

Job Stress, Effort Reward Imbalance (ERI) and its Health Effects to Filipino Workers in Selected Industries

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Job Stress, Effort Reward Imbalance (ERI) and its Health Effects To Filipino Workers in Selected Industries

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I. INTRODUCTION:

Republic Act 11036 or the “Mental Health Act” was passed by the Senate and the House of Representatives on the 12th of February 2018 to grant access to a comprehensive mental health services to the people. Mental Health delivery is a challenge in the Philippines. Mental Health cases is underestimated since DOH said that 88/100,000 cases only reported. As mentioned by Tuliao (2014), inaccessibility of mental health services and stigma impede Filipinos to seek consultation for mental health concerns. In workplaces, employers should focus on keeping their workers healthy to be productive at work. The Department of Labor and Employment issued Department Order No. 208-20 which set out guidelines for the implementation of mental health policies and programs for the private sector. With the evolving technology in establishments, these have led our society to be dependent on technology to keep up with work. With reference to the study of Dombrowski and Wagner (2014), technological changes also cause changes in mental work demands. Technology allows us to be more productive, thus workers are more prone to job stress and job dissatisfaction.

II. OBJECTIVE OF THE STUDY:

This study investigates the factors that determine job stress, effort reward imbalance and its health effects of Filipino workers in selected industries and job position.

III. METHODOLOGY:

A descriptive study was conducted which investigated the factors related to job stress and determine its effects on Filipino workers in selected industries. Twenty-seven (27) batches of OSHC training participants from 2019 across the country were invited to participate in the survey. Integrated standardized

validated tools were used for assessment. These are the (A) Effort-Reward Imbalance Scale (ERI). (B) SF-8 Health Survey. (C) Psychological and Physical Health Questionnaires, and (D) NIOSH Brief Job Stress Questionnaire. These self-administered questionnaires were sent via email. Follow-ups through email, SMS and calls for five (5) months. Valid responses were encoded in MS Excel and Epi Info software programs for descriptive data and analyses. Cronbach's α was used to measure reliability of the variables. T-test for independent sample means and logistic regression were used for comparison between sex, industry type, health outcomes, job stress and job satisfaction to establish relationships between study variables.

IV. RESULTS:

A total of 1076 respondents were invited to participate and 374 participated the survey. Response rate is 34.85%. Male and female respondents were 233 (62%) and 141 (38%) respectively.

Respondents showed poorer psychological health than physical health. Respondents also showed high job stress and showed below job satisfaction level. Respondents who are stressed with work are 1.68 times more likely to experience physical health and 1.51 times more likely to have psychological health symptoms and are 2.29 and 2.57 times more likely to be dissatisfied at work respectively. Risk of job stress is higher when physical symptoms are experienced and risk of job dissatisfaction is higher when psychological symptoms are experienced.

Risk of job stress is higher when physical symptoms are experienced and risk of job dissatisfaction is higher when psychological symptoms are experienced. Effort reward ratio is positively correlated with job control, support, and job satisfaction.

Respondent industries with good physical and psychological health, most likely have safety and health and mental health policies in place, management support, and access to medical and psychosocial services contrary to respondent industries with poor physical and psychological health.

Respondent industries with poor physical health, aside from the nature of their work, received the least reward, were overcommitted, and have the least control, and claimed to have the most stressful jobs.

V. RECOMMENDATIONS:

Strengthen mental health advocacy, policy and program implementation to agriculture, forestry and fishing industry and other affected job positions to increase job reward and control thus decreasing job stress. Decreasing risk factors that can develop mental health issues through defining more specific job tasks and roles, evaluating capabilities of employees, setting realistic goals and targets, providing reward systems or incentives to industries and other concerned job positions to address job dissatisfaction. Sustain implementation and compliance to mental health policy and program in industries. Capability building and awareness campaign of risk factors, signs of common mental health issues and simple interventions to members of the safety and health committee and their co-workers are also essential. Having prompt and early access to psychological services through referral systems and to those needing psychological guidance, counseling, and treatment. Advocating work-life balance and support systems at home, community and in establishments and as part of their workplace mental health policy and program leading to mentally healthy workplaces.