



JOB ANXIETY AND ITS EFFECT ON WORK PERFORMANCE OF NON-TEACHING PERSONNEL IN THE DEPARTMENT OF EDUCATION - DIVISION OF MISAMIS ORIENTAL

ANALOU B. QUIBLAT
Administrative Officer II
Schools Division of Misamis Oriental
analouquiblat@gmail.com

ABSTRACT

This study aimed to determine the level of job anxiety and its influence on the performance of non-teaching personnel in Misamis Oriental Division. The three-hundred sixty-two (362) administrative and finance staff were the study's respondents. Additionally, this study utilized the Job Anxiety Scale. To assess the effect of job anxiety and identify the connection between job anxiety and work performance, descriptive-quantitative research methodology, specifically the Mean, Standard Deviation, and Pearson Product Moment Correlation was used. The results showed that the respondents' level of job anxiety in terms of its five dimensions was low. The respondent's performance based on their Individual Performance Commitment and Review Form (IPCRF) for Fiscal Year 2019 to 2021 was Very Satisfactory. Additionally, this study confirms that there is no significant relationship between the level of job anxiety and the respondents' performance for the Fiscal Year 2019 to 2021. However, there is a significant relationship between job-related worries and work performance in 2020. Therefore, the Department of Education should promote and allocate funds to support various initiatives to enhance the well-being and working conditions of the personnel. Aside from that, the non-teaching personnel should manage time efficiently to attain a healthy work-life balance and maintain excellent performance.

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban
Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



Furthermore, the human resource department should provide appropriate training and resources, appreciate achievements, and implement stress-reduction techniques for non-teaching personnel.

Keywords: *Job Anxiety, Work Performance, Individual Performance, Commitment and Review Form*

INTRODUCTION

Obtaining employment today is essential for survival. People put a lot of effort into their jobs to support their families. Due to this, most people spend more time at work than they do at home. Spending more time at work exposes the person to the tasks and to co-workers more. Consequently, negative emotions like stress from the workplace and natural uneasiness among coworkers cannot be ruled out. However, if the emotions get so intense that they cause individuals to become apprehensive, it could cause anxiety in the workplace.

Cases of mental health issues have increased over the years. As reported in the Mental Health Strategic Plan 2019-2023 by the Department of Health, anxiety disorders affect 3.6% of the global population and are predicted to affect one in every four people at some point in their lives. Moreover, based on the study conducted by Kontsevaya et al. (2021), in 2017, anxiety disorders affected approximately 3 million people or 3.1% of the population in the Philippines. In fact, as reported by Dela Peña (2022) in the Inquirer.Net, 3.6 million Filipinos have at least one mental, neurological, and substance use disorder. With that, the Philippines ranks third in the Western Pacific Region for the highest rate of mental health problems. With these numbers stated, many people are still unaware of the existence of mental health issues, specifically anxiety. Some argue that people experiencing a mental health crisis are simply overreacting and seeking attention. Nevertheless, the truth is it exists, and many people are suffering from this condition.

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban
Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto

INSTABRIGHT e-GAZETTE

ISSN: 2704-3010

Volume V, Issue III

February 2024

Available online at <https://www.instabrightgazette.com>



Stephens et al. (2020) stated that anxiety is a state of being concerned or uneasy about a situation. A person with anxiety tends to overthink and always think of negative thoughts. Trauma, present living situations, and physical health difficulties can all contribute to anxiety. The trauma that a person suffers as a result of terrible experiences in the past, current living circumstances such as a stressful life due to numerous challenges, and physical health issues such as having a medical condition. Restlessness, impatience, inexplicable pains such as stomach aches and muscle pains, shortness of breath, palpitation, and sleep problems are common symptoms of anxiety. These symptoms give fear to the person. The fear of passing out in public, of offending someone, of failing to complete a task, of losing control, of going crazy, and, worst of all, of dying. It affects the daily lives of the person more so its job performance. According to Chand and Marwaha (2022), anxiety, like fear, manifests as a future-oriented mood state characterized by a complex cognitive, affective, physiological, and behavioral response system associated with preparation for anticipated threatening events or circumstances. Fear is a neurophysiological alarm state characterized by a fight or flight response to a cognitive assessment of imminent or present danger (real or perceived).

The non-teaching personnel in the Department of Education assume non-teaching jobs related to the department, such as administrative and finance functions. Due to the limited number of non-teaching personnel in the Division of Misamis Oriental, some personnel are multi-tasking to cater to all the schools assigned to them. Having many functions at different schools simultaneously causes stress, exhaustion, and worries that affect the employee's performance. The researcher encountered colleagues who shared their personal experiences of developing anxiety in the workplace. Being anxious really affects the way they do things. For instance, some of them avoid co-workers because they are afraid that those people might say negative things about them. This reaction coming from them is due to their trauma of experiencing power tripping or mistreatment from one of their co-workers. There are also several colleagues who, at times, get scolded, and occasionally lead to humiliation. Due to these circumstances, some of them are

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban
Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



not motivated to report to work and often take leave of absence because they easily get sick, and everything is too overwhelming. The anxiety that these employees feel in the workplace limits them from giving their best in their job. These situations, for example, affect the said employees' performance. Hence, this predicament served as the inspiration for this study.

The researcher believes that the effect of job anxiety on work performance varies by individual. People have different ways of dealing with the stress and anxiety that work brings. The purpose of this study is to determine the extent and manner in which job anxiety affects the work performance of non-teaching personnel in the Department of Education-Division of Misamis Oriental. The findings can be used by the agency to help deal with and provide necessary support to those employees who require assistance, such as creating various programs and activities that will help the employees manage their anxieties in the workplace.

Statement of the Problem

This study was conducted with the purpose of determining the effect of job anxiety on the work performance of the non-teaching personnel in the Division of Misamis Oriental. On the one hand, it sought to answer the following questions:

1. What is the level of job anxiety of non-teaching personnel in terms of the following dimensions:
 - 1.1 Stimulus-related anxiety and avoidance behaviour;
 - 1.2 Social anxieties;
 - 1.3 Health-related anxieties;
 - 1.4 Cognitions of insufficiency; and
 - 1.5 Job-related worries?
2. What is the respondents' performance level based on their Individual Performance Commitment and Review Form (IPCRF) in:
 - 2.1 Fiscal Year 2019;

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban
Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



- 2.2 Fiscal Year 2020; and
- 2.3 Fiscal Year 2021?
- 3. Is there a significant relationship between the respondent's level of job anxiety and their performance based on the Individual Performance Commitment and Review Form (IPCRF)?

Significance of the Study

The researcher believes that the study's findings provide insights into the effects of job anxiety on work performance. The concerned stakeholders can use the findings to create and organize programs or activities to better handle job anxiety at the workplace.

This study is beneficial to the Department of Education as it provides information to the agency on whether job anxiety exists in the department. Thus, it can serve as a reference for creating various programs and activities that can help employees overcome their anxiety at work.

This also benefits the Non-teaching Personnel by determining the effects of job anxiety on their performance. This allows them to assess themselves and serves as an outlet for them to express their struggles at work.

Additionally, the findings of this study can also be utilized by the Human Resource Department as it can serve as a basis to implement and engage the employees in various programs or activities for mental health awareness.

This study as well can be a reference for future researchers. This can be an inspiration to other researchers to continue to collect significant information and use it as a tool for spreading awareness about anxiety in the workplace.

METHODOLOGY

The study aimed to identify the level of job anxiety and its effect on the performance of the non-teaching personnel in the Division of Misamis Oriental. This study sought to answer the following: (1) the level of job anxiety of non-teaching personnel in terms of the following

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban
Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



dimensions: Stimulus-Related Anxiety and Avoidance Behaviour, Social Anxiety, Health-Related Anxieties, Cognitions of Insufficiency, and Job-related worries; (2) the respondents' performance level based on their Individual Performance Commitment and Review Form (IPCRF) in the Year 2019, 2020, 2021, and (3) a significant relationship between the respondent's level of job anxiety and their performance based on the Individual Performance Commitment and Review Form (IPCRF).

This study used the descriptive-quantitative research method wherein mean, standard deviation, and Pearson Product Moment of Correlation were utilized to analyze the data gathered. On the one hand, the respondents of the study were the administrative and finance non-teaching personnel of the Misamis Oriental Division Office. The data were gathered using the Job Anxiety Scale (JAS) survey questionnaire, a self-rating tool for job-related anxieties that was created by Muschalla and Linden (2008) and has seventy (70) statements which are grouped into five job anxiety dimensions, namely, stimulus-related anxiety and avoidance behaviour, social anxieties, health-related anxieties, cognitions of insufficiency, and work-related worries.

RESULTS AND DISCUSSIONS

Problem 1: What is the level of job anxiety of Non-Teaching Personnel in terms of the following dimensions:

- 1.1 Stimulus-related anxiety and avoidance behavior;
- 1.2 Social anxiety;
- 1.3 Health-related anxieties;
- 1.4 Cognitions of insufficiency; and
- 1.5 Job-related worries?

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



Table 1. Distribution of Respondents' Level of Job Anxiety in terms of Stimulus-Related Anxiety and Avoidance Behaviour

Indicators	Mean	Standard Deviation	Description
When Thinking about my workplace, everything in my body is tense.	1.94	0.80	Somewhat Agree
When imagining having to pass a complete working day at this workplace, I get feelings of panic.	2.07	0.81	Somewhat Agree
In special situations at the workplace, I am afraid of getting symptoms like trembling, blushing, sweating, and racing heart.	2.24	0.77	Somewhat Agree
I often see pictures and memories in my mind's eye which remind me of bad experiences that happened at the workplace.	2.20	0.84	Somewhat Agree
I rather take a roundabout way instead of passing the street where my workplace is situated.	1.88	0.81	Somewhat Agree
My sleep is worse before working days in contrast to non-working days.	2.32	0.74	Somewhat Agree
I feel tense when entering public places like malls where I could meet colleagues or superiors.	1.78	0.85	Somewhat Agree
Whenever possible, I avoid coming near to the site of my workplace.	2.05	0.80	Somewhat Agree
I had to go on sick leave once or for several times because I could not stand the problems at my workplace any longer.	2.13	0.78	Somewhat Agree

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



On my way to my workplace, I would rather turn and walk back.	1.92	0.81	Somewhat Agree
After work, I hurry up more than others just to get away from that place.	2.12	0.81	Somewhat Agree
Special situations at work remind me of bad situations in the past and make me nervous.	1.96	0.84	Somewhat Agree
I have once experienced a terrible event at the workplace which is still present in my mind and makes me feel frightened at work.	2.27	0.78	Somewhat Agree
While working, I am always paying attention to what could happen next.	2.28	0.70	Somewhat Agree
I feel severely uncomfortable and tense when I am at my workplace.	1.76	0.79	Somewhat Agree
I feel severely uncomfortable and tense when I think of my workplace.	2.05	0.79	Somewhat Agree
It is only since a stressful event that I have this feeling of tension at the workplace.	1.93	0.79	Somewhat Agree
Overall	2.05	0.56	Somewhat Agree

Table 1 shows the respondents' level of job anxiety in terms of stimulus-related anxiety and avoidance behaviour. It reveals an overall mean rating of 2.05 (SD=0.56), described as **Somewhat Agree**. This exposes that the respondents experienced a low level of job anxiety in terms of stimulus-related anxiety and avoidance behaviour. However, a low level does not mean non-existence of such anxiety among the respondents. Thus, this shows that stimulus-related anxiety and avoidance behaviour is evident in the non-teaching personnel.

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



The result suggests that employees experienced stimulus-related anxiety and avoidance behaviour and anticipated tensions at work. In order to escape potential work-related problems, they are most likely staying away from the workplace in the form of absences, going home early after office hours or even committing undertime. Such avoidance creates problems in the workplace as it affects the worker, the work, and the organization.

On the per indicator analysis, the indicator **My sleep is worse before working days in contrast to non-working days** obtained the highest mean rating of 2.32 (SD = 0.74), described as **Somewhat Agree**. This discloses that the respondents feel a low level of anxiety when it comes to sleeping problems before working days than non-working days, yet compared to other indicators above, the non-teaching personnel mostly experience sleep disturbances and sleep deprivation.

On the contrary, the indicator **I feel severely uncomfortable and tense when I am at my workplace** obtained the lowest mean rating of 1.76 (SD = 0.79), described as **Somewhat Agree**. This shows that some of the non-teaching personnel in the Misamis Oriental Division feel a low level of being uncomfortable and tense in the workplace. This reveals that the respondents are less likely to feel uncomfortable and tense in the workplace when compared to the other indicators.

Table 2. Distribution of Respondents' Level of Job Anxiety in terms of Social Anxieties

Indicators	Mean	Standard Deviation	Description
At my work, everything always ends up remaining at me.	2.20	0.77	Somewhat Agree

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto

INSTABRIGHT e-GAZETTE

ISSN: 2704-3010

Volume V, Issue III

February 2024

Available online at <https://www.instabrightgazette.com>



In my work, one does not get the proper salary for the achievements that one has to do.	2.26	0.76	Somewhat Agree
When I see special colleagues or superiors only from far away at work, I try not to meet them directly.	2.44	0.86	Somewhat Agree
When I see special colleagues or superiors only from far away outside my workplace, I try not to meet them directly.	2.47	0.82	Somewhat Agree
My colleagues are looking after themselves and work remains with me.	1.98	0.85	Somewhat Agree
At the workplace, I have problems with clients.	2.31	0.75	Somewhat Agree
I have got problems with one or more superiors.	2.18	0.73	Somewhat Agree
My colleagues exploit me.	2.03	0.84	Somewhat Agree
My superior exploits me.	2.09	0.83	Somewhat Agree
When I have to speak with colleagues or superiors, I am afraid of getting symptoms like trembling, sweating, racing hearts, and blushing.	2.17	0.73	Somewhat Agree
I feel unsure when I have to work together with special persons.	2.15	0.75	Somewhat Agree

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban, Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



I panic when I am ordered to come to my superior.	2.51	0.89	Agree
I feel unsure when somebody observes me while I am working.	2.24	0.78	Somewhat Agree
At this workplace, they make me stand outside.	1.69	0.80	Disagree
My superior is harassing me.	1.43	0.73	Disagree
My colleagues are harassing me.	1.45	0.71	Disagree
At my workplace, I am at the mercy of persons' arbitrary behaviors and unfairness.	2.07	0.84	Somewhat Agree
At my workplace they intentionally made awful working circumstances for me.	1.60	0.74	Disagree
At the workplace, I have got problems with one or more colleagues.	2.20	0.71	Somewhat Agree
Overall	2.08	0.53	Somewhat Agree

Table 2 displays the respondents' level of job anxiety in terms of social anxieties. It reveals an overall mean rating of 2.08 (SD=0.53), described as **Somewhat Agree**. This further discloses that the non-teaching personnel mostly experienced a low level of job anxiety in terms of social anxieties.

This implies that social anxieties, even if low, are still visible among non-teaching personnel. Social anxiety is a condition that can significantly impact employees, their work, and their workplace. Employees with social anxiety often feel extremely anxious and uncomfortable

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban, Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



in social situations, especially those that involve meeting new people or speaking in public. These feelings of anxiety can be especially noticeable in work situations, where employees may feel pressure to perform and to make a good impression on colleagues, clients, or superiors. As a result, employees may struggle to communicate effectively with others, which can lead to misunderstandings, miscommunications, and conflicts in the workplace. They may also avoid social situations altogether, which can limit their ability to build relationships and network with others.

On the per indicator analysis, the indicator **I panic when I am ordered to come to my superior** obtained the highest mean rating of 2.51 (SD = 0.89), described as **Agree**. This exhibits that the respondents suffer a high level of panic when they are ordered to come to their superior compared to other indicators stated above.

On the other hand, the indicator **My superior is harassing me** obtained the lowest mean rating of 1.43 (SD = 0.73), described as **Disagree**. This illustrates that the respondents have a very low level of anxiety when it comes to harassment made by the superior. This also reveals that harassment by the superior does not exist among non-teaching personnel.

Table 3. Distribution of Respondents' Level of Job Anxiety in terms of Health-Related Anxieties

Indicators	Mean	Standard Deviation	Description
The circumstances at my workplace make me sick.	2.41	0.83	Somewhat Agree
My state of health causes problems for me in my working day.	2.26	0.80	Somewhat Agree

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto

INSTABRIGHT e-GAZETTE

ISSN: 2704-3010

Volume V, Issue III

February 2024

Available online at <https://www.instabrightgazette.com>



I have experienced that in special situations at my workplace, I get symptoms like trembling, blushing, sweating, and racing heart.	2.07	0.83	Somewhat Agree
My work ruins my state of health.	2.34	0.75	Somewhat Agree
If I stay any longer at this workplace, this will cause harm to my health.	2.22	0.77	Somewhat Agree
The nearer I come to my workplace, the more I get symptoms like trembling, sweating, heatwaves or racing heart.	1.68	0.75	Disagree
In special situations at work, I regularly panic.	2.29	0.72	Somewhat Agree
The stress at my workplace is causing ill health.	2.31	0.72	Somewhat Agree
I have health-related impairments which reduce my capacities in working achievement.	1.78	0.80	Somewhat Agree
With my acute health problems, I normally should not be able to work at this workplace.	1.90	0.77	Somewhat Agree
Overall	2.13	0.53	Somewhat Agree

Table 3 illustrates the respondents' level of job anxiety in terms of health-related anxieties. It reveals an overall mean rating of 2.13 (SD=0.53), described as **Somewhat Agree**. The result

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban
Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



exhibits that the respondents have a low level of health-related anxieties in the workplace. Nevertheless, low result does not mean the absence of such anxiety. This shows that health-related anxieties are still evident in the Division of Misamis Oriental.

The finding means that most of the non-teaching personnel of Division of Misamis Oriental do think that their workplace situations make them anxious about their health. Health-related anxieties can have various negative effects on employees, the work they do, and the organizations they work for. Employees who experience health-related anxieties may find it difficult to focus on their work, as their minds may be preoccupied with worries about their health.

On the per indicator analysis, the indicator **The circumstances at my workplace make me sick obtained** the highest mean rating of 2.41 (SD = 0.83), described as **Somewhat Agree**. This reveals that the majority of the non-teaching personnel feel a low level of anxiety when it comes to this indicator. However, when compared to other indicators, they mostly can relate to the feeling that their situation in the workplace makes them sick.

On the one hand, the indicator **The nearer I come to my workplace, the more I get symptoms like trembling, sweating, heatwaves or racing heart** obtained the lowest mean rating of 1.68 (SD = 0.75), described as **Disagree**. This shows that most of the non-teaching personnel have very low levels of physical symptoms such as trembling, sweating, heatwaves or palpitation the nearer they are to the office. This also shows that the non-teaching personnel do not feel symptoms such as trembling, sweating, heatwaves or racing hearts the nearer they are to the workplace when compared to other indicators above.

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban
Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



Table 4. Distribution of Respondents' Level of Job Anxiety in terms of Cognition of Insufficiency

Indicators	Mean	Standard Deviation	Description
I suffer from the fact that I never know what comes up next at my workplace.	2.17	0.72	Somewhat Agree
I have miserable feelings at my workplace which restrict my capacities for achievement.	2.18	0.81	Somewhat Agree
I feel overtaxed with my work.	2.49	0.87	Somewhat Agree
My working circumstances are negative stress for me.	2.33	0.74	Somewhat Agree
I suffer because I cannot feel sure that everything will not be changed at work.	2.16	0.81	Somewhat Agree
I do not know how to react when I am confronted with new tasks at work.	2.13	0.77	Somewhat Agree
I have the feeling that my knowledge is not sufficient for the work I am carrying out.	1.98	0.84	Somewhat Agree
The conditions under which I work make me nervous.	2.23	0.74	Somewhat Agree

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



I have the idea that my impairments cause deficits in my working achievements.	1.92	0.84	Somewhat Agree
I fear that colleagues could judge me negatively because of my health impairments.	1.84	0.79	Somewhat Agree
I make many mistakes at work, or I am too slow.	1.74	0.83	Disagree
I am suffering from the fact that I am always left in unclearness with what will come up to me at work.	1.71	0.77	Disagree
I have the idea that I can no longer get along with changes at my workplace.	2.16	0.74	Somewhat Agree
I am not qualified enough for new tasks at work.	1.72	0.81	Disagree
Overall	2.05	0.53	Somewhat Agree

Table 4 demonstrates the respondents' level of job anxiety in terms of cognition of insufficiency. It reveals an overall mean rating of 2.05 (SD=0.53), described as **Somewhat Agree**. This divulges that the majority of the non-teaching personnel have a low level of anxiety as to cognitions of insufficiency. This also exhibits that cognition of insufficiency, even though low, is still evident among non-teaching personnel.

This implies that anxiety in terms of cognition of insufficiency is present in the Misamis Oriental Division. Work-related cognition of insufficiency, or the perception of employees that they are not meeting the expectations or demands of their job, can have significant negative

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban, Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



effects on employees, the work they produce, and the organization they work for. When employees experience work-related cognition of insufficiency, it can have a range of negative effects on their well-being and job performance. These effects can manifest in a variety of ways, such as increased stress levels, reduced job satisfaction, lower motivation and engagement, and decreased overall productivity. Employees who feel like they are not capable of meeting the demands of their job may also experience feelings of self-doubt and inadequacy, which can lead to a decline in their mental health and work-life balance. Cheng and McCarthy (2018) stated that anxious individuals have self-doubts regarding their ability to manage threatening situations and lack confidence in their abilities. Individuals who feel inadequate may be less likely to collaborate effectively with others, share knowledge and resources, or take initiative to innovate and improve processes.

On the per indicator analysis, the indicator **I feel overtaxed with my work** obtained the highest mean rating of 2.49 (SD = 0.87), described as **Somewhat Agree**. This discloses that the respondents mostly experienced a low level of anxiety when it came to overloaded work. This also reveals they likely somewhat agree that among all the indicators above, the non-teaching personnel believe that they are overtaxed with their work.

However, the indicator **I am suffering from the fact that I am always left in unclarity with what will come up to me at work** obtained the lowest mean rating of 1.71 (SD = 0.77), described as **Disagree**. This exhibits that most of the respondents have a very low level of anxiety when it comes to this indicator. This also shows that unclarity at work is not that evident among non-teaching personnel.

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban
Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



Table 5. Distribution of Respondents' Level of Job Anxiety in terms of Job-Related Worries

Indicators	Mean	Standard Deviation	Description
Colleagues or family have already told me that I should not always worry that much about work.	2.62	0.82	Agree
Even in my free time, I continue thinking about work.	2.63	0.79	Agree
I believe that no matter how engaged one is working, the workplace is always endangered.	1.66	0.80	Disagree
If one becomes unemployed nowadays, one will never find a job again.	2.25	0.84	Somewhat Agree
My thoughts about work problems hinder me to carry out other everyday activities.	2.23	0.76	Somewhat Agree
I believe it is realistic that nowadays one is easily fired because of absences.	2.45	0.77	Somewhat Agree
I am always worrying about minor matters in my work.	2.42	0.81	Somewhat Agree
I am suffering from the worries which I cannot put away or stop.	2.26	0.76	Somewhat Agree

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto

INSTABRIGHT e-GAZETTE

ISSN: 2704-3010

Volume V, Issue III

February 2024

Available online at <https://www.instabrightgazette.com>



Being out of work means for me losing all my image and reputation.	1.82	0.81	Somewhat Agree
A loss of my workplace is/would be existentially threatening.	2.15	0.81	Somewhat Agree
Overall	2.25	0.51	Somewhat Agree

Table 5 displays the respondents' level of job anxiety in terms of job-related worries. It reveals an overall mean rating of 2.25 (SD=0.51), described as **Somewhat Agree**. This reveals that most of the respondents experienced a low level of job-related worries. A low level does not necessarily mean it does not exist in the workplace of these personnel. Accordingly, job-related worries are still present among non-teaching personnel.

The finding indicates that job anxiety in terms of job-related worries is evident in Misamis Oriental Division. Exaggerated concerns about job loss, social status, and economic well-being can have a negative impact on people's mental health, productivity, creativity, morale, interpersonal relationships, and workplace engagement. For employees, job-related worries can lead to increased stress, anxiety, and decreased job satisfaction. This can result in lower productivity, decreased morale, and higher absenteeism rates. Additionally, job-related worries can affect an employee's overall well-being, potentially leading to physical and mental health problems. For the work itself, job-related worries can result in decreased quality of work, missed deadlines, and an overall lack of motivation. This can result in decreased customer satisfaction, which can ultimately impact on the organization's bottom line. Furthermore, employees who are preoccupied with job-related worries may be less willing to take risks or make decisions, resulting in missed opportunities for growth and innovation.

On the per indicator analysis, the indicator **Even in my free time, I continue thinking about work** obtained the highest mean rating of 2.63 (SD = 0.79), described as **Agree**. This reveals that most of the respondents have a high level of anxiety when it comes to this indicator.

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban, Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



This also shows that the non-teaching personnel continue to think about their work even in their free time.

Conversely, the indicator **I believe that no matter how engaged one is working, the workplace is always endangered** obtained the lowest mean rating of 1.66 (SD = 0.80), described as **Disagree**. This exhibits that the non-teaching personnel have a very low level of anxiety about losing a workplace. This also shows that the non-teaching personnel do not believe that their workplace will be endangered.

Problem 2: What is the respondent’s performance level based on their Individual Performance Commitment and Review Form (IPCRF) in:

- 2.1 Fiscal Year 2019;
- 2.2 Fiscal Year 2020; and
- 2.3 Fiscal Year 2021?

Table 7. Distribution of Respondents’ Performance Level based on their Individual Performance Commitment and Review Form (IPCRF)

Fiscal Year	Mean	Standard Deviation	Description
Fiscal Year 2019	4.22	0.77	Very Satisfactory
Fiscal Year 2020	4.16	0.83	Very Satisfactory
Fiscal Year 2021	4.35	0.72	Very Satisfactory
Overall	4.24	0.68	Very Satisfactory

Table 7 shows the respondents’ performance level based on their Individual Performance Commitment and Review Form (IPCRF). It reveals an overall mean rating of 4.24 (SD = 0.68), described as **Very Satisfactory**. This means that the majority of the respondents’ performance

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



level based on their Individual Performance Commitment and Review Form (IPCRF) was very satisfactory.

The result suggests that, despite the department's small number of non-teaching professionals, the staff are meeting all its obligations and performing their jobs satisfactorily. Workplace excellence benefits both the individual employee and the organization. An employee that consistently gives strong performances is more likely to be productive. In this way, the organization benefits from increased productivity and the production of high-quality work. Constructive feedback from superiors may do wonders for an organization's morale and productivity. When this occurs, morale in the workplace tends to rise and productivity increases. Employees who do their work effectively tend to be happier overall because they gain satisfaction from being appreciated and rewarded for their efforts. Karamchandani and Dubule (2020) discuss that a happy and motivated workforce is more likely to make good decisions, deliver superior service to customers, display creativity in their work, and foster a constructive work atmosphere.

On the per fiscal year analysis, the **Fiscal Year 2021** obtained the highest mean rating of 4.35 (SD = 0.72), described as **Very Satisfactory**. This reveals that most of the non-teaching personnel performance ratings based on the Individual Performance Commitment and Review Form (IPCRF) were very satisfactory for the year 2021.

However, the **Fiscal Year 2020** obtained the lowest mean rating of 4.16 (SD = 0.83), described as **Very Satisfactory**. This exhibits that although the year 2020 has the least mean, the performance of non-teaching personnel was still very satisfactory.

Problem 3: Is there a significant relationship between the respondent's level of job anxiety and their performance based on the Individual Performance Commitment and Review Form (IPCRF)?

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



Table 8. Correlation Between the Respondents' Level of Job Anxiety and Performance based on their Individual Performance Commitment and Review Form (IPCRF)

JOB ANXIETY	PERFORMANCE-BASED ON INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCRF)											
	FY 2019			FY 2020			FY 2021			OVER-ALL		
	r	p	Inter-pretation	r	p	Inter-pretation	r	p	Inter-pretation	r	p	Inter-pretation
Stimulus-Related Anxiety and Avoidance Behavior	0.05	0.42	Not Significant	0.05	0.40	Not Significant	0.09	0.15	Not Significant	0.03	0.62	Not Significant
Social Anxieties	0.03	0.58	Not Significant	0.06	0.32	Not Significant	0.07	0.25	Not Significant	0.03	0.60	Not Significant
Health-Related Anxieties	0.02	0.73	Not Significant	0.11	0.08	Not Significant	0.10	0.13	Not Significant	0.08	0.19	Not Significant
Cognitions of Insufficiency	0.02	0.79	Not Significant	0.09	0.14	Not Significant	0.10	0.10	Not Significant	0.07	0.29	Not Significant
Job-Related Worries	0.06	0.37	Not Significant	0.15	0.02	Significant	0.10	0.11	Not Significant	0.12	0.07	Not Significant

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



Table 8 displays the correlation between the respondents' level of job anxiety and performance based on Individual Performance Commitment and Review Form (IPCRF) for Fiscal Years 2019, 2020, and 2021. Pearson Product Moment of Correlation was conducted to determine the relationship between the two variables being studied.

The overall result of the correlation of the respondents' level of job anxiety in terms of stimulus-related anxiety and avoidance behavior has $r = 0.03$ ($p = 0.62$), social anxieties have $r = 0.03$ ($p = 60$), health-related anxieties have $r = 0.08$ ($p = 19$), cognitions of insufficiency have $r = 07$ ($p = 0.29$), and job-related worries have $r = 0.12$ ($p = 0.07$). This reveals that the respondents' level of job anxiety in terms of its five dimensions is statistically not significant to the performance based on the Individual Performance Commitment and Review Form (IPCRF) since the overall P-values stated above are greater than the 0.05 level of significance. Thus, the null hypothesis is accepted. This implies that there is no significant relationship between the respondents' level of job anxiety in terms of stimulus-related anxiety and avoidance behavior, social anxieties, health-related anxieties, cognitions of insufficiency, and job-related worries and performance based on their Individual Performance Commitment and Review Form (IPCRF). This means that whatever the respondents' level of job anxiety, it does not affect the overall work performance of the non-teaching personnel.

However, it is important to take note that the Individual Performance Commitment and Review Form (IPCRF) is a self-rating tool. For this reason, it has several disadvantages. One is that it is prone to bias, as employees may overestimate or underestimate their abilities and performance. This can be influenced by a range of factors, such as mood, self-esteem, and self-awareness. This kind of evaluation also provides limited feedback, which can limit the employee's ability to identify areas for improvement and develop a plan for growth and advancement. In addition, self-rating evaluation only provides a perspective of an employee's performance. Other perceptions, such as those of colleagues, supervisors, or clients, can provide valuable insights into an individual's strengths and weaknesses. Self-rating assessment can also be manipulated

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban
Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



by employees seeking to present themselves in a more positive light. This can undermine the accuracy and usefulness of the assessment. According to the study of Jamruz and Razali (2018), the idea of self-assessment may be detrimental if people are not being honest with themselves since they may use it as an opportunity to evaluate themselves in accordance with their desires.

Nonetheless, even if job anxiety does not affect the work performance of the non-teaching personnel, it can still have negative effects on the employee's mental and physical health in the long run. Therefore, it is important for the organization to create a supportive work environment and offer resources to help employees manage their anxiety.

Conclusions

Based on the findings, the following conclusions were formulated: (1) The respondents' level of job anxiety in terms of stimulus-related anxiety and avoidance behavior, social anxieties, health-related anxieties, cognition of insufficiency, and job-related worries were low; (2) The respondent's performance level based on their Individual Performance Commitment and Review Form (IPCRF) for the past three years was Very Satisfactory. Furthermore, the respondents' level of job anxiety in terms of job-related worries affects their performance based on their Individual Performance Commitment and Review Form (IPCRF) Fiscal Year 2020. Nevertheless, the respondents' level of job anxiety as to stimulus-related anxiety and avoidance behaviour, social anxieties, health-related anxieties, and cognition of insufficiency does not affect the performance as reflected in their Individual Performance Commitment and Review Form (IPCRF) Fiscal Year 2020; (3) The respondents' level of job anxiety in terms of stimulus-related anxiety and avoidance behaviour, social anxieties, health-related anxieties, cognition of insufficiency, and job-related worries does not affect the performance based on their Individual Performance Commitment and Review Form (IPCRF) Fiscal Year 2019 and 2021.

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban
Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



Recommendations

Based on the conclusions, the following recommendations were formulated: (1) The Department of Education should proactively look into the mental health of the non-teaching personnel because the low result could possibly rise if proper intervention is not undertaken. The agency should promote initiatives that will enhance the mental health and working conditions of the non-teaching personnel, such as fostering open communication and providing a secure atmosphere for worries and fears about the things that cause anxiety. Additionally, in order to establish a culture of continuous learning and offer opportunities for skill development and training, the agency should allocate funds to support programs and activities which include training, seminars, and workshops for the non-teaching personnel; (2) To maintain excellent performance, the non-teaching personnel should manage time efficiently by creating a work schedule for different tasks, setting attainable goals for the work that needs to be done, and prioritizing the tasks based on their importance and deadlines to ensure that necessary work gets done on time. Moreover, make sure to establish a healthy work-life balance so that work does not take up all the time and energy and still have time for family and friends to recharge; (3) To better comprehend the duties and responsibilities in the workplace, the human resource department should clearly explain the expectations and functions of the non-teaching personnel. Provide appropriate training and resources to assist these employees in gaining confidence. Create a supportive culture that acknowledges and appreciates achievements to boost their spirits. To manage anxiety, it is also essential to implement stress-reduction techniques such as yoga and meditation.

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban
Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto



REFERENCES

American Psychological Association. (n.d.). *Anxiety*. American Psychological Association. Retrieved October 29, 2022, from <https://www.apa.org>

Chand, S., & Marwaha, R. (2022, May 8). *Anxiety*. National Center for Biotechnology Information. Retrieved October 29, 2022, from <https://pubmed.ncbi.nlm.nih.gov>

Chen, J. (2022). *To be seen to be heard: Embracing social anxiety in the workplace*. DigitalCommons@RISD. Retrieved November 25, 2022, from <https://digitalcommons.risd.edu>

Chen, J., Liu, X., Wang, D., Jin, Y., He, M., Ma, Y., Zhao, X., Song, S., Zhang, L., Xiang, X., Yang, L., Song, J., Bai, T., & Hou, X. (2020, September 10). *Risk factors for depression and anxiety in healthcare workers deployed during the COVID-19 outbreak in China - Social Psychiatry and psychiatric epidemiology*. SpringerLink. Retrieved November 24, 2022, from <https://link.springer.com>

Cheng, B. H., & McCarthy, J. M. (2018). *Understanding the Dark and Bright Sides of Anxiety: A Theory of Workplace Anxiety*. American Psychological Association. Retrieved October 29, 2022, from <https://psycnet.apa.org>

Clercq, D. D., Haq, I. U., & Azeem, M. U. (2017, May 2). *Perceived threats of terrorism and job performance: The roles of job-related anxiety and religiousness*. Journal of Business Research. Retrieved October 30, 2022, from <https://www.sciencedirect.com>

Cuéllar-Molina, D., García-Cabrera, A. M., & Lucia-Casademunt, A. M. (2018, August 22). Is the institutional environment a challenge for the well-being of female managers in Europe? the

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban, Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto

INSTABRIGHT e-GAZETTE

ISSN: 2704-3010

Volume V, Issue III

February 2024

Available online at <https://www.instabrightgazette.com>



mediating effect of work–life balance and role clarity practices in the workplace. MDPI.

Retrieved June 9, 2023, from <https://www.mdpi.com>

Cuncic, A. (2021, October 28). *How to deal with anxiety at work*. Verywell Mind. Retrieved October 29, 2022, from <https://www.verywellmind.com>

Deeb, A., Alananzeh, O. A., Tarhini, A., & Masa'deh, R. (2020, June 11). Factors affecting job performance: the case of Jordanian hotels' kitchen staff. *Int. J. Public Sector Performance Management*. Retrieved June 9, 2023, from <https://www.inderscienceonline.com>

Dela Peña, K. (2022, October 11). *Mental health day: The need to defuse a ticking time bomb for millions*. INQUIRER.net. Retrieved October 29, 2022, from <https://newsinfo.inquirer.net>

Diamantidis, A. D., & Chatzoglou, P. (2018, December 28). Factors affecting employee performance: An empirical approach. *International Journal of Productivity and Performance Management*. Retrieved June 10, 2023, from <https://www.emerald.com>

Erdal, N., Cevik Akkus, G., & Bakin, D. (2022, January). *The Effect of Anxiety and Burnout On Job Satisfaction: The Covid19 Period*. Retrieved November 24, 2022, from <https://www.researchgate.net>

February 6, 2015 Do 2, S. 2015 – Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) in the Department of Education. Department of Education. (n.d.). Retrieved December 1, 2022, from <https://www.deped.gov.ph>

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban
Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto

INSTABRIGHT e-GAZETTE

ISSN: 2704-3010

Volume V, Issue III

February 2024

Available online at <https://www.instabrightgazette.com>



Inegbedion, H., Inegbedion, E., Peter, A., & Harry, L. (2020, January 9). Perception of workload balance and employee job satisfaction in work organisations. *Heliyon*. Retrieved June 9, 2023, from <https://www.sciencedirect.com>

Jackson, A. T., & Frame, M. C. (2018, October 16). *Stress, health, and job performance: What do we know?* Retrieved October 29, 2022, from <https://onlinelibrary.wiley.com>

Jamrus, M. H. M., & Razali, A. B. (2018, November 30). Using self-assessment as a tool for English language learning. *English Language Teaching*. Retrieved June 10, 2023, from <https://eric.ed.gov>

Karamchandani, K., & Dubule, V. K. (2020, June 30). *Job anxiety and occupational stress among employees of its sector: Impact on their attitude towards management*. SSRN. Retrieved October 30, 2022, from <https://papers.ssrn.com>

Ko, Y. J., & Choi, J. N. (2018, October 11). Overtime work as the antecedent of employee satisfaction, firm productivity, and innovation. Retrieved June 9, 2023, from Wiley. <https://onlinelibrary.wiley.com>

Kontsevaya, A., Dombrovskiy, V., Yi Lee, Y., Chisholm, D., Vergara, J., Stanton, R., & Grafton, D. (2021). *Prevention and management of mental health conditions in the Philippines*. Retrieved October 29, 2022, from <https://www.who.int>

Korte, C., Friedberg, R. D., Wilgenbusch, T., Paternostro, J. K., Brown, K., Kakolu, A., Tiller-Ormord, J., Baweja, R., Cassar, M., Barnowski, A., Movahedi, Y., Kohl, K., Martinez, W., Trafalis, S., & Leykin, Y. (2021, September 3). *Intolerance of uncertainty and health-related anxiety in youth amid the COVID-19 pandemic: Understanding and weathering the*

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto

INSTABRIGHT e-GAZETTE

ISSN: 2704-3010

Volume V, Issue III

February 2024

Available online at <https://www.instabrightgazette.com>



continuing storm - journal of clinical psychology in medical settings. SpringerLink. Retrieved November 24, 2022, from <https://link.springer.com>

Leichsenring, F., Leweke, F. (2017, June 8). *Social anxiety disorder*. New England Journal of Medicine. Retrieved November 25, 2022, from <https://www.nejm.org>

Loeb, S., Dynarski, S., McFarland, D., Morris, P., Reardon, S., & Reber, S. (2017, February 28). Descriptive Analysis in Education: A Guide for researchers. NCEE 2017-4023. National Center for Education Evaluation and Regional Assistance. Retrieved June 10, 2023, from <https://eric.ed.gov>

Mellifont, D. (2019, January 1). *Neuro Magnifico! an exploratory study critically reviewing news text reporting of anxiety-related work performance strengths, challenges and support measures*. Work. Retrieved October 30, 2022, from <https://content.iospress.com>

Memorandum Circular No. 6, S. 2012 - Guidelines in the Establishment and Implementation of Agency Strategic Performance Management System (SPMS). Civil Service Commission. (n.d.). Retrieved December 1, 2022, from <https://web.csc.gov.ph>

Mental health strategic plan 2019-2023: Department of Health Website. Mental Health Strategic Plan 2019-2023 | Department of Health website. (2021, May). Retrieved October 29, 2022, from <https://doh.gov.ph>

Mohsin, M., Jamil, K., Naseem, S., Sarfraz, M., & Ivascu, L. (2022, February 25). *Elongating nexus between workplace factors and knowledge hiding behavior: Mediating role of job anxiety*. Psychology research and behavior management. Retrieved November 25, 2022, from <https://www.ncbi.nlm.nih.gov>

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban, Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto

INSTABRIGHT e-GAZETTE

ISSN: 2704-3010

Volume V, Issue III

February 2024

Available online at <https://www.instabrightgazette.com>



Muschalla, B., Muschalla, P. D. B., Allam, Awmf., Balestrieri, Chen, Dhurup, De Vries, Haines, Köllner, Kugelmass, Kühn, Lang, Lavelle, Linden, Macovei, Mannor, Michailidis, Mikkola, ... Wieclaw. (2021, September 24). *Prevalence and correlates of work-phobic anxiety in a national representative sample*. *Zeitschrift für Arbeits- und Organisationspsychologie A&O*. Retrieved October 30, 2022, from <https://econtent.hogrefe.com>

Nieuwenhuys, A., & Oudejans, R. R. D. (2017, March 31). *Anxiety and performance: Perceptual-Motor Behavior in high-pressure contexts*. *Current Opinion in Psychology*. Retrieved October 30, 2022, from <https://www.sciencedirect.com>

Ornek, O. K., & Esin, M. N. (2020, November 4). Effects of a work-related stress model based mental health promotion program on job stress, stress reactions and coping profiles of Women Workers: A control groups study - *BMC public health*. SpringerLink. Retrieved June 9, 2023, from <https://link.springer.com>

Pilcher, J. J., & Morris, D. M. (2020, January 8). Sleep and organizational behavior: Implications for workplace productivity and safety. *Frontiers*. Retrieved June 8, 2023, from <https://www.frontiersin.org>

Powell, D. M., Stanley, D. J., & Brown, K. N. (2018). *Meta-Analysis of the Relation Between Interview Anxiety and Interview Performance*. American Psychological Association. Retrieved October 29, 2022, from <https://psycnet.apa.org>

Riaz, S., Xu, Y., & Hussain, S. (2019, October 9). Workplace ostracism and knowledge hiding: The mediating role of job tension. *MDPI*. Retrieved June 9, 2023, from <https://www.mdpi.com>

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto

INSTABRIGHT e-GAZETTE

ISSN: 2704-3010

Volume V, Issue III

February 2024

Available online at <https://www.instabrightgazette.com>



Salari, N., Khazaie, H., Hosseinian-Far, A., Khaledi-Paveh, B., Kazeminia, M., Mohammadi, M., Shohaimi, S., Daneshkhah, A., & Eskandari, S. (2020, December 17). *The prevalence of stress, anxiety and depression within front-line healthcare workers caring for covid-19 patients: A systematic review and meta-regression - human resources for health*. BioMed Central. Retrieved November 24, 2022, from <https://human-resources-health.biomedcentral.com>

Saleem, F., Malik, M. I., & Qureshi, S. S. (2021, June 24). Work stress hampering employee performance during COVID-19: Is safety culture needed?. *Frontiers*. Retrieved June 10, 2023, from <https://www.frontiersin.org>

Samma, M., Zhao, Y., Rasool, S. F., Han, X., & Ali, S. (2020, November 23). *Exploring the relationship between innovative work behavior, job anxiety, workplace ostracism, and workplace incivility: Empirical evidence from small and Medium Sized Enterprises (smes)*. MDPI. Retrieved October 29, 2022, from <https://www.mdpi.com>

Shoab, M., Nawal, A., Korsakienė, R., Zámečník, R., Rehman, A. U., & Raišienė, A. G. (2022, February 18). Performance of academic staff during COVID-19 pandemic-induced work transformations: An IPO model for Stress Management. MDPI. Retrieved June 10, 2023, from <https://www.mdpi.com>

Stephens, A. N., Collette, B., Hidalgo-Munoz, A., Fort, A., Evennou, M., & Jallais, C. (2020, September 3). *The impacts of anxiety over driving on self-reported driving avoidance, work performance and quality of life*. *Journal of Transport & Health*. Retrieved October 29, 2022, from <https://www.sciencedirect.com>

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto

INSTABRIGHT e-GAZETTE

ISSN: 2704-3010

Volume V, Issue III

February 2024

Available online at <https://www.instabrightgazette.com>



Spagnoli, P., Balducci, C., Scafuri Kovalchuk, L., Maiorano, F., & Buono, C. (2018, September 13). *Are engaged workaholics protected against job-related negative affect and anxiety before sleep? A study of the moderating role of gender*. International journal of environmental research and public health. Retrieved November 24, 2022, from <https://www.ncbi.nlm.nih.gov>

Teker, A. G., & Luleci, N. E. (2018, January 18). Sleep quality and anxiety level in employees. Retrieved June 9, 2023, from <https://jag.journalagent.com>

Tenório, N., & Bjørn, P. (2019, May 18). Online harassment in the workplace: The Role of Technology in labour law disputes - Computer Supported Cooperative Work (CSCW). SpringerLink. Retrieved June 9, 2023, from <https://link.springer.com>

Umrani, W. A., Afsar, B., Khan, M., & Ahmed, U. (2019, May 27). Addressing the issue of job performance among hospital physicians in Pakistan: The role of job security, organizational support, and job satisfaction. Wiley. Retrieved June 9, 2023, from <https://onlinelibrary.wiley.com>

Utari, T., Wediawati, T., & Althalets, F. (2021, August). The effect of stress and workload on employee performance in the division maintenance department PT Indominco Mandiri In Bontang. Heinonline. Retrieved June 10, 2023, from <https://heinonline.org>

Vignoli, M., Muschalla, B., & Mariani, M. G. (2017, November 29). *Workplace phobic anxiety as a mental health phenomenon in the job demands-resources model*. BioMed Research International. Retrieved October 30, 2022, from <https://www.hindawi.com>

Wilson, J. M., Lee, J., Fitzgerald, H. N., Oosterhoff, B., Sevi, B., & Shook, N. (2020, September). Job Insecurity and Financial Concern During the COVID-19 Pandemic Are Associated With

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto

INSTABRIGHT e-GAZETTE

ISSN: 2704-3010

Volume V, Issue III

February 2024

Available online at <https://www.instabrightgazette.com>



Worse Mental Health. Journal of Occupational and Environmental Medicine. Retrieved June 10, 2023, from <https://journals.lww.com>



Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Keive O. Casimiro, Ma. Rhoda E. Panganiban
Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto
