



Mental health status among administrative staff of Jose Rizal Memorial State University Main Campus: Basis for program interventions

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Abstract

This study aims to assess the mental health status among administrative staff at Jose Rizal Memorial State University (JRMSU) Main Campus, with data collected from 126 employees. The demographic analysis showed a predominance of young, female, and single participants, many of whom had no children and had been employed at the university for a relatively short period. Among the three dimensions of well-being assessed, emotional well-being was rated the highest, followed by psychological well-being. Social well-being received the lowest score, suggesting that while staff are generally thriving emotionally and psychologically, there may be room to enhance social connections and workplace support. The overall mental health rating indicated that employees experience positive mental health on a near-daily basis. In terms of mental health status classification, most employees were found to be flourishing, indicating high levels of well-being and effective coping both personally and professionally. A smaller portion of the staff fell into the moderately mentally healthy or languishing categories. Further analysis showed no significant differences in emotional well-being across demographic groups. However, variations in social and psychological well-being were observed based on age, length of service, and number of children. Additionally, differences in overall mental health status were found based on age, gender, duration of service, marital status, and employment position, while the number of children showed no significant influence.

Keywords: Mental Health Continuum (MHC), emotional well-being, psychological well-being, social well-being, flourishing, languishing, moderately mentally healthy

Introduction

The mental health continuum describes a range of states, with mental health and mental illness at the two extremes. The strength or weakness of internal or external organizations in an individual's life determines the state they occupy at a given period. As a dependable self-help tool for professionals at work, the mental health continuum model is a popular choice among leaders and managers of top organizations today. Mental health in the workplace has become more of a concern, partly due to the knowledge of how the health of the employee's mental well-being influences their performance, but mainly because some organizations have designed their systems to put stressors that are likely going to foster mental disorders. When problems such as lost productivity and an inability to demonstrate satisfaction in doing their duties are present, management would be prudent to encourage optimal mental health, which requires developing structures and a cultural

environment that promotes mental health in the workplace. One should not underestimate the value of administrative staff in the office. These professionals provide crucial clerical and administrative services, allowing work processes to run smoothly and decision makers to focus on higher-value tasks and responsibilities. Essentially, without the office support, firms would quickly become a mess of hundreds of all full but open-ended working papers, dozens of unsigned letters, and unfollowed-up communications from different offices. Office support workers help institutions maintain order and ensure productivity, enabling other higher officials to perform their duties effectively. Thus, the researcher aims to assess the mental health continuum among administrative staff to guarantee that they accomplish their duties and responsibilities to the best of their abilities and feel positive about lives in which they are functioning well, as they play an important role in the university. In this study, the mental health continuum of

administrative staff at Jose Rizal Memorial State University will be assessed to establish where they fall on the mental health spectrum, and the findings will serve as the foundation for policy recommendations to the university.

Objectives

The study aimed to assess the mental health status of Jose Rizal Memorial State University Main Campus administrative staff for the year 2024-2025. Specifically, this study attempts to answer the following questions:

1. What is the demographic profile of the respondents in the study in terms of:
 - 1.1 age;
 - 1.2 gender;
 - 1.3 length of service;
 - 1.4 marital status;
 - 1.5 number of children; and
 - 1.6 position?
2. How do the respondents rate their mental health continuum as to:
 - 2.1 Emotional Well-Being (EWB);
 - 2.2 Social Well-Being (SoWB); and
 - 2.3 Psychological Well-Being (PWB)?
3. What is the categorical diagnosis along the mental health continuum of the administrative staff at Jose Rizal Memorial State University Main Campus?
4. Is there any significant difference between Mental Health Continuum Short Form indicators when analyzed according to demographic profile?
5. Is there any significant difference between the categorical diagnosis along the mental health continuum of JRMSU-Main Administrative Staff when analyzed according to demographic profile?
6. Based on the findings, what policy recommendations could be proposed by the researcher to the administration and management of Jose Rizal Memorial State University Main Campus?

Theoretical/Conceptual Framework

The study was anchored to the Mental Health Continuum Short Form (MHC-SF) model established by Keyes (2002) ^[11]. Keyes' theory-driven model of mental health employs a diagnosis, resulting in three levels of satisfactory feelings and functioning: *languishing*, *moderately mentally healthy*, and *flourishing*, as cited by Jaotombo (2019) ^[3] in his study entitled "Study of the Mental Health Continuum Short Form (MHC-SF) among French Workers: a Combined Variable- and Person-Centered Approach." It is crucial to recognize that everyone's road to flourishing is unique. Individuals who recognize and cultivate these characteristics can make educated decisions that are consistent with their values and objectives, resulting in a more fulfilling life.

Emotional Well-Being (EWB)

Van Zyl and Olckers (2019) ^[10] defined emotional well-being as the study of happiness that centers on pleasant emotions and general life satisfaction or affect balance, which is derived from the Greek concept of hedonic wellbeing. The precise definition of happiness is dynamic

positive affective experiences, which comprise positive attitudes, behaviors, thoughts, and sensations that are positive on average but change over time. Individuals who are happy typically enjoy longer lifespans, better health, more fulfilling professions, and stronger interpersonal relationships. Feller *et al.* (2018) ^[12] stated mental and emotional health were designated as a priority area of the National Prevention Strategy in 2011 by the National Prevention, Health Promotion, and Public Health Council.

Psychological Well-Being (PWB)

Psychological well-being (PWB), which encompasses elements of psychological functioning like self-acceptance, autonomy, and having a purpose and meaning in life, is a measure of how much people feel they are thriving in their personal lives. Discussed and explained how psychological well-being is measured in terms of six aspects, including self-acceptance, personal growth, purpose in life, meaningful relationships with others, autonomy, and environmental mastery, developed by Ryff (1989) ^[13]. Kennes *et al.* (2020) ^[4] identified the eudemonic tradition in their paper titled "Psychometric evaluation of the Mental Health Continuum-Short Form (MHC-SF) for Dutch Adolescents" as incorporating optimal mental functioning at both individual and societal levels.

Social Well-Being (SoWB)

Social well-being (SoWB) measures an individual's connection to others within their local and larger social communities. The concept involves social contacts, the strength of critical relationships, and access to social support (Marselle *et al.*, 2021) ^[5]. Social well-being (SWB) captures an individual's social integration and contribution within a broader society. In assessing an individual's social and public life, social well-being considers several aspects, such as social integration, social contribution, social coherence, social actualization, and social acceptance. SWB additionally reflects facets of optimal functioning in community life and focuses on the extent to which individuals feel accepted by their communities and can acknowledge their contribution to society (van Zyl & Olckers, 2019) ^[10].

Policy Recommendation

The policy recommendation will be based on the study's findings. Organizations can foster a more encouraging and psychologically healthy work environment for their administrative staff by implementing the mental health policy guidelines that have been formulated. Mental health issues are common among working-age adults. These problems can have a substantial impact on physical health, workplace productivity, and overall well-being. Individuals with mental health difficulties are more likely to experience negative work outcomes such as absenteeism and presenteeism, as well as lower health outcomes due to common physical diseases. Monteiro and Joseph (2023) ^[7], Organizational culture has a huge impact on employees' mental health and well-being.

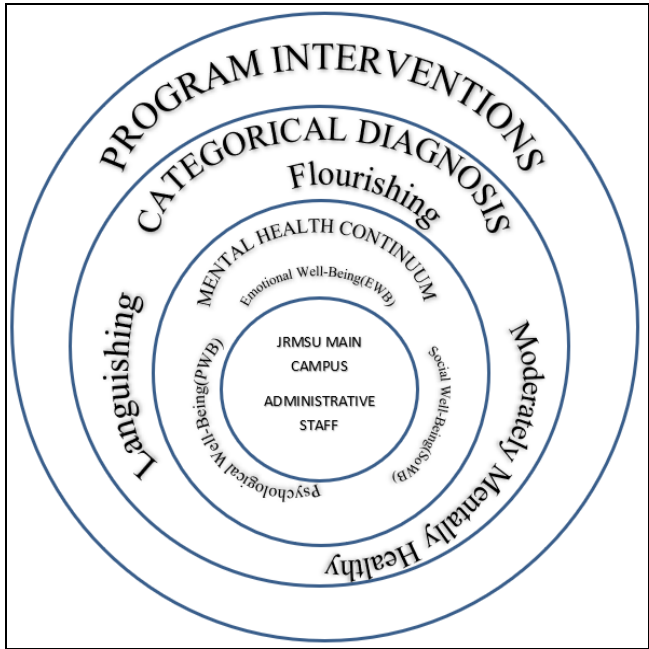


Fig 1: Schema of the Study

Methods

The study assessed the mental health continuum of administrative staff at Jose Rizal Memorial State University (JRMSU) Main Campus using a cross-sectional survey design. Conducted in Dapitan City, Zamboanga del Norte, the research involved 215 administrative personnel and utilized the standardized Mental Health Continuum-Short Form (MHC-SF) developed by Keyes. A pilot test with 28 participants was conducted to ensure the validity and reliability of the instrument. Data collection proceeded after validation, reliability testing, and ethical clearance from the University Ethics Committee.

Result and Discussion

Table 1: Summary on Mental Health Continuum Survey of JRMSU Main Campus Administrative Staff

Indicators	AWV	Description
Emotional Well-Being	3.93	Almost Everyday
Social Well-Being	3.26	About 2 or 3 Times a Week
Psychological Well-Being	3.70	Almost Everyday
Grand Mean	3.63	Almost Everyday

The results of the Mental Health Continuum Survey for the administrative personnel of JRMSU Main Campus are presents in Table 1. According to the data, psychological well-being came in second with a mean score of 3.70, while emotional well-being obtained the highest average mean score of 3.93. Despite being somewhat lower, social well-being still had a decent average mean of 3.26. All three dimensions fit into the descriptive category of "almost every day," indicating that staff members regularly and reliably experience positive mental health outcomes. The conclusion that the administrative staff consistently enjoys a high degree of mental well-being in their daily life is further supported by the overall grand mean of 3.63 across all well-

being categories. Mohanty *et al.* (2023) ^[6] supported their study, emphasizing how important employee well-being is to both personal health and company success. Programs for workplace wellness have a positive effect on mental health, productivity, and employee retention.

Table 2: Categorical diagnosis along the mental health continuum of the administrative staff of Jose Rizal Memorial State University Main Campus

Categorical Diagnosis	Frequency	Percent
Languishing	13	10.32
Moderately Mentally Healthy	28	22.22
Flourishing	85	67.46
Total	126	100.0

Table 2 presents the categorical diagnosis results along the mental health continuum for the administrative staff at Jose Rizal Memorial State University Main Campus. The findings show that 67.46% of the staff are classified as flourishing, 22.22% are moderately mentally healthy, and only 10.32% fall under the languishing category. The majority of administrative personnel (67.46%) are categorized as flourishing, meaning that a sizable section of the workforce is in a state of well-being that is marked by excellent functioning, positive mental health, and a feeling of purpose. This implies that most employees are managing the demands of their personal and professional lives effectively, which enhances the atmosphere at work. The results were corroborated by Solano, A. C., and Góngora, V. C. (2017) ^[2], who evaluated the mental health of Argentine adults using the Symptom Checklist-90-Revised and the Mental Health Continuum-Short Form. 627 individuals (mean age 40.62 years) were included in the sample.

Table 3: Significant Difference in the Emotional Well-Being when analyzed as to Profile

Indicators	H-value	df	P-value	Description
Age	3.863	4	.425	Not Significant
Gender	1.647	2	.439	Not Significant
Length of Service	6.139	4	.189	Not Significant
Marital Status	5.542	3	.136	Not Significant
Number of Children	2.591	2	.274	Not Significant
Position	2.453	6	.815	Not Significant

Significance level @ ($\alpha = .05$), p-value ≥ 0.05 H₀: Do not Reject; p-value ≤ 0.05 H₀: Reject

Table 3 presents the results of tests for significant differences in emotional well-being based on respondents' demographic and professional profiles. The analysis reveals no statistically significant differences across all categories, with all p-values exceeding the 0.05 threshold. Specifically, the p-values are age ($p = 0.425$), gender ($p = 0.439$), length of service ($p = 0.189$), marital status ($p = 0.136$), number of children ($p = 0.274$), and position ($p = 0.815$). These findings suggest that emotional well-being is not significantly influenced by the respondents' demographic profiles. Almqren *et al.* (2025) ^[1] supported similar findings, reporting no significant differences in well-being levels based on gender. However, their study did identify variations across different educational levels.

Table 4: Significant Difference in the Social Well-Being when analyzed as to Profile

Indicators	H-value	df	P-value	Description
Age	13.015	4	.011	Significant
Gender	1.974	2	.373	Not Significant
Length of Service	13.280	4	.010	Significant
Marital Status	6.618	3	.085	Not Significant
Number of Children	6.675	2	.036	Significant
Position	6.915	6	.329	Not Significant

Significance level @ ($\alpha = .05$), p-value ≥ 0.05 H₀: Do not Reject; p-value ≤ 0.05 H₀: Reject

Table 4 presents the results of the analysis on social well-being based on respondents' demographic profiles. The findings indicate statistically significant differences in social well-being with respect to age ($p = 0.011$), length of service ($p = 0.010$), and number of children ($p = 0.036$), as these p-values are below the 0.05 significance threshold. The result suggests that social well-being varies meaningfully across these demographic groups. Vakilabad *et al.* (2023) [9], in their study "Survey of Social Well-Being Among Employees, Retirees, and Nursing Students: A Descriptive-Analytical Study," found that the number of children, marital status, and employment status were important factors affecting social well-being, together explaining 25% of its differences based on linear regression analysis.

Table 5: Significant Difference in the Psychological Well-Being when analyzed as to Profile

Indicators	H-value	df	P-value	Description
Age	9.986	4	.041	Significant
Gender	.980	2	.613	Not Significant
Length of Service	12.726	4	.013	Significant
Marital Status	6.139	3	.105	Not Significant
Number of Children	8.024	2	.018	Significant
Position	7.085	6	.313	Not Significant

Significance level @ ($\alpha = .05$), p-value ≥ 0.05 H₀: Do not Reject; p-value ≤ 0.05 H₀: Reject

Table 5 presents the results of the test for significant differences in psychological well-being based on respondents' demographic profiles. The analysis reveals statistically significant differences for age ($p = 0.041$), length of service ($p = 0.013$), and number of children ($p = 0.018$), indicating that psychological well-being varies across these groups. Rubenstein *et al.* (2016) [8] supported using the I COPPE Scale, that psychological well-being differed considerably by age and employment situation, but not by gender. Their study revealed group differences with impact sizes ranging from small to big across several well-being areas.

Table 6: Significant difference of the categorical diagnosis along the mental health continuum of the administrative staff of Jose Rizal memorial state university main campus when analyzed as to profile

Indicators	X ²	df	T-Value	Decision
Age	9.12	2	5.991	Significant
Gender	9.07	2	5.991	Significant
Length of Service	13.20	2	9.488	Significant
Marital Status	11.89	4	9.488	Significant
Number of Children	8.13	4	9.488	Not Significant
Position	8.28	2	5.991	Significant

Significance level @ ($\alpha = .05$), X² \geq t-value H₀: Reject; X² \leq t-value H₀: Do not Reject

Table 6 presents the results of the chi-square tests conducted to examine the significant difference between the demographic profile of administrative staff at Jose Rizal Memorial State University Main Campus and their categorical mental health continuum diagnosis. In this analysis, the chi-square value (X²) for each indicator was compared to a critical value based on the degrees of freedom (df) to see if the differences were statistically significant. Góngora and Solano (2017) [2] negated, in their study, demographic factors, such as gender, age groups, education level, having children, or place of birth; the study did not find any significant differences in the category classification of mental health.

Conclusion

The study found that most administrative staff at JRMSU Main Campus are young, female, single, and on contract-based employment with short tenures. Despite this, they generally exhibit high emotional and psychological well-being, with many classified as "flourishing." However, social well-being scored moderately, suggesting a need to improve workplace social support. No significant differences in emotional well-being were found across demographic groups, highlighting the value of considering demographics when developing mental health programs.

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