Psychological Well Being, Resilience, and Mental Health among Public Sector Employees: A Socioeconomic Status Based Examination

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ABSTRACT

The Covid-19 pandemic was an unprecedented global event. The pandemic grew at an alarming rate and the Malaysian federal government imposed the Movement Control Order on 18 March 2020 to curb the number of cases. However, the implementation of these lockdowns severely impacted the mental health and well-being of Malaysians including the civil servants.

The purpose of this study is to examine the psychological well-being, resilience, and mental health of public sector employees in Kuala Lumpur across different socioeconomic statuses during the pandemic.

This research utilized both qualitative and quantitative approaches. Ryff's Scales of Psychological Well-Being and Depression, Anxiety, and Stress Scale (DASS-21) measured the psychological well-being and mental health status of the employees, while resilience was examined using the Resilience Scale (RS-14). The correlation of these variables with socioeconomic status was analyzed using ANOVA.

The results of this research showed significant differences in psychological well-being, resilience, and mental health between those in the B40, M40, and T20 groups. Most significantly, those in the B40 group showed the lowest psychological well-being score among the socioeconomic classes with high levels of depression and anxiety, prominently due to their low level of resilience.

Evidently, public sector employees within the B40 group are the most psychologically vulnerable socioeconomic group. Interventions focusing on building psychological resilience in this group are important to ensure good psychological well-being and mental health especially when facing psychosocial adversities.

Keywords: *Anxiety, Depression, Psychological Well-Being, Public Sector Employee, Resilience*