Jahoda, 1982), work provides both manifest functions (i.e., financial income) and latent functions (i.e., a daily routine, socialization, purpose, social status, and regular activity). The loss of latent functions, in particular, negatively affects psychological wellbeing (Paul, et al. 2010; Scheuring, 2020). Worrying about money or unemployment, losing social status and feeling worthlessness can have a big impact on their mental health and wellbeing. Poor mental health can make managing their finances harder, and feeling stressed about money can make their mental health worse, so it's important to take action. There are stress management skills that one can do to feel more in control and improve their mental well-being. Effective stress management helps them break the hold stress has on their life, so they can be happier, healthier, and more productive. According to Gale Encyclopedia of Medicine, stress management is a process that helps an individual to control stress level by practicing self-care, relaxation and also imparts some techniques to handle stress when it occurs. It is a “set of techniques and programs intended to help people to deal more effectively with stress in their lives by analyzing the specific stressors and taking positive actions to minimize their effect” (Thakur, 2020). The ultimate goal is a balanced life, with time for work, relationships, relaxation, and fun—and the resilience to hold up under pressure and meet challenges head on. Thus, this study determined the significant effect of stress management skills training on the psychological well-being of individuals who experienced job loss due to pandemic and to enhance their mental well-being by reducing their stress and building resilience. Specifically, it sought to determine the

significant difference between the pre-test of control and experimental groups; a significant difference between the post-test of control and experimental groups; a significant difference between the pre-test and post-test scores of control group and lastly, a significant difference between the pre-test and post-test scores of the experimental group.

Methodology

The study used quasi-experimental design with pretest-posttest that used a control group. The population consisted of individuals who have lost their jobs and still are unemployed due to the COVID-19 pandemic. The exclusion criteria for the research were the lack of willingness to participate in the investigation and the loss of more than one session in the practiced manner. The selected sample size was then placed into two groups and were randomly assigned in which 20 belonged to the experimental group and 20 belonged to the control group in case that they have the required inclusion criteria. Prior to the implementation of the research, in order to observe the ethical principles and to ensure the attendance to meetings, informed consents were obtained in addition to explaining about the investigation and its positive impacts, being assured that the data that were received would remain confidential. Then, the experimental group was trained for five sessions under stress management skills training and the control group did not receive any intervention. Finally, both groups were given post-test. At the end of the experiment, a total of 33 respondents have remained and their post-test mean scores were analyzed. The instrument used was Psychological well-being scale by Carroll Ryff. Data were analyzed using Mean, Standard Deviation, Frequency, Percentage, and t-test.

Findings

The results of the study indicated that there was no significant difference before the intervention in the psychological well-being mean scores of the two groups. This indicated that before the experiment, the two groups were equal in their mental aspect. After the intervention, there was a significant difference in the mean scores of the two groups which showed greater improvement in the psychological well-being of the experimental group. This implies that since the experimental group were given stress management training, there was an improvement in their behavior in which they now possess positive attitude toward themselves, they are now open to new experiences and have the sense of realizing their potential, they now have goals in life and a sense of directedness and feel there is meaning to your present and past life, they have warm, satisfying, trusting relationships with others and are concerned about the welfare of others, they are able to

choose or create contexts suitable to their personal needs and values and finally, they are able to resist social pressures to think and act in certain ways. Moreover, there was a significant difference in the mean scores of the control group before and after the experiment which showed a decreased in their mean scores which indicated a heightened psychological distress due to the long period of unemployment. It showed that as unemployment status lingered, it worsened their psychological well-being. Furthermore, there was a significant difference in the mean scores of the experimental group before and after the experiment which showed there was a reduction in the respondents' psychological distress due to the stress management skills training that they undergone.

Conclusion

The results showed that stress management training can be a useful approach to increase psychological well-being and built resilience of individuals who have lost their jobs. This study suggests using different approach, other data collection methods, as well as conducting the research in other location around the Philippines and different population to learn more about the respondents and enhance the study.

References

- Alborzkouh, P., Nabati, M., Zainali, M., Abed, Y., & Shahgholy Ghahfarokhi, F. (2015). A review of the effectiveness of stress management skills training on academic vitality and psychological well-being of college students. *Journal of medicine and life*, 8(Spec Iss 4), 39–44.
- Atienza, M. A. (2021). The Philippines a Year under Lockdown: Continuing Executive Dominance, Threats to Democracy, and Unclear Pandemic Response by <https://verfassungsblog.de/the-philippines-a-year-under-lockdown/>
- Blustein, DL. (2006). *The Psychology of Working: A New Perspective for Career Development, Counseling, Public Policy*. Mahwah, New Jersey, NJ: Lawrence Erlbaum Associates.
- Blustein DL, Guarino PA. (2020). Work and unemployment in the time of COVID-19: the existential experience of loss and fear. *J Humanist Psychol.* 60:702–9. 10.1177/0022167820934229
- Broker,C. (2011). Unemployment and Psychological well-being. University of Essex. <https://ukdataservice.ac.uk/case-study/unemployment-and-psychological-well-being/>
- Conroy M. (2010). *A Qualitative Study of the Psychological Impact of Unemployment on Individuals*. Unpublished Masters dissertation, Technological University Dublin

- Duffy RD, Blustein DL, Diemer MA, Autin KL. (201). The psychology of working theory. *J Couns Psychol.* 63:127–48. 10.1037/cou0000140
- Fidelis, A. (2020). The impact of unemployment and psychological well-being. <https://humanas.blog.scielo.org/en/2020/09/24/the-impact-of-unemployment-and-psychological-well-being/>.
- Gediklia, C., Miragliab, M., Connollyc, S., Bryand, M. and Watson, D. (2022). The relationship between unemployment and wellbeing: an updated meta-analysis of longitudinal evidence. EUROPEAN JOURNAL OF WORK AND ORGANIZATIONAL PSYCHOLOGY 2023, VOL. 32, NO. 1, 128–144 <https://doi.org/10.1080/1359432X.2022.2106855>.
- Hiswåls AS, Marttila A, Målstam E, Macassa G. (2017). Experiences of unemployment and well-being after job loss during economic recession: Results of a qualitative study in east central Sweden. *J Public Health Res.* 6:995. 10.4081/jphr.2017.995
- Jahoda M. (1982). *Employment and Unemployment: A Social Psychological Analysis*. New York, NY: Cambridge University Press.
- Jajormaneh F, Ghazavi Z, Mehrabi T, Najafi M. (2016). The effect of stress management training program on self- efficacy mothers of children with thalassmia. *Journal of Clinical Nursing and Midwifery.* 5 (2) :84-93
URL: <http://78.39.35.47/article-1-288-en.html>
- Kamalinasab, Z., Mahdavi, A., Ebrahimi, M., Vahidi Nekoo, M., Aghaei, M., & Ebrahimi, F. (2015). Effect of teaching stress management skills on self-esteem and behavioral adjustment in people with somatomotor disabilities. *Journal of medicine and life*, 8(Spec Iss 4), 163–168.
- Ke GN, Grajfoner D, Carter S, DeLima N, Khairudin R, Lau WY, Kamal KA, Lee SC. (2022). Psychological Wellbeing and Employability of Retrenched Workforce During COVID-19: A Qualitative Study Exploring the Mitigations for Post Pandemic Recovery Phase. *Front Public Health.* 2022 Jul 8;10:907797. doi: 10.3389/fpubh.2022.907797. PMID: 35875037; PMCID: PMC9304802.
- Linn MW, Sandifer R, Stein S. (1985). Effects of unemployment on mental and physical health. *Am J Public Health.* 75:502–6. 10.2105/AJPH.75.5.502
- Morin, Amy. (2021). How to Cope If You’ve Lost Your Job Amidst the Coronavirus Pandemic.
- Pahlevani, M., Ebrahimi, M., Radmehr, S., Amini, F., Bahraminasab, M., & Yazdani, M. (2015).

- Effectiveness of stress management training on the psychological well-being of the nurses. *Journal of medicine and life*, 8(Spec Iss 4), 313–318.
- Paul KI, Batinic B. (2010). The need for work: Jahoda's latent functions of employment in a representative sample of the German population. *J Organ Behav.* 31:45–64. 10.1002/job.622
- Paul KI, Moser K. (2009). Unemployment impairs mental health: Meta-analyses. *J Vocat Behav.* 74:264–82. 10.1016/j.jvb.2009.01.001
- Pinar, S. E., Aksoy, O. D., Daglar, G., Yurtsal, Z. B., and Cesur, B. (2018). Effect of stress management training on depression, stress and coping strategies in pregnant women: a randomised controlled trial. *Journal of Psychosomatic Obstetrics & Gynecology*. Volume 39, 2018 - Issue 3. <https://doi.org/10.1080/0167482X.2017.1321632>
- Ryan RM, Deci EL. (2000). Self-determination theory and the facilitation of intrinsic motivation, social development, and well-being. *Am Psychol.* 55:68. 10.1037/0003-066X.55.1.68
- Scheuring S. (2020). The effect of fixed-term employment on well-being: disentangling the Micro-mechanisms and the moderating role of social cohesion. *Soc Indic Res.* 152:91–115. 10.1007/s11205-020-02421-9
- Shams M, Jackson PR. (1994). The impact of unemployment on the psychological well-being of British Asians. *Psychol Med.* 24:347–55. 10.1017/S003329170002732X
- SHYU, Yea-Ing Lotus. (2019). Maintaining and Improving Psychological Well-Being, *Journal of Nursing Research*: June 2019 - Volume 27 - Issue 3 - p e19 doi: 10.1097/jnr.0000000000000333
- Thakur, M. (2020). Stress Management Skills. <https://www.educba.com/stress-management-skills/>
- Warr P. (1987). *Work, Unemployment, Mental Health*. Oxford: Oxford University Press; [[Google Scholar](#)]
- Warr P. (2007). Searching for happiness at work. *Psychologist.* 20:726–9. Available online at: <https://thepsychologist.bps.org.uk/volume-20/edition-12/searching-happiness-work> [[Google Scholar](#)]
- Yazdani M, Rezaei S, Pahlavanzadeh S. (2010). The effectiveness of stress management training program on depression, anxiety and stress of the nursing students. *Iran J Nurs Midwifery Res.* 2010 Fall;15(4):208-15. PMID: 22049282; PMCID: PMC3203278.

Yoon HJ, Choi JW, Jang SY, Lee SA, Park EC. (2017). The effect of job loss on depressive symptoms: the results from the Korean Welfare Panel Study (2007–2013). *Int J Soc Psychiatry*. 63:57–62. 10.1177/0020764016681590]

Zechmann A, Paul KI. (2019). Why do individuals suffer during unemployment? Analyzing the role of deprived psychological needs in a six-wave longitudinal study. *J Occup Health Psychol*. 24:641–61. 10.1037/ocp0000154