

Distress Level and Coping Mechanism among Tadeco Employees

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ABSTRACT

The study aimed to determine the relationship between distress level and coping mechanism among TADECO Employees. The independent variable of the study is distress level. On the other hand, the dependent variable of the study is coping mechanism. The researcher used descriptive correlation method & utilized random sampling in determining the number of respondents. The statistical tools used were mean and Pearson-r. Distress level variable with the mean of 3.92 and coping mechanism variable with the mean of 3.87. The result of the computation using the r-value is 0.337, which is associated with the significant value of 0.000. Which is less than 0.05. It means that there is a significant relationship between two variables. In other words, coping mechanism of employees in TADECO is affected by Distress level during post pandemic with the different situation face people with strong internal locus of control it possesses conviction and resiliency and maintains physically strong & emotionally established.

Keywords: Distress Level and Coping Mechanism

INTRODUCTION

The coping mechanism for distress can be seen as the top end of a spectrum of vulnerability to negative emotions. However, clinical disorders can include qualitatively deviant behaviors, such as avoiding stressful situations, self-harm, and social engagement issues, as well as distress. Distress in depression and anxiety is bound up with problems in behavioral adaptation to everyday life (Matthews, G. 2016, p. 9). Coping mechanism are cognitive and behavioral approaches that we use to manage internal and external stressors (Algorani & Gupta, 2021). Most people form routines that later serve as a stress reduction strategy. Unluckily, a lot of those habits are bad ones. We refer to these as coping methods. They help us in overcoming the challenging circumstances we encounter. but coping mechanism by their very nature merely involve avoiding the problem at hand, and we all know that ignoring a problem won't make it go away. Psychological Distress is a term used to describe the general psychopathology of an individual with a combination of depressive symptoms, anxiety, and perceived stress (Ohayashi, H., & Yamada, 2012, p. 1).

Nowadays, Distress is described as adverse subjective stress reactions like anxiety and sadness. It is occasionally used to describe actions and physical symptoms of a problem and how coping mechanism takes place. Contrarily, coping mechanisms are employed to control an external circumstance causing trouble. One's internal psychological state can change because of defense mechanisms. The way in which coping mechanisms work is to help us reestablish homeostasis. The elements of a situation that we actually have some control over are highlighted by our coping mechanisms, which cause us to automatically enter "problem-solving" mode. Your internal locus of control refers to your conviction that the power to change your situation for the better. People with strong internal locus of control tend to be physically healthier,

happier, and more resilient.

In the study of (Cadieux, N. & Marchand, A. 2014, para. 4), In Canada, 500,000 workers are absent daily due to mental health problems, representing an economic burden estimated to exceed a billion per year. Additionally, this study's objectives included determining the prevalence of psychological Distress among workers in Australia's metalliferous mining sector and examining related workplace, demographic, and health data. A cross-sectional survey was conducted among 1,799 participants from four metalliferous mines. The Kessler Distress measures psychological Distress Scale (K10), alongside another measure of personal demographics, health history, health behavior, and workplace characteristics (James, Tynan, Roach, Leigh, Oldmeadow, Rahman, 2018, p. 1).

In the Philippines, the rising prevalence of psychological Distress among Filipino college students is evident and of great concern that it is three times higher than the general population (Peltzer & Pengpid, 2015; Torres, 2017, p. 4). Therefore, many students are struggling to adjust and cope with the various difficulties in their environment in college that may cause psychological

Distress (Surapaneni, 2015, p. 10).

An interview with TADECO employees revealed that he had problems with coworkers that made him uncomfortable and sapped his motivation to do his job well. Taking off all this distress can be caused by either work or external factors. While you may not be able to control external factors other than offering support, you can manage to an extent, factors at work that may be contributing to your staff member's Distress. Your role as a manager is to monitor your employees and take note of any changes that may be unusual to their normal day-to-day behavior. Hence, in this study, the researcher will collect information about distress level of employee to know about the distress level of employees through the help of the researcher's respondents. Therefore, the researchers take an interest in conducting the study.

In completing this study, the researchers aim to discover the Distress level and how they cope with this. The result may illustrate that owners, employees, and the researchers conducting this study will enhance their coping strategies and mechanism, all things considered, that the Distress level is an Emotional, Social, and Physical pain of employee's behavior and the encouragement of the employee to be more productive in work. Significant life events, whether positive or negative, can cause psychological stress. Difficult events, such as divorce, miscarriage, the death of loved one, or the loss of a job, can cause most people to feel grief or distress. To adjust to this stress, people may utilize some combination of behavior, thought, and emotion, depending on the situation. This study tested at 0.05 significance, and the null hypothesis stated that there is a significant relationship between Distress level and Coping Mechanism among Tadecco employees.

This study is interconnected with Bhandarker (2019, p. 8) cited that this paper is to elucidate the distressing impact of toxic leadership on the mental state of subordinates and examine the unique coping mechanism used by them to deal with such leaders. The paper also examined the relationship between this Distress and coping by associates to deal with them.

As shown in Figure 1, The Independent variable of the study is Distress Level. On the other hand, The Dependent Variable of the survey is the Coping Mechanism.

The following related literature and studies help achieve the goal of this study. This section presents relevant Distress levels and Coping mechanisms. It serves as a foundation for understanding the concept underlying this study.

According to Kupferberg (2016, p. 1), social Distress or impairment has been associated with the symptoms of depression and has previously been studied in humans using social acceptance and rejection. A bad mood

increases the possibility of self-regulation failure, which results in dieters

Overeating, alcoholics reporting increased cravings, and smokers feeling more Inclined to light up. As cited by Wagner and Heatherton (2015, p. 1). Studies have examined the usefulness of situations where people's ability to achieve goals is threatened by emotional Distress and affects mood. However, the outcomes of these investigations have been consistent. It has been reported to improve response inhibition when cue exposure and impulse control threats test people's capacity for self-regulation. Still, only when emotional engagement is minimal (Burkard, Rochat, & Van der Linden, 2013, para. 13). Impulse Control and emotional Distress together pose two dangers that could exceed IIs' ability to prevent self-regulation failure.

On the other hand, previous research in humans employing social acceptance and social Distress or impairment is related to the symptoms of depression. Numerous research has examined how people with depression function socially (Kupferberg. 2016; Slavich, 2010, 9). Emotional disturbance is a significant factor in the change from controlled to excessive substance use. Since acute substance use can lead to positive arousal and reduction, continued substance use frequently serves as a coping mechanism for unpleasant emotions while also providing benefits. Prior research indicates that being ill can result in psychological discomfort, defined as temporary and changeable anxiety, depression, and other mood abnormalities, even for someone previously healthy such as psychological states. (Sleisenger and Fordtran's, 2021, p. 3).

Distress in others can be very hard to witness. Rather than listening to the other person and accepting the expression of negative feelings, we may and numerous ways of withholding support by for example: showing embarrassment, treating depression, sadness, worry so on as a moral weakness that might infect others and which, therefore, should not be allowed expression. As a reaction, Psychological Distress is the feeling of discomfort brought on by changes in one's perception of stress, sadness, anxiety, or demoralization (Liebana-Presa, 2014, p 7.). A state of mental suffering known as emotional Distress can take many different forms. It could be brought on by mental health conditions, specific relationships, or a tight budget (Kandola, 2020, p 1).

Thus, according to Viertio, S., Kiviruuu, O., and Piirtola, M. (2021, para. 8), Distress refers to non-specific symptoms of stress, anxiety, and depression, and it is more common in women. We aimed to investigate factors contributing to psychological Distress in the working population, with a particular reference to gender differences.

The study of workplace mental health and the factors underlying the onset or aggravation of mental health problems have risen to prominence in the literature in recent decades. The significant expenses may explain why organizations have paid because of issues that include absenteeism, turnover, and productivity improvements, among others. A daily absence from work of 500,000 workers in Canada due to mental health issues costs the country's economy more than \$30 billion annually. By utilizing a model that considers personal traits, family, and social networks outside the job, this study aims to pinpoint the precise contributions of regulated occupations and the workplace to psychological suffering. The factors that Affect working conditions are skill utilization, decision-making power, Psychological and physical demands, social support, job instability, hours worked, and irregular work schedule (Cadieux, & Marchand, 2014, p 1).

Furthermore, Angela Jayne Martin (2013, p. 23) cited that organizational feature standard in SMEs, such as multiple roles, long work hours, and emotional and financial commitment, may increase the likelihood of experiencing role ambiguity, work/life imbalance, and economic pressure, all of which have been identified as precipitants of job stress, burnout, psychological Distress, and depression in the larger organization.

In coping mechanisms, the student using various coping strategies can manage the tension and anxiety that accompany tasking tests. People to deal with stress and worry usually use one of the three approaches. The

term problem focused coping describes an action taken to change a difficult Circumstance. For example, studying tests for tests ahead of time can reduce tension and anxiety and neutralize the test's ability to induce stress. Coping uses one or various mechanisms intended to minimize psychological stress (Gurvich, 2021, p 1). This coping style involves reducing the emotions associated with a stressor while avoiding addressing the problem (Van den Brande, 2020, p 3).

In other words, by only changing the emotional response, which may not address the real stressor, the goal is to control one's emotional Distress. Some claim that emotion-focused coping can be risky because it is connected to behavioral issues that cause mental health issues (Yang, 2021, p 4). Attempts to lessen one's reaction to a stressful event are referred to as emotion-focused coping. In this situation, observation of the tension of approaching tests might be alleviated by thinking about all the benefits of passing any written tests; as a result, the test's meaning is changed from a negative one to a positive one. At last, there is avoidance-oriented coping, and the stressor is wholly ignored.

So, doing something that diverts focus from the test, like going out with friends or watching television instead of studying, can help reduce test-related stress. While research on the relationship between coping and test performance has produced mixed results, some studies have discovered a clear correlation between students' test scores and problem focused and emotion-focused coping. According to other studies, pessimism about test performance is related to avoidance coping, while optimism is related to problem-focused coping. These relationships are mediated by motivation. Thus, an employee with higher optimism levels typically has a greater incentive to perform well on tests and manage stress (Zaromb & Roberts, 2017, p. 74). As mentioned by Wesolowski (2016, p 6) indicated that coping strategies used after work include: drinking alcohol, using drugs in control, smoking cigarettes, watching television, going for walks, reading, talking, and going out with other staff members, going to the gym, resting on their work day, thinking about future goals, prayers, applying for further work, identifying what is and isn't in the individuals control, treating self to massage or a trip, practicing yoga and spending time with loved ones and other staff was a way of coping with observe work stressors.

Furthermore, Gbadamosi (2012, p. 1) expressed that coping mechanisms as means by which individuals choose to respond to stressful conditions efficiency of coping strategies may play an essential role in decreasing stress levels and increasing job performance and satisfaction. Social support systems and peers provide comfort and a supportive channel for stress coping. Peers play an essential role in coping with stress, identifying with the focus one another is facing, and providing advice on handling denite situations (Perez, 2012, p.2). Even though the idea of coping may not be new to many of us, it may be beneficial to talk about the psychological definition of managing processes. Our cognitive and behavioral coping systems help us deal with internal and external challenges (Algorani & Gupta, 2021, p. 13). Ever felt your mind racing with worry, your palms beginning to sweat, and your pulse beating too quickly? Anxiety may be the cause of these suggestions to deal with anxious thoughts, regardless of whether you are experiencing dread or thinking about an impending event (Savitsky, E. 2020, p. 21).

Moreover, Conner (2015, p.3) indicated that coping mechanisms are best utilized with a positive outlook. However, harmful coping mechanisms such as alcohol, drugs, criticizing oneself, and giving up on coping are sometimes also used. However, problem-focused coping is only effective if the person controls the outcome. It is thought to be the most effective technique for dealing with life's issues (Zaman & Ali, 2019, p. 10). As a result, businesses need to develop a plan to increase employee confidence and productivity. The employer, a person's preferences, and other external factors can impact an employee's performance.

Research Questions

This study aims to determine the significant relationship between Distress levels and Coping Mechanisms among TADECO Employees.

Specifically, it seeks to answer the following questions: (1) What is the Distress Level among TADECO Employees? (2) What is the level of coping mechanism among TADECO employees? (3) Is there a significant relationship between

Distress Level and Coping Mechanism?

METHOD

In this chapter, the methods and procedures that are applied in this study are presented. This was organized under the presentation of the research participants, the materials/instrument used in the study, and the research design and procedures.

Participants

This study's respondents were TADECO Company employees assigned to positions under Packing Station. Those who met the criteria of being regular employees of TADECO Company are eligible to participate in the study. Additionally, the researchers utilized a three Packing Station. Every packing station consists of 100 respondents. The researchers meet the 300 participants in different Packing stations.

Materials/ Instruments

The researchers adapted a questionnaire containing two sets of questions about this study. The first set of questions was adapted from Chico, A. (2022), which determines the distress level of employees. In addition, a questionnaire adapted from the study of Beh, L. (2012) was used on how employee copes with their stress at work. To secure its validity, the questionnaires were validated by the panel members, the question are included the information about the respondent's distress level and coping mechanism.

The scale used to determine the employee's distress level is as follows; (1) the scale is considered as Strongly Disagree, disagree which means that the distress level of the employee does not strongly agree; (2) the scale is considered as Disagree, which means that the distress level of employees is less Disagree; (3) the scale is considered Moderately, which means that the Distress level is reasonably manifested; (4) the scale of this is considered agree, which means that the Distress level is high; (5) the scale of this is considered strongly agree, which means that the Distress level of employee is very high.

The scales used to determine the coping mechanism are as follows: (1) the scale is considered as strongly disagree, which means that the level of coping mechanism is not developed; (2) the scale is considered disagree, which means that the coping mechanism is less developed; (3) the scale is considered as moderate, which means the coping mechanism is moderately developed; (4) the scale is considered as agreed, which means the coping mechanism is considered high; (5) the scale is considered as strongly agree, which means the coping mechanism is very highly developed.

Design and Procedure

The researchers used descriptive research in this study. Gay (2012, p. 183) stated that descriptive research is survey research. This research involves collecting data to test hypotheses or answer questions about people's opinions about some topic or issue. A correlation is a statistical test to determine the tendency or pattern for two or more variables or two sets of data to vary consistently. The purpose of correlational research is to

determine the relationship among two or more variables Creswell (2012). It is a descriptive method because the study focuses on the current situation to find a new fact in different forms involved in this study.

Moreover, this study went through a one-month process starting from preparing the research instrument, which included the questionnaire validation.

Next, the researchers wrote a letter to conduct the study addressed to human Resources. They also took the list of employees who work in TADECO. Afterwards, the researchers administered the research through a survey questionnaire to the respondents. The researchers immediately tallied the information gathered from the respondents after receiving the questionnaire for statistical analysis. In this method, the researchers will learn a lot about the respondents.

RESULTS AND DISCUSSION

This section deals with the presentations, analysis, and interpretation of data relevant to the quarries on the problem statement. The researchers presented the gathered data in tabular and textual forms with the corresponding logical description of the result.

Level of Distress Level

The Distress level is measured on the evaluation of twelve items of questions in the Distress level of TADECO employees. Table 1 shows the Distress level of TADECO employees, with an overall mean of 3.92, which is described as high. It means that the level of Distress is often observed. According to Zoonen & Hoeven (2022, p. 5), employees in non-essential jobs do not exhibit this association. Disruptions brought on by social stressors have a more substantial impact and these employees' general misery (here, social isolation). This study thus reveals the distinct ways employees who perform essential labor and those who serve non-essential jobs are influenced by general discomfort.

Table 1. Distress level among TADECO Employees

	Mean	Descriptive Equivalent
Distress Level	3.92	High

The Distress Level among TADECO Employees is seen in Table 1. The participant's responses to each question are shown here, where they have also been thoroughly examined and analyzed. This evidence also study by Cadieux,

1. & Marchand, A. (2014, p. 3) that the level of psychological Distress was Significantly among professionals working in regulated occupations than those working in unregulated professions after controlling for working conditions, family situation, the social network outside of the workplace, and personal characteristics.

Under this variable, it is notable that item 1 got the highest mean of 4.24 with a descriptive equivalent of high in keeping my daily routine by setting up personal goals to accomplish task helps me reduce stress. This means that level of Distress Level among TADECO employees strongly agrees. However, item 6 had the lowest mean of 3.66 with a descriptive equivalent of high in reading facts about pandemic/IATF, and its prevention uplifts me. This means that level of Distress Level among TADECO employees strongly disagrees.

On the other hand, the remaining item number 2, listening to my favorite music as do my task to Distressed myself, depicts a result of 3.94, which is described as high, while in item number 3, "calling my friend,"

colleagues, and family members to share day-to-day experience through a video call to work got a mean of 3.85 which describe as high, item 4, preparing, baking and cooking healthy foods to boost my immune system distress me got a standard of 3.91 which describe as high. Item 5, reading the bible to uplift my spirit and always saying a short prayer to relieve me with what feel got the mean of 3.73,

which describe as high; item 7, motivating myself to fight stress by having 30 minutes of walking/dancing exercise to boost my immune system got a mean of 3.87 which describe as high, item 8, keeping myself busy through backyard gardening motivate me to fight stress. Got a mean of 3.91, which describe as high. Item 9, downloading relaxation music and using it in my meditation every morning to relieve anxiety before starting my routine work, got a mean of 3.90, which describe as high; item 10, engaging self-care/hygiene care despite the pandemic boosts immunity and can relieve the feeling of uncertainly, got a mean of 4.05, which describe as High, item 11, watching movies to avoid boredom, in the house helps me combat stress got a standard of 3.99 which describe as high, item 12, playing my favorite games in my computer or my cell pitch in self-motivation got a mean of 3.97 which describe as high.

This variable is supported by Nathalie Cadieux & Alain Marchand (2014, p. 2), who stated that the study of workplace mental health, as well as the factors underlying the onset or aggravation of mental health problems, have both risen to prominence in the literature in recent decades. Significant expenses could explain why organizations have suffered because of absenteeism, turnover, and productivity improvements, among other things.

Level of Coping Mechanism

The level of coping mechanism, assessed using 11 questions from a questionnaire given to chosen employees by TADECO Company, is shown in Table 2 with an overall rating of 0.29, designating it as strong this indicates that the coping skills of particular TADECO employees are excellent. It suggests that a worker urgently needs to deal with or overcome the level of Distress they are experiencing. Under this variable, it is notable that item 1 got the highest mean of 4.27 with a descriptive equivalent of very high in building work-group norms of cooperation, not competition. This means that level of the coping mechanism among TADECO employees strongly agrees. However, item 3 had the lowest mean of 3.53, with a descriptive equivalent of leaving the job for another. This means that level of coping mechanisms among selected TADECO employees strongly disagrees. According to Gbadamosi (2012, p. 2), coping mechanisms are how people react to stressful circumstances. The effectiveness of coping mechanisms may be critical in stress reduction and improved job performance.

Table 2 Level of Coping Mechanism

	Mean	Descriptive Equivalent
Coping Mechanism	3.87	High

Under this variable, the remaining items 2, hobbies, leisure activities, and recreative; item 4, develop peer support and item 5, compartmentalizing work and home life and item 6, turning to prayer or spiritual thoughts, got the highest results 3.83, 3.64, 3.69, and 3.71 with the descriptive equivalent of high. Item 7 discussed the problem with a family member and got the results of 3.73 with the descriptive equivalent of high. Item 8, avoid being in this situation if I can, called the mean 3.86, and item 9, plan instead of responding to pressure, got the mean 4.00. Item 10, taking it out on family or friends, got a mean of 4.13, and item 11, having a close friend to confide, obtained a mean of 4.15, with a descriptive equivalent of high. This means that the coping mechanism is strongly agreed upon.

Significant relationship between Distress Level and Coping Mechanism among TADECO Employees

Table 3 shows a significant relationship between distress levels and coping mechanisms among Tadeco employees. An r-value of 0.377 and a Pvalue of 0.000 indicate a significant result at 0.05 level. The null hypothesis is thus rejected. As a result, there is a significant relationship between distress levels and coping mechanisms.

Table 3. Distress Level and Coping Mechanism among TADECO Employees

Variables	Standard deviation	Mean	Description	R-value	P-value	Decision on HO @ 0.05 level
Distress	0.36	3.92	High Level	0.377	0.000	HO is rejected
Coping Mechanism	0.29	3.87	High			

It means a significant relationship exists between distress levels and coping mechanisms among TADECO Employees. According to Erdem & Lucey (2012, p. 96), psychological Distress is an unpleasant state that takes emotional, spiritual, cognitive, and behavioral effects on human life to emerge psychological symptoms and be treated. Therefore, the study is supported by the theory of Chico (2022) that there is a significant relationship between distress level and coping mechanisms.

CONCLUSIONS AND RECOMMENDATION

This section presents a summary of the findings and the researchers’ conclusions and recommendations based on the investigation results.

CONCLUSIONS

Based on the findings of the study, the following conclusions or drawn: the level of Distress leveled had an overall mean of 3.92, which is considered high. The level of coping mechanisms among TADECO employees had an overall mean of 3.87, described as high. The computed R-value between distress level and coping mechanism is 0.377 and a P-value of 0.000, indicating a significant level of less than 0.05. The null hypothesis is thus rejected; therefore, there is a significant relationship between Distress Level and Coping

Mechanism among TADECO Employees. This study is supported by Perez (2012, p.16) stated that social support systems and peers provide words of comfort and a supportive channel for stress coping. Peers play an essential role in dealing with stress and identifying with the focus that one another is facing, and providing advice on how to handle definite situations. The findings showed a good relationship between Distress Level and Coping Mechanism.

RECOMMENDATIONS

With these findings and following a thorough review of the study’s findings, it is advised that particular employees pay attention to and be aware of their working environment because it influences how well they perform at work. The first recommendation is on the Distress Level item 6, which states that “Reading facts about Pandemic/IAFT,” its prevention uplifts me. Reading Updates on IAFT and DOH will give exact information on the status of the COVID-19 pandemic, which can relieve the anxiety levels of employees, Particularly stress in the workplace. Secondly, it is on the Coping Mechanism item 3, “Leave job for

another,” the researcher suggests that the company will conduct one-on-one counseling for the employees to address a concern and make them comfortable by giving necessary benefits for them to be committed and become the loyal employee to the company. Future research will consider other factors on distress level and coping mechanisms.

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