PSYCHOLOGICAL COUNSELLING FOR WORKERS TO PREVENT EMOTIONAL

DISTRESS AND DEPRESSION IN A MANPOWER SUPPLY COMPANY IN DOHA,

QATAR

by

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DISSERTATION

Presented to the Swiss School of Business and Management Geneva

In Partial Fulfillment

Of the Requirements

For the Degree

DOCTOR OF BUSINESS ADMINISTRATION

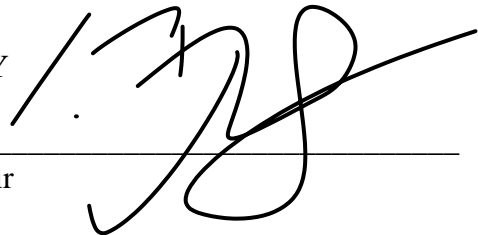SWISS SCHOOL OF BUSINESS AND MANAGEMENT GENEVA

JUNE 2024

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Acknowledgments

The work presented in this dissertation would not have been possible without my close association with many people. I take this opportunity to acknowledge some people, without their support and guidance. I would never have been able to complete this assignment. All the data collection and experimental work would have failed to serve their purpose for me if the blessings of God had not joined hands with my effort. First, I praise the almighty God who enabled me to complete this work successfully by blessing me with the potential to complete my research work. I offer my humblest words of thanks to him.

I would like to express my sincere gratitude to my supervisor Dr. Anna Provodnikova, she steered me through this journey with her invaluable advice, stimulating discussion, and consistent encouragement. She\he has never felt my panic and was alone during this rough and tough road of Ph.D. She\he has always made herself available to clarify my doubts. It had been my privilege to be under her guidance.

ABSTRACT

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2024

Dissertation Chair: Prof. Dr. Leif Erik Wollenweber

The development of visible light on the "Psychological Counselling for Workers to Prevent Emotional Distress and Depression in a Manpower Supply Company in Doha, Qatar". The study investigates the role of psychological counseling as a preventive measure to mitigate emotional distress and depression among workers in a manpower supply company. The study shows that a lot of people are having mental problems because of things like not knowing if they will have a job, working long hours, and moving to a new culture. The study addresses the significant mental health challenges faced by workers in this sector, including prolonged separation from family, high workloads, and job insecurity.

A descriptive research design was adopted, integrating both primary and secondary data to provide comprehensive insights. To do a thorough statistical analysis, the study established commercial statistical tools like Excel and SPSS. There were many different statistical approaches to take into account for this study; nevertheless, the ones that were chosen were mean, standard deviation, correlation, regression, and t-test, depending on the objectives and hypotheses of the research. The results showed the significant impact of emotional distress and depression on individual well-being and productivity. The study additionally examined how well psychological counseling methods adapted to the workers'

needs helped with these mental health problems. The study concludes with the importance of prioritizing mental health care in the workplace to enhance overall productivity, reduce absenteeism, and lower turnover rates.

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1.1   Overview

In the dynamic and high-pressure setting of today's professional world, the psychological well-being and mental health of employees play a vital role in sustaining productivity and achieving organizational success. This is especially true in sectors such as manpower supply, where employees frequently experience excessive amounts of stress and strain. It is crucial to address the psychological requirements of workers at labour supply companies in Doha, Qatar, which is rapidly becoming a centre for commerce and industry. This overview examines the significance of including psychological counseling services to prevent emotional discomfort and depression among employees in firms.

Employees in labour outsourcing firms in Doha, Qatar, frequently encounter substantial pressures associated with challenging work schedules, extended working hours, and the expectation to fulfil client requirements. Moreover, workers from abroad may have difficulties associated with cultural adaptation and being away from their family, which might increase their tendency to mental discomfort and depression. In the absence of sufficient support mechanisms, these sources of stress can result in lower job satisfaction, higher rates of absenteeism, and decreased productivity, ultimately impacting the company's financial performance.

Developing customized psychological counselling programs for employees in manpower supply organizations might result in a wide range of advantages. Counselling sessions offer a secure and private environment for employees to discuss their problems, examine ways to manage stress, and cultivate resilience. By utilizing cognitive-behavioral approaches and psychoeducation, individuals can acquire valuable management of stress skills and improve their emotional well-being. Furthermore, counselling facilitates the development of a nurturing company culture that places importance on the well-being of employees and encourages their dedication and loyalty.

It is crucial to incorporate cultural awareness into counselling interventions in the nation of Qatar, in which cultural norms and beliefs shape perceptions of mental health. To ensure the relevance and success of their therapy approaches, counsellors should integrate the significant elements of family, faith, and community that have value in Qatari society. Furthermore,

providing counselling services in different languages and maintaining a varied representation of counsellors helps enhance trustworthiness and accessibility for a workforce who are diverse.

Although psychological therapy offers evident advantages, its implementation might be hindered by various hurdles, such as the social stigma associated with mental disorders, insufficient knowledge about the services available, and practical obstacles. To tackle these difficulties, manpower supply firms might form partnerships with mental health experts and community groups to increase knowledge, diminish social prejudice, and advocate for the significance of receiving assistance. In addition, the inclusion of counselling services in wellness initiatives for workers and the provision of scheduling flexibility can enhance accessibility and engagement.

Ultimately, it is imperative to prioritize the psychological well-being and mental health of employees at manpower supply firms in Doha, Qatar, by providing psychological counselling. This measure is essential to reduce emotional discomfort and prevent the onset of depression. Companies can provide supportive workplaces and enhance satisfaction among workers, efficiency, and overall organizational success by acknowledging the distinct pressures experienced by employees and employing culturally responsive counselling interventions. Allocating resources to enhance the mental health of employees not only has positive effects on individuals but also has a significant impact on the long-term success of the organization and the broader society.

1.2 Psychology

Psychology is the empirical study of human behaviour and cognitive processes. It includes a range of human experience elements, such as perception, emotion, thought, growth, personality, and social interaction. Psychology is a comparatively recent scientific discipline that traces its experimental origins back to the 19th century, in contrast with human physiology, which has a considerably longer history.

Before the middle of the 19th century, individuals who were interested in researching matters concerning the mind typically did so within a philosophical framework. Wilhelm Wundt and William James, two researchers from the 19th century, are commonly recognized as the pioneers of psychology as both a scientific field and an independent academic discipline apart from philosophy (James, 1890).

A wide definition of psychology was provided by William James, who is frequently seen as the founding father of American psychology. Psychology is the scientific study of the mental

processes and behaviours that occur in human existence, including the various phenomena that arise and the factors that influence them. James' definition emphasizes the all-encompassing aspect of psychology, which includes both the observable aspects of psychological activity and the underlying factors that affect them (Hayes, 2023).

1.3 Counselling

Counselling is a form of therapy where a proficient expert helps, direction, and counsel to individuals or collectives to assist them in managing individual, psychological, social, or emotional difficulties. It includes a confidential and cooperative partnership to enhance mental wellness, addressing issues, and promoting personal growth and advancement.

1.4 Psychological Counselling

Psychological counselling, sometimes known as counselling, is a form of therapy in which highly trained experts offer assistance and direction to those who are experiencing personal obstacles, emotional struggles, or mental health concerns. The goal of the collaborative partnership between the therapist and the individual in need is to assist the client better understand their ideas, emotions, and behaviours and create coping mechanisms to better handle their difficulties. Counselling often intends to improve mental health, resolve problems, boost self-esteem, promote personal development, and maintain psychological health in general.

Psychological counselling, often known as counselling or therapy, is a specialized service offered by licensed psychologists to help clients deal with emotional, psychological, behavioural, and interpersonal problems. Psychological counselling's main objective is to assist clients in becoming more self-aware, managing their emotions, developing healthier thought and behaviour patterns, managing stress, and overcoming obstacles in life.

1.4.1 Psychological Counselling as per American Psychological Association

Psychological counselling refers to the professional support and guidance offered by trained individuals or counselling agencies to help individuals overcome personal, social, or psychological issues. This assistance is typically provided on a short-term basis and aims to help clients address specific problems like emotional distress, interpersonal conflicts, adjustment difficulties, or behavioural challenges. The ultimate objective of psychological counselling is to promote personal growth, well-being, and overall functioning.

1.4.2 Role of the American Psychological Association (APA) in Psychological Counselling

"American Psychological Association (APA)" is defined as the primary professional organization that represents the field of psychology in the United States. The organization was founded in 1892 at Clark University. As the biggest group of psychologists in the world, the APA works to advance the science, use, and understanding of psychology.

The APA was founded with the goal of promoting psychology as a basic science field. It has grown over the last 100 years and through two world wars to serve a wider range of interests, reflecting the varied membership and 56 different special interest divisions. Some of these group goals are working on science, making public policy, professional practice, teaching, and training. It has people with all levels of study and experience in psychology as members, from college students to teachers, mental health supporters to research experts (Hsu and Davison, 2014, pp.1-9).

Psychological counselling is a form of therapy that specifically targets individual, social, or psychological difficulties, to enhance general well-being and personal development. In essence, psychological therapy seeks to empower individuals by helping them get a deep understanding of their problems, discover effective ways to deal with them, encourage personal development, and ultimately attain an increased feeling of fulfilment and contentment in their life.

1.5 Types of Psychological Counselling

Psychological counselling involves a range of methods and strategies designed to address the specific requirements of persons seeking assistance with their mental well-being. Various forms of psychological counselling include the following:
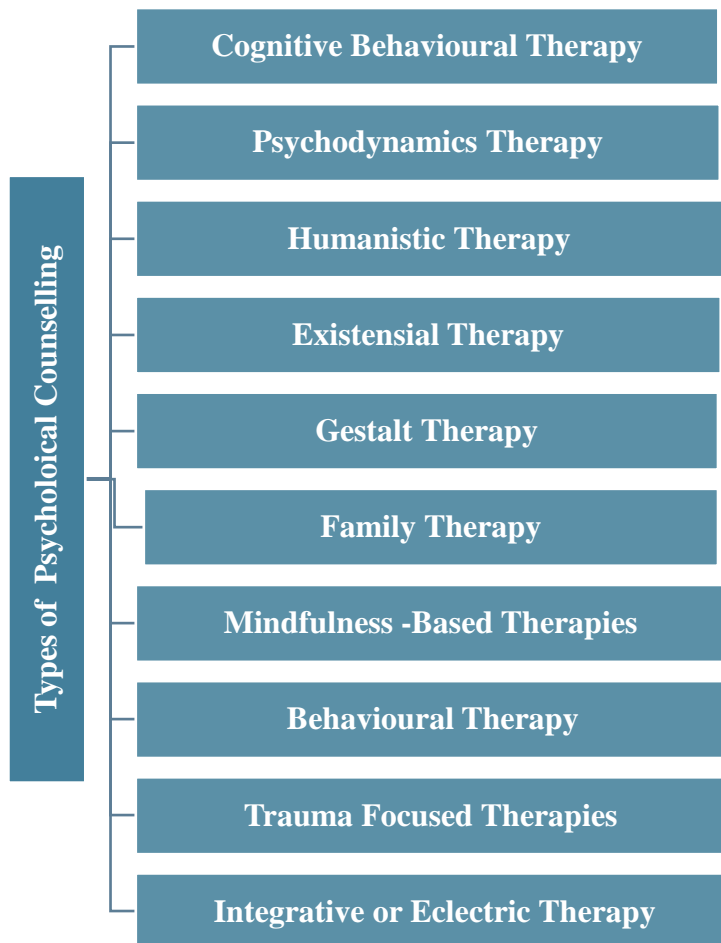
1.1: Types of Psychological Counselling

(Source: Self -Prepared by Author)

1.5.1 Cognitive Behavioral Therapy (CBT)

Cognitive behavioral therapy (CBT) therapies are derived from cognitive science models that explain the functioning of the mind and mental processes. The idea of a memory retrieval competition concept, as shown by Brewin (2006), has had a significant impact on modern CBT treatments. CBT, conceptualized from an information processing perspective, seeks to enhance the recollection of responses that are adaptive and can effectively counter and reduce memories of previously taught dysfunctional reactions have triggered in real-life situations beyond the therapeutic setting. This process results in an augmentation of accurate evaluations of the surroundings and oneself, more suitable conduct, and an enhanced ability to manage intense emotions (Wood et.al, 2021).

1.5.2 Psychodynamic Therapy

Psychodynamic therapy, based on psychoanalytic concepts, probes into unconscious ideas and emotions in order to understand current behaviours and patterns. Frequently, it

involves digging into previous interactions and connections to get an understanding of present challenges.

1.5.3 Humanistic Therapy

The approach centers on the distinct personal experiences of individuals and highlights their ability to exercise freedom and make choices during the process of personal development and progress. Humanistic therapies encompass the personal, interpersonal, and introspective aspects of individuals' experiences, including their relationship with themselves, others, and the broader psychosocial environment. Gestalt, emotion-focused, and person-centered therapy are examples of approaches that are part of humanistic treatment (Renger and Macaskill, 2021).

1.5.4 Existential Therapy

Existential psychotherapy has developed from recognizing the potential of existential philosophy concepts for reducing human distress. As a psychotherapy method, the main goal is to empower the client to increase their ability to endure suffering, while also promoting a more profound and immersive connection with existence. This is achieved through the establishment of an individual and enduring therapeutic alliance that aims to support clients in their struggles to bring about change (Arnold-Baker et.al, 2023).

1.5.5 Gestalt Therapy

Fritz Perls, in collaboration with his wife Laura Perls, developed Gestalt therapy during the 1940s as an effective substitute to conventional psychoanalysis. Both of them Fritz and Laura received instruction in psychoanalysis and gestalt psychology. Gestalt, as defined, pertains to the configuration or structure of an object, and implies that the entirety surpasses the combined value of its components. This specific counselling framework places a strong focus on perception. Gestalt therapy focuses on the process of attributing meaning and understanding the world and personal experiences.

1.5.6 Family Therapy

Functional Family Therapy (FFT) aims to help troubled adolescents and families. The core principle of FFT is the conviction that dysfunctional individual behaviours can be modified by focusing on enhancing relationship functioning and altering family connections. FFT exhibits numerous parallels with different systems techniques; nevertheless, FFT provides an all-encompassing structure for comprehending adolescent behaviour issues that

are quite exclusive. This paradigm facilitates the integration and connection of behavioral and cognitive intervention strategies with the unique familial and ecological aspects of each household. FFT encompasses therapists, training, supervision, and therapy, as well as the various systems (educational, legal, cultural, religious, political, economic, marketing) that are connected to families, therapists, and agencies.

1.5.7 Mindfulness-Based Therapies

Mindfulness is characterized as the state of being consciously aware by intentionally focusing on the current moment without passing judgment on the ongoing experience, as stated (Kabat-Zinn, 2003). Studies indicate that mindfulness can be useful through four mechanisms: regulating attention, increasing body awareness, managing emotions, and altering self-perspective. Merging components of MBSR with techniques like cognitive psychology and cognitive-behavioral therapy (CBT) resulted in the creation of mindfulness-based cognitive therapy (MBCT), originally introduced as Attentional Control Training. MBCT primarily concentrates on addressing serious depression (Alexander and Robbins, 2019, pp.1232-1240).

1.5.8 Behavioral Therapy

Behavioral therapy is a form of treatment that aims to change specific behaviours using methods including reinforcement, exposure therapy, and systematic desensitization. The objective is to target inappropriate conduct through the instruction of novel skills and coping mechanisms.

1.5.9 Trauma-focused Therapies

"Trauma-focused cognitive behavioural therapies" are the primary therapy option for "post-traumatic stress disorder (PTSD)" in individuals of all ages, including children, adolescents, and adults. These are a group of psychological treatments that include narrative exposure therapy for kids, cognitive therapy for PTSD, extended exposure therapy for teenagers, and trauma-focused cognitive behavioral therapy. Traditional meta-analyses that include data from "randomized controlled trials (RCTs)" have demonstrated the effectiveness of trauma-focused cognitive behavioral therapy in reducing psychological distress, including PTSD, in children and adolescents (de Haan et.al, 2021).

1.5.10 Integrative or Eclectic Therapy

Therapists often combine aspects from many therapy systems to cater to the identifiable preferences and requirements of each individual. By adopting an eclectic approach, therapists can customize treatment to reflect the individual circumstances of each client. These examples represent a wide variety of mental health counselling approaches that are accessible. The optimal strategy for an individual is contingent upon variables such as their particular worries, disposition, and objectives for treatment.

1.6 Importance of Psychological Counselling

Counselling encompasses various types, including counselling for families, workplace counselling, personal therapy, and relationship counselling. Workplace counselling plays a crucial function for workers in any firm worldwide (Din, Khan, and Khan, 2021, pp.164-171). Counselling services offer employees a private and secure platform to discuss personal and professional difficulties, hence decreasing the likelihood of burnout and enhancing their ability to manage stress (Richardson and Rothstein, 2008, p.69)

Furthermore, counselling can effectively reduce conflicts, improve communication abilities, and foster resilience among employees, resulting in increased levels of involvement and retention in the job (Glomb et al., 2011, pp.115 -157). Organizations that prioritize mental health support show their dedication to the well-being of their employees and foster an environment of trust and assistance (Bakker, Demerouti, and Schaufeli, 2008) which eventually leads to a healthier and successful workforce. Psychological counselling in the workplace is crucial for promoting employee well-being and sustaining an effective work environment.

Studies suggest that work-related stress and mental health problems can negatively impact worker productivity, satisfaction with work, and overall organizational results (Stansfeld and Candy, 2006, pp.443-462). Within a manpower-supplying company, employees may encounter a range of stress-inducing factors such as uncertainty about their employment, excessive work demands, and a lack of fulfilments in their role. These variables can lead to emotional difficulties and mental health problems (Salari et.al, 2020, pp.1-14). The counselling program often consists of individual and group treatment sessions led by licensed mental health experts, like psychologists or counsellors. These sessions offer employees a secure environment to address their problems, examine coping mechanisms, and cultivate resilience skills to effectively handle stressors related to their work (Bock et.al , 2020).

1.7 Role of Psychological Counselling in the Workplace

Psychological counselling acts a crucial part in the workplace. Therefore, the role of psychological counselling includes the following:
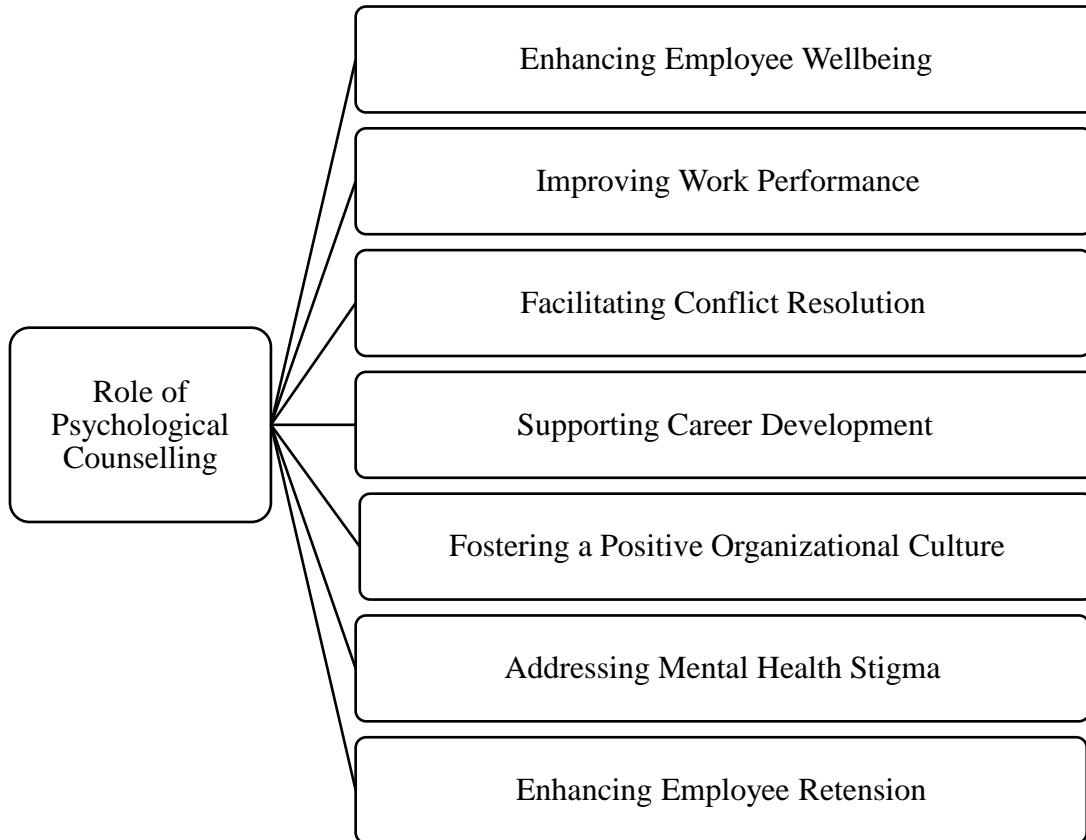
Figure 1.2: Role of Psychological Counselling

(Source: Self Prepared by Author)

1.7.1 Enhancing Employee Well-being

Providing psychological support in the workplace is essential for resolving a range of mental health concerns that employees may experience, including burnout, stress, anxiety, and depression. Employees can acquire coping tactics, ways to manage stress, and methods to enhance their general well-being through counselling sessions. The APA (American Psychological Association) states that workplace stress is a notable problem that impacts employee well-being and efficiency. It has been demonstrated that counselling interventions can help reduce these adverse consequences (Bliese, Edwards, and Sonnentag, 2017).

1.7.2   Improving Work Performance

Counselling can enhance employees' concentration, focus, and motivation at work by treating mental health concerns. An example of this may be seen in a study which appeared in the International Journal of Occupational Health Psychology, which revealed that employees who underwent counselling intervention experienced notable enhancements in both job performance and satisfaction with their work, in contrast to those who did not receive such intervention. Additionally, counselling can assist employees in cultivating efficient strategies to manage pressures associated with their work, ultimately resulting in enhanced performance (Carolan, Harris and Cavanagh, 2017)

1.7.3   Facilitating Conflict Resolution

Workplace disagreements have a detrimental effect on both production and morale. Psychological counselling empowers employees with strategies to efficiently handle and resolve issues. Counselling sessions can enhance team dynamics and cultivate a more peaceful work environment by resolving interpersonal disputes, increasing positive interaction, and tackling underlying issues (Sias and Cahill, 1998, pp.273-299).

1.7.4   Supporting Career Development

Counselling can help individuals in addressing professional obstacles, establishing, and attain career objectives, and improve their aptitude for leadership. Counsellors assist individuals in navigating career routes and making well-informed decisions on their professional growth through the provision of guidance and mentorship (Hays and Singh, 2012). This assistance can result in heightened job contentment and prospects for professional progression.

1.7.5   Fostering a Positive Organizational Culture

A corporate culture that places a high value on the psychological well-being and mental well-being of its employees is crucial for achieving success. Counselling programs foster a psychologically secure environment that encourages employees to openly address their difficulties and seek assistance as necessary. Studies have demonstrated that firms that provide psychological safety experience a higher degree of engagement among staff members, creativity, and innovation (Edmondson, 1999, pp.350-383).

1.7.6 Addressing Mental Health Stigma:

Psychological counselling aids in removing stigma from mental health concerns in the workplace by promoting open conversations regarding mental health and fostering a culture of seeking assistance. Counsellors establish a secure environment for employees to openly discuss their challenges and seek help without worrying about being judged or treated unfairly (Samra, 2017).

1.7.7 Enhancing Employee Retention

Allocating resources towards worker wellness through counselling can result in higher concentrations of job compensation, enhanced loyalty, and diminished turnover rates. Research conducted by Allen, Shore, and Griffeth (2003) suggests that employees who perceive support and appreciation from their employer are more inclined to remain employed with the company for an extended period. Employers can cultivate a favourable work atmosphere that appeals to and keeps high-calibre employees by giving priority to psychological disorder assistance.

The explanations demonstrate the significance of psychological therapy in the workplace as well as its diverse advantages for both people and companies. Manpower supply firms can cultivate a favourable organizational culture, boost the productivity and morale of staff members, and decrease absenteeism and attrition rates by giving priority to psychological support and mental health care for their personnel.

1.8 Benefits of Psychological Counselling

Psychological counselling, usually referred to as psychotherapy or therapy, provides a variety of advantages for individuals struggling with diverse mental health issues, life obstacles, and personal growth objectives. Below are a few significant advantages of psychological counselling:
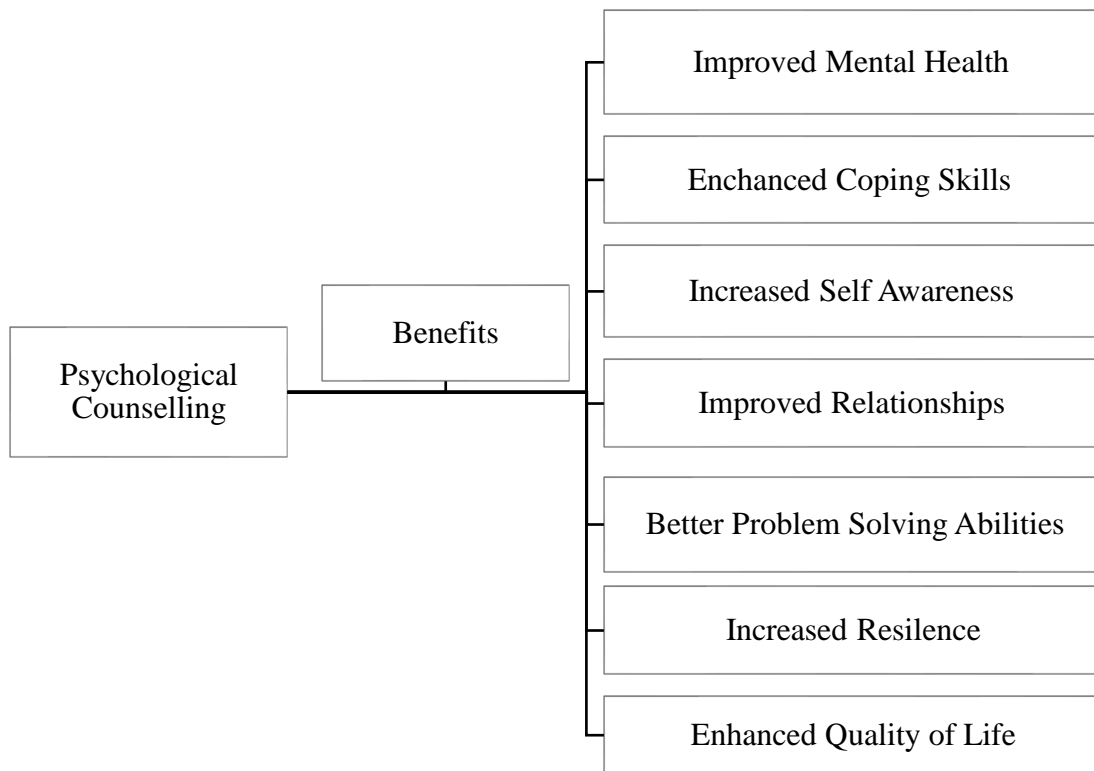
Figure 1.3: Benefits of Psychological Counselling

(Source: Self Prepared by Author)

1.8.1   Improved Mental Health

Psychological counselling has demonstrated effectiveness in decreasing symptoms associated with mental health illnesses, including anxiety, PTSD, depression, and bipolar disorder. Studies suggest that therapy has been found to result in substantial decreases in symptoms and enhanced general well-being (Hofmann et.al, 2012, pp.427-440).

1.8.2   Enhanced Coping Skills

Counselling provides individuals with practical techniques to effectively handle stress, challenges, and changes in life. Counsellors frequently impart methods that help workers overcome obstacles, like mindfulness, relaxation techniques, and cognitive-behavioral coping abilities (Barlow, Allen, and Choate, 2020, pp. 141-166).

1.8.3 Increased Self-Awareness

People can become more aware of their thoughts, feelings, and behaviors through therapy. Better self-awareness leads to personal growth and success, which lets people make positive changes in their lives (McLeod, 2013).

1.8.4 Improved Relationships

Engaging in counselling can improve one's ability to communicate effectively and foster positive connections with others. Through the examination of interpersonal behaviours and dynamics, individuals gain the knowledge and skills necessary to establish stronger connections with others, resulting in more gratifying and rewarding interactions (Gurman, Lebow, and Snyder, 2015).

1.8.5 Better Problem-Solving Abilities

Therapists assist clients in recognizing and resolving fundamental problems that contribute to their challenges. An individual's problem-solving skills can be enhanced by analysing issues from multiple viewpoints and considering numerous solutions, leading to their application in various aspects of life (Nezu, Nezu and D'Zurilla, 2012).

1.8.6 Increased Resilience

Counselling enhances resilience, which is the capacity to recover quickly from difficulties or challenges. Therapy helps individuals to adjust to difficulties, acquire a feeling of expertise and capability, and foster a resilient attitude that empowers them to overcome obstacles and flourish (Southwick et.al, 2014).

1.8.7 Enhanced Quality of Life

Studies indicate that psychological counselling has the capability to enhance one's whole condition of life. Therapy enhances individuals' lives by addressing psychological issues, enhancing coping mechanisms, and promoting personal development (Lambert, 2013). Psychological counselling has numerous advantages, such as higher mental well-being, improved ability to handle challenges, enhanced self-understanding, better interpersonal connections, superior problem-solving capabilities, increased ability to bounce back from adversity, and improved overall quality of life.

1.9   Process of Psychological Counselling in the Workplace

Workplace psychological therapy is a systematic approach intended to address employees' mental health issues, promote their well-being, and enhance their performance. The process of psychological counselling includes the following steps:
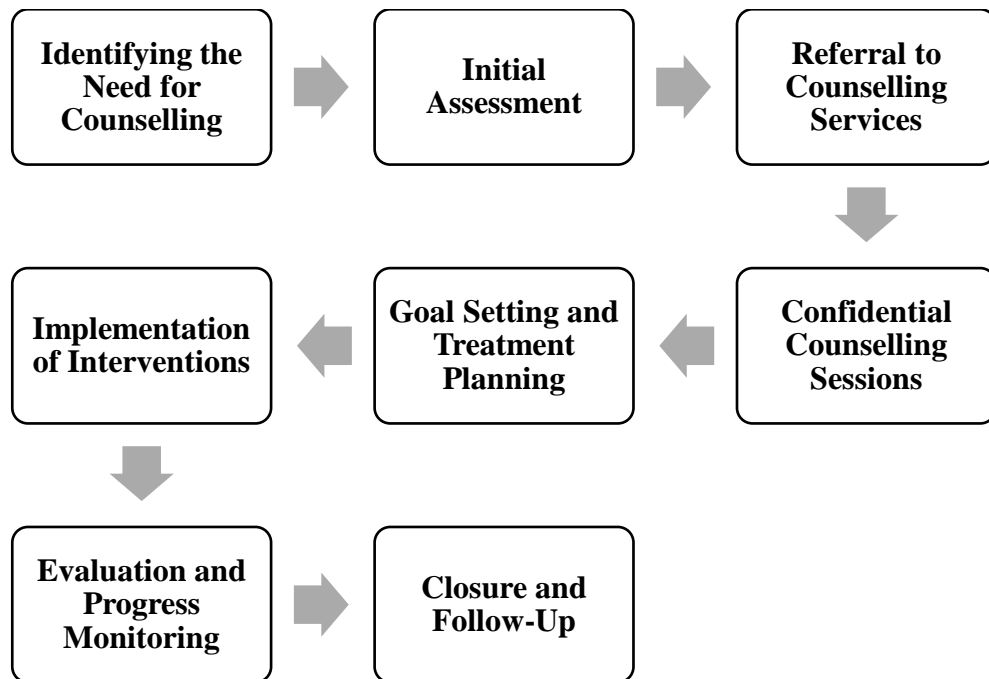
Figure 1.4: Process of Psychological Counselling

(Source: Self Prepared by Author)

1.9.1   Identifying the Need for Counselling

Counselling may be necessary due to a variety of factors, including increased levels of stress, workplace conflicts, difficulties in performance, or personal issues that impact work. HR reports, supervisor observations, employee self-referrals, organizational well-being surveys, and HR reports can all be used to make this identification.

1.9.2   Initial Assessment

An initial evaluation is carried out to determine the nature and extent of the problem as soon as the need for counselling is identified. This evaluation might involve the use of standardized psychological assessments, conversations, or questionnaires to collect relevant information. The objective is to recognize the issues being presented, evaluate the aspects that may pose a danger, and ascertain the suitable degree of assistance required.

1.9.3   Referral to Counselling Services

Workers may be directed to either in-house or outside counselling services by the assessment results. Internal therapy services may encompass EAPs, which are employee assistance programs, or counsellors employed within the organization. External services may entail the act of referring individuals to psychologists with licenses or therapists who are not affiliated with the organization.

1.9.4   Confidential Counseling Sessions

Therapy sessions take place in a private and encouraging setting. Throughout these sessions, counsellors apply many therapeutic strategies to assist employees in examining their thoughts, feelings, and behaviours. The objective is to enhance understanding, coping mechanisms, and analytical abilities to effectively address worker's concerns.

1.9.5   Goal Setting and Treatment Planning

The psychotherapist and employee work together to set priorities for counselling and create a treatment plan. Goals may encompass the management of stress, enhancement of communication skills, resolution of conflicts, or treatment of specific mental health issues. The treatment plan defines the tactics and measures to accomplish these objectives, encompassing the regularity and length of sessions.

1.9.6   Implementation of Interventions

Possible interventions encompass cognitive-behavioral approaches, practices of mindfulness, relaxation training, and interpersonal therapy. These interventions are customized to address the specific requirements of the worker and may change during the counselling process. The counsellor offers direction, assistance, and constructive criticism to enhance the employee's advancement.

1.9.7   Evaluation and Progress Monitoring

Regular assessment and ongoing monitoring are crucial to evaluate the efficacy of counselling services. This could involve monitoring and documenting alterations in symptoms, habits, or work productivity over a period of time. Changes to the medical plan are implemented as necessary, considering the employees' advancement and input.

1.9.8   Closure and Follow-Up

Once the therapy goals have been accomplished, the psychologist and employee collaborate to bring the counselling process to a conclusion. This might involve giving a concise overview of the progress made, evaluating the effectiveness of coping methods employed, and engaging in a conversation about strategies to sustain the achieved improvements. Subsequent sessions or follow-up appointments might be arranged to offer continuous assistance and mitigate the risk of recurrence. (Beidas and Kendall, 2010, pp.1-30.).

1.10   Emotional Distress and Depression

Emotional distress is the mental distress that occurs as a result of an experience, event, pattern of occurrences, or situation and is triggered by the impact or recollection of that specific circumstance. When someone is emotionally uncomfortable, they usually show signs of it. On the other hand, depression is a mood disease that makes people feel sad and lose interest all the time. It changes how you feel, think, and act, and it can cause many physical and mental problems. It is also known as major depressive disorder or clinical depression. Emotional discomfort and sadness are widespread mental health conditions that have a global impact on persons. Understanding these circumstances is essential for efficient action and assistance. This section aims to provide a clear definition of psychological distress and depression, emphasizing its importance in today's society.

1.10.1 Definition of Emotional Distress

Emotional distress encompasses an extensive number of negative emotions, including worry, sadness, and impatience, that individuals experience as a result of difficult life circumstances or internal conflicts. It includes emotions of uneasiness, distress, or discomfort that might hinder an individual's capacity to function at their best in everyday situations (Turk and Gatchel, 2018).

1.10.2   Definition of Depression

Depression is a medical mental health illness that is defined by enduring emotions of despair, sadness, and lack of significance in previously loved events. Frequently, it comprises disruptions in sleep, hunger, energy levels, and concentration, which have a substantial influence on an person's quality of life and capability to operate.

1.11 Importance of Understanding Emotional Distress and Depression

Gaining a comprehensive understanding of psychological depression and anxiety is crucial because of its significant influence on people, their families, and society as a whole. These conditions cause considerable personal distress, reducing persons overall quality of life and hindering their capacity to participate in important connections and endeavours. In addition, emotional distress and depression have significant societal consequences, such as decreased productivity in the workforce, higher healthcare expenses, and an elevated likelihood of substance misuse and death (Greenberg et.al, 2015). By understanding the essence of psychological problems and depression, anyone involved in healthcare, policymaking, and community leadership can create and execute specific measures to alleviate symptoms, diminish stigma, and enhance awareness and resilience about mental health. In conclusion, describing psychological depression and anxiety appreciating their significance high workplace necessity of all-encompassing approaches to these common mental health issues in modern society.

1.12 Understanding Emotional Distress and Depression

1.12.1 Emotional Distress

Emotional distress is the term used to describe the psychological suffering or misery that occurs as a result of different stressors, like trauma, loss, or conflict. It includes emotions such as melancholy, fear, anxiety, or despair, which frequently impact one's mental health and ability to function in daily life. Common symptoms of this condition may encompass mood fluctuations, sleep disturbances, and impaired cognitive focus, necessitating careful consideration and possible intervention for alleviation.

(i) Nature of Emotional Distress

Emotional discomfort encompasses a variety of negative sentiments or feelings that can have a major impact on a person's mental well-being. It includes a range of adverse emotions, such as anxiety, melancholy, rage, and despair. Emotional distress can appear in varying degrees of severity and lengths of time, impacting an individual's capacity to do daily tasks efficiently (Rapee, 1997, pp.47-67).

(ii) Causes of Emotional Distress

There are various factors that contribute to emotional distress and depression. Such factors include the following points:
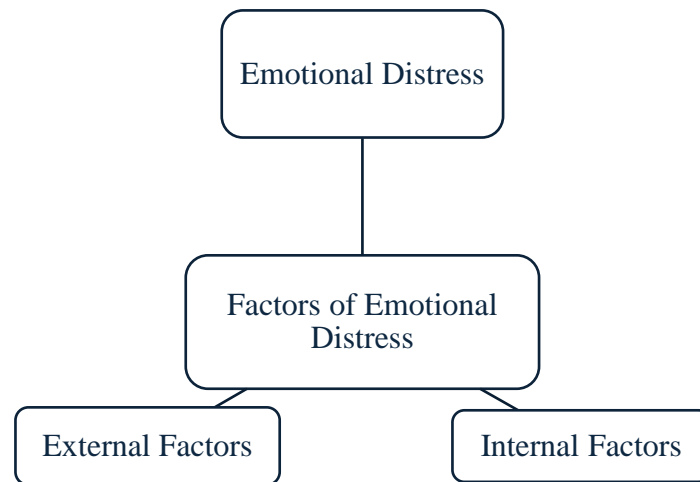
Figure 1.5: Factors of Emotional Distress

(Source: Self Prepared by Author)

- **External Factors**

External variables that contribute to emotional discomfort encompass various stress-inducing life events, such as unemployment, interpersonal conflicts, financial hardships, traumatic experiences, or the death of a close individual (Kessler et.al, 2010, pp.378-385). External stressors have the potential to overpower a person's coping mechanisms, resulting in emotional distress.

- **Internal Factors**

Emotional distress can also be caused by internal variables, including personality characteristics, behavioural patterns, and underlying psychological disorders (Nolen-Hoeksema, 2000, p.504). Emotional distress can be intensified even when there are no external stresses due to adverse mental habits, low self-worth, perfectionist tendencies, and maladaptive coping techniques.

(iii) **Symptoms of Emotional Distress**

- **Psychological Symptoms**

Psychological manifestations of emotional distress may encompass enduring emotions of sadness or hopelessness, excessive concern or anxiety, impatience, cognitive impairment,

diminished self-worth, and a perception of emotional insensitivity. People who are going through emotional hardship may also display alterations in their attitude and conduct, such as isolating themselves from social interactions or being more easily annoyed.

- **Physical Symptoms**

Symptoms that are frequently linked to emotional discomfort encompass fatigue, sleeplessness or hypersomnia, muscular tension, migraines, gastrointestinal problems, and alterations in appetite or body mass (Rief and Broadbent,2007, pp.821-841). These physical symptoms frequently arise from the physiological stimulation linked to long-term stress and emotional upheaval.

1.12.2 Depression

Depression is a psychiatric disorder indicated by permanent feelings of sorrow, reduced interest or enjoyment in events, alterations in eating or sleep, exhaustion, and impaired concentration or decision-making abilities. It can completely hamper one's capacity to carry out daily activities and typically need treatment like therapy and medication.

(i) Types of Depression
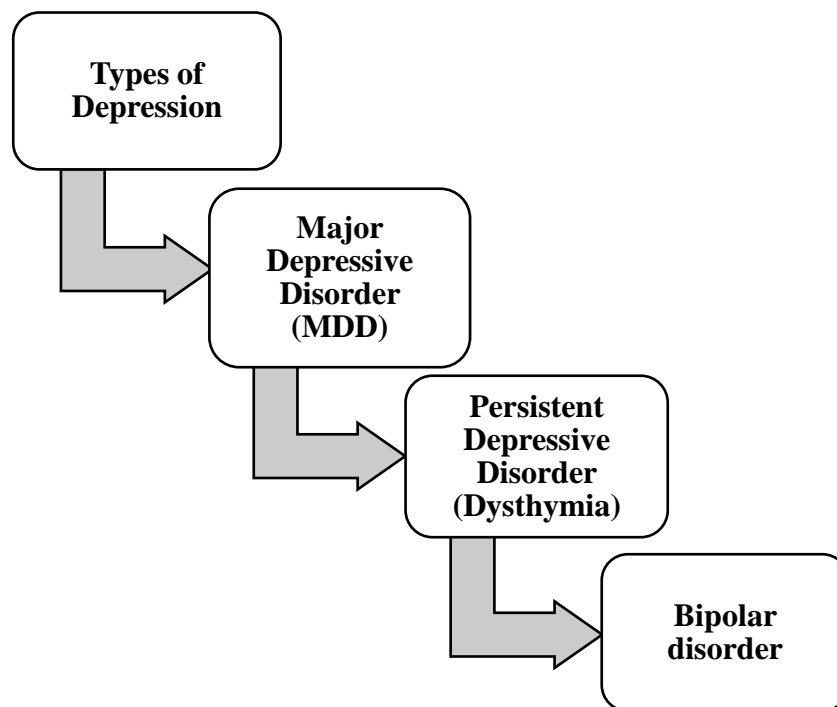
Figure 1.6: Types of Depression

(Source: Self Prepared by Author)

- **Major Depressive Disorder (MDD)**

Psychologically, Major Depressive Disorder is marked by feeling sad all the time and not enjoying or being interested in things. For a determination to be made, symptoms must have been present for at least two weeks. These signs can really make it hard to do things and go about your daily life.

- **Persistent Depressive Disorder (Dysthymia)**

"Persistent Depressive Disorder, also known as Dysthymia", is a type of sadness that lasts for a long time and is marked by a constant bad mood that lasts for at least two years. Even though dysthymia signs aren't as bad as those of Major Depressive Disorder, they can still have a big effect on a person's quality of life.

- **Bipolar disorder**

Bipolar condition, previously referred to as manic-depressive disease, is a mood condition distinguished by alternating episodes of despair and mania. Manic episodes are characterized by enhanced mood, strong activity, and engaging in risky conduct. Depressive episodes share symptoms with Major Depressive Disorder.

(ii) Contributing Factors to Depression
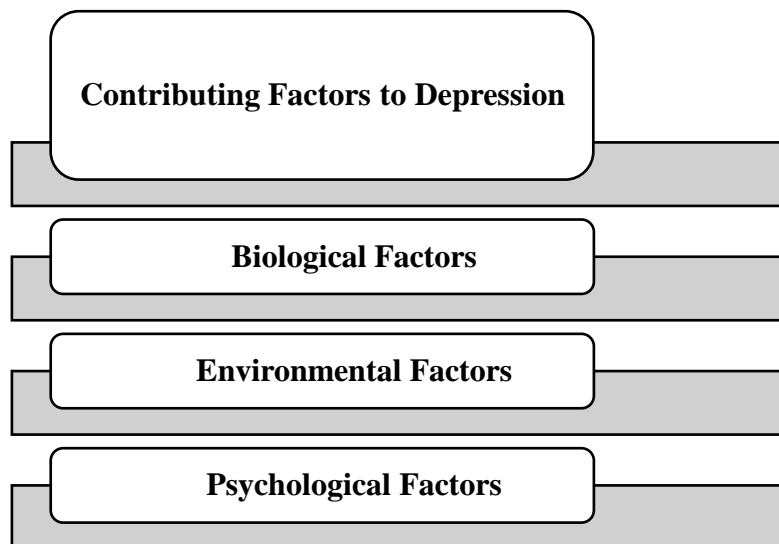
Figure 1.7: Contributing Factors to Depression

(Source: Self Prepared by Author)

- **Biological Factors**

Biological variables that contribute to depression including genetic susceptibility, imbalances in neurotransmitters (like serotonin and dopamine), changes in hormones, and functional or structural defects in the brain.

- **Environmental Factors**

Environmental factors, including life experiences that are stressful, trauma, abuse, long-term medical conditions, substance addiction, and socioeconomic circumstances, may lead to the onset or worsening of depression.

- **Psychological Factors**

Depression can be caused and prolonged by psychological variables such as negative cognitive processes, diminished self-worth, unresolved traumatic experiences, and ineffective coping strategies.

(iii) Signs and Symptoms of Depression

- **Emotional Symptoms**

Emotional manifestations of depressive disorders may include enduring sorrow, sensations of despair or worthlessness, anger, anxiety, emptiness, and a diminished capacity to derive pleasure or interest from previously appreciated activities.

- **Behavioral Symptoms**

Behavioral symptoms can appear as alterations in sleeping habits (insomnia or hypersomnia), changes in eating (weight loss or gain), reduced energy or exhaustion, restlessness, sluggish movement or conversation, and withdrawal from interactions with others or relationships.

- **Cognitive Symptoms**

Cognitive symptoms including challenges in focusing, decision-making, and memory recall. Additionally, one may experience pessimistic thoughts, self-judgment, feelings of remorse, and contemplation of suicide.

- **Physical Symptoms**

Common physical manifestations of depression encompass somatic complaints such as bodily discomfort, headaches, gastrointestinal disturbances, and alterations in sexual desire. It is crucial to acknowledge that these symptoms might exhibit significant variation among individuals.

1.13 Impact of Emotional Distress and Depression on Individual Performance and Overall Productivity

Emotional distress and sadness have complex effects that go beyond the individual who is affected by them. This section explores the individual, societal, and occupational consequences of these psychological difficulties.

Personal Impact	**Social Impact**

Professional Impact

Figure 1.8: Impact of Emotional Distress and Depression

(Source: Self Prepared by Author).

1.13.1 Personal Impact

Emotional sadness and depression have a substantial impact on someone's personal life, frequently appearing in diverse forms, including:

- **Decreased Quality of Life:** Depression can lower a person's capacity for enjoyment and engagement in past interests, which lowers their standard of life.

- **Physical Health Complications:** Extended emotional distress and depression are related to various physical condition complications, like cardiovascular conditions, compromised immune system, and persistent discomfort.

- **Increased Risk of Substance Abuse:** Individuals experiencing emotional discomfort or despair may resort to substance addiction as an ineffective coping strategy, which worsens their mental health challenges (Hasin et.al ,2018, pp.336-346).

1.13.2 Social Impact

Emotional discomfort and sadness have a significant influence on an individual's social life, impacting their relationships and interactions.

- **Strained Interpersonal Relationships:** Emotional distress and depression can exert pressure on interactions with family, friends, and peers as a result of symptoms that include withdrawal symptoms, irritability, as well as social withdrawal.

- **Social Withdrawal:** Depressed individuals may engage in social withdrawal, which can result in emotions of isolation and estrangement (Pietrzak, Kinley and Afifi ,2013, pp.1401-1414).

- **Stigmatization:** Although there has been an increase in understanding, there is still a negative perception attached to mental health problems, resulting in social discrimination and bias toward those experiencing feelings of sadness or sadness (Corrigan, Druss, and Perlick ,2014, pp.37-70).

1.13.3 Professional Impact

An individual's work life can be greatly impacted by emotional discomfort and depression, which can affect job performance and career prospects:

Decreased Productivity: Depressive symptoms, such as tiredness, impaired focus, and difficulties making decisions, might negatively impact one's ability to perform well at work and be productive (Stewart et.al, 2003, pp.3135-3144)

- **Absenteeism and Presenteeism:** Depressive symptoms, including fatigue, diminished concentration, and decision-making challenges, can have a detrimental effect on one's work performance and productivity (Wang et al., 2007

- **Career Disruption:** Severe emotional distress as well as depression can result in losing a job, a lack of progress in one's career, or challenges in finding employment. This can worsen financial difficulties and mental health problems (Lerner et.al, 2010, pp.205-213.) The significance of addressing emotional depressive symptoms thoroughly is highlighted by these implications. This involves considering personal, societal, and professional dimensions to support individuals in attaining holistic well-being.

1.14 Need for Early Intervention and Prevention Strategies

Early Intervention and Prevention strategies includes the given key points
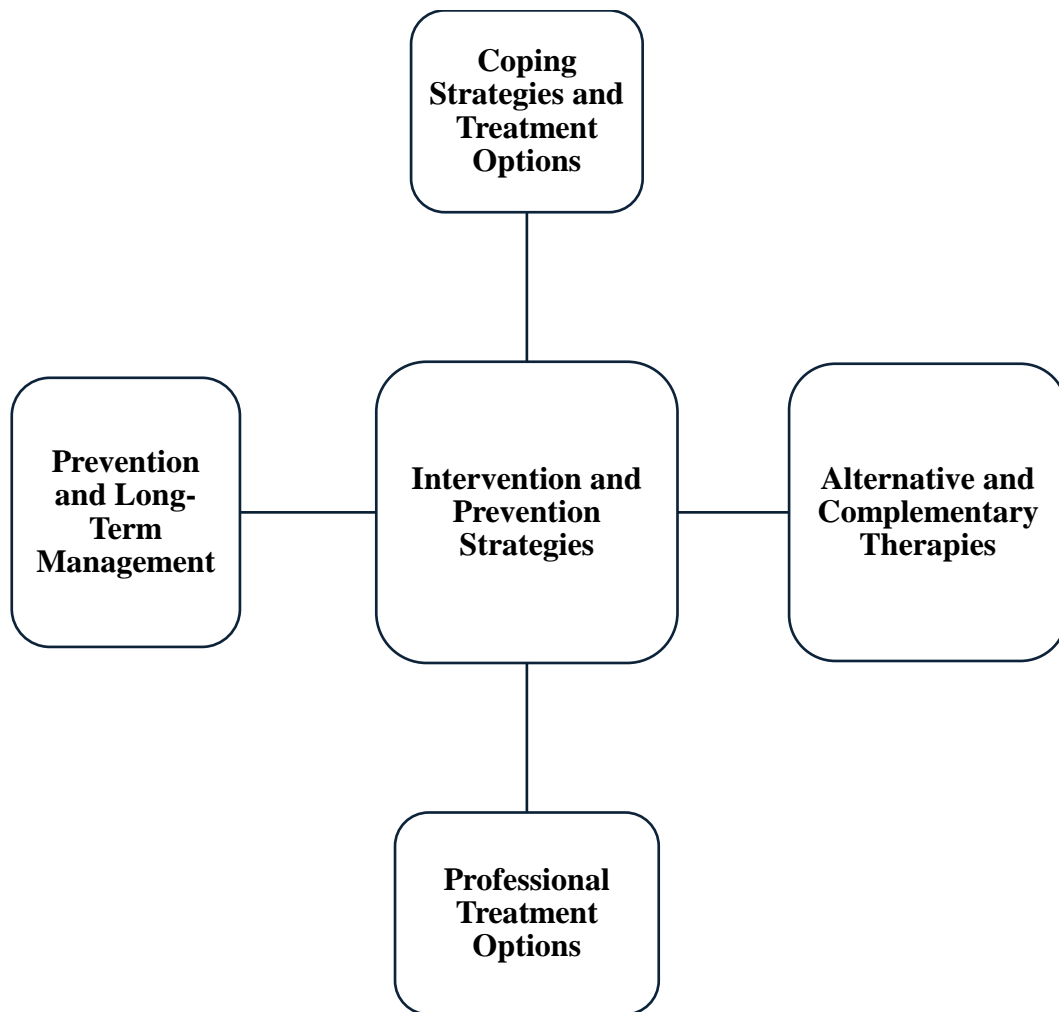
Figure 1.9: Early Intervention and Prevention Strategies

(Source: Self Prepared by Author)

1.14.1   Coping Strategies and Treatment Options

(i) Self-Care Strategies

➢   **Healthy Lifestyle Choices**

• Regular exercise, such as jogging, yoga, or walking, can improve general wellbeing and lower stress levels.

• To promote both mental and physical well-being, it is significant to adhere to a well-rounded diet that includes ample amounts of fruits, vegetables, healthy grains, and lean meats.

• Guarantee sufficient sleep by adopting a regular sleep routine and generating a tranquil sleep environment.

- Restrict the consumption of alcohol and caffeine, as these can intensify sensations of stress and anxiety.

- Engage in relaxation techniques like deep breathing workouts, meditative practices, or continuous muscle relaxation to release tension.

➢ **Stress Management Techniques**

- Determine the sources of stress and devise efficient techniques to manage them.

- Arrange duties in order of importance and establish attainable objectives to minimize emotions of being overwhelmed.

- Employ time management strategies such as generating task lists or utilizing organizational resources to enhance efficiency and alleviate stress.

- Integrate mindfulness techniques into your daily routine to develop a heightened sense of being in the present moment and alleviate feelings of worry.

(ii) Professional Treatment Options

➢ **Therapy (e.g., Cognitive Behavioural Therapy - CBT)**

- CBT (Cognitive Behavioural is a prevalent therapy method that aims to identify and modify negative cognitive patterns and behaviours that contribute to stress and anxiety.

- Individuals acquire coping skills and practices to successfully control symptoms and enhance their overall well-being by organized sessions with a qualified therapist.

➢ **Medications**

- Healthcare practitioners may prescribe drugs to reduce signs of anxiety and stress in certain situations.

- Frequently given drugs include selective reuptake inhibitors of serotonin (SSRIs), serotonin-norepinephrine re (SNRIs), benzodiazepines, and beta-blockers.

- It is crucial to get advice from a healthcare professional in order to ascertain the most suitable drug and dose, considering individual requirements and medical background.

➢ **Support Groups**

- Support groups offer individuals an opportunity to interact with others facing similar difficulties and gain support from their peers.

- Support groups, whether conducted in-person or online, provide a secure environment for individuals to discuss their experiences, exchange techniques for dealing with challenges, and access available resources.

- Support groups can be led by mental health experts or persons who have personal experience with the topic.

(iii) Alternative and Complementary Therapies

➢ **Mindfulness-Based Stress Reduction (MBSR)**

- MBSR is a systematic program that integrates mindfulness meditations and yoga to develop mindfulness and alleviate stress.

- Studies have demonstrated the effectiveness of MBSR in boosting coping skills and enhancing general well-being (Kabat-Zinn, 2003).

➢ **Acupuncture**

- Acupuncture is a practice that involves putting slender needles into particular places of the body to encourage the flow of energy and achieve equilibrium.

- Research indicates that acupuncture has the potential to alleviate signs of anxiety, depression, and stress by regulating the stress response of the body systems (Eshkevari, Permaul and Mulroney, 2013, pp.95-104).

➢ **Herbal Supplements**

- Chamomile, lavender, and passionflower are herbal medicines that have historically been used to relieve signs of anxiety and stress.

- Research on the effectiveness of herbal products is still being conducted, however several studies indicate possible advantages in lowering stress and facilitating relaxing (Sarris et.al, 2013).

(iv) Prevention and Long-Term Management

➢ **Early Intervention Strategies**

Early intervention tactics are designed to detect and tackle potential concerns before they grow into severe difficulties. This can encompass proactive strategies like education, screening, and immediate intervention. An illustration of this is the utilization of screening instruments in the field of mental health, for example the Patient Health Questionnaire (PHQ-9) for identifying depression or the Generalized Anxiety Disorder 7 (GAD-7) scale for detecting anxiety, with the aim of identifying symptoms at an early stage.

Early intervention may also encompass focused treatments for populations at risk. For example, when it comes to substance misuse, programs that prioritize educating teenagers about the dangers of drug use and offering training in coping skills have demonstrated efficacy in decreasing substance usage rates (Dennis et. al, 2004, pp.197-213).

➢ **Lifestyle Changes for Prevention**

Adopting lifestyle modifications is essential in preventing a range of health issues, including mental health illnesses. Evidence indicates that embracing a wholesome way of life, encompassing consistent physical activity, well-rounded nourishment, sufficient rest, and effective stress management strategies, can substantially diminish the likelihood of encountering mental health disorders (Schuch et .al, 2018, pp. 631-648).Physical activity on a regular basis has been demonstrated to possess antidepressant properties, and exercise interventions are frequently suggested as supplementary therapies for depression Furthermore, research has shown that consuming diets that are abundant in vegetables, whole grains, fruits, and lean meats is linked to reduced occurrences of anxiety and depression (Lassale et. al, 2019, pp.965-986).

➢ **Relapse Prevention Techniques**

Relapse prevention strategies are crucial for those who have encountered psychological, or substance use issues to uphold their progress and avert relapse. These methods frequently entail recognizing stimuli, formulating effective methods for dealing with them, and establishing a network of support.

The study emphasized the widespread occurrence of psychological health difficulties and the significance of promptly identifying the indications and symptoms. Furthermore, the study emphasized the diverse elements that contribute to mental health difficulties, including genetic predispositions and environmental stressors. In addition, it has examined several treatment approaches, highlighting the importance of promptly seeking expert assistance.

It is crucial to acknowledge the significance of obtaining assistance when confronted with mental health challenges. Seeking assistance from competent professionals, whether it is through therapy, medicine, or an amalgamation of both, can have a substantial impact on effectively managing and surmounting these difficulties. It is crucial to acknowledge that asking for assistance is not an indication of frailty, but rather a brave action towards prioritizing one's well.

In short, by admitting the significance of seeking assistance, understanding the variables that contribute to mental health difficulties, and persistently advancing research and treatment choices, the study can strive toward an era where mental health is given priority, comprehended, and properly dealt with.

1.15   Benefits of Psychological Counselling for Workers in the Workplace

The mental well-being of workers is a crucial aspect that significantly impacts productivity, job happiness, and general welfare in modern rapid-fire and demanding work situations. Psychological counselling has become an effective strategy for addressing mental health problems and improving productivity in the workforce. Several benefits of psychological counselling include the following:
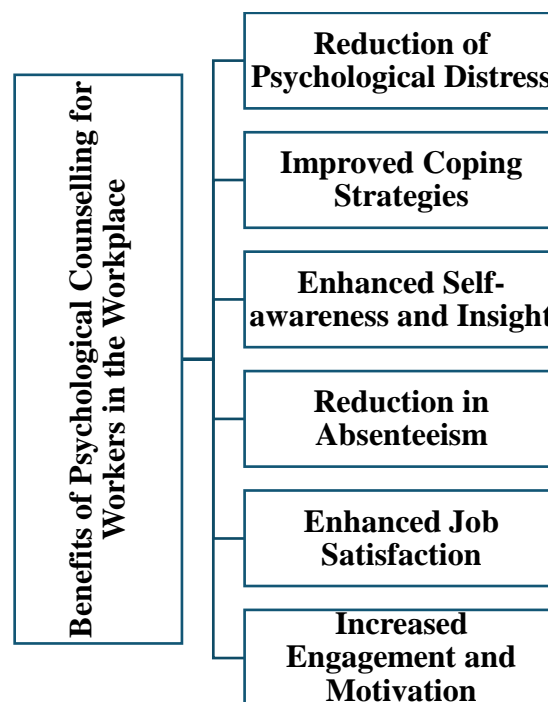
Figure 1.10: Benefits of Psychological Counselling for Workers in the workplace

(Source: Self Prepared by Author)

1.15.1   Reduction of Psychological Distress

Psychological counseling offers individuals a secure environment to articulate their emotions and problems, resulting in a decrease in psychological suffering (Richards and Timulak, 2012). Counselling employs a combination of CBT and mindfulness-based

approaches to effectively assist individuals in managing anxiety, depression, and stress (Hofmann et.al, 2010, p.169)

1.15.2 Improved Coping Strategies

Counselling provides employees with effective techniques to manage job difficulties and personal sources of stress. By improving their ability to solve problems and their resilience, individuals are better prepared to handle stressful events, which in turn lowers the likelihood of experiencing burnout and mental health illnesses (Lazarus and Folkman ,1984).

1.15.3 Enhanced Self-awareness and Insight

Employees acquire a more profound comprehension of their thoughts, feelings, and behaviours through counseling sessions. By being more self-aware, individuals are able to recognize the root causes of their mental health challenges and gain the ability to make beneficial transformations (Prochaska and DiClemente ,1982, p. 276)

1.15.4 Reduction in Absenteeism

Engaging in counseling to address mental health difficulties can result in a reduction in absenteeism among employees. Counselling assists individuals in proactively managing their mental health by equipping them with good coping methods and support, hence decreasing the necessity for medical leave (Henderson et.al, 2014).

1.15.5 Enhanced Job Satisfaction:

Employees who undergo psychological counseling frequently express higher rates of job satisfaction. Counselling assists individuals in cultivating a more optimistic perspective towards their professional responsibilities and the overall organizational setting by addressing fundamental issues that include stress related to work or interpersonal difficulties (Wright and Cropanzano, 2000, p. 84).

1.15.6 Increased Engagement and Motivation:

Implementing counseling therapies focused on improving mental well-being can significantly increase employee engagement and motivation. Counselling enhances workers' ability to handle stress and enhance self-esteem, resulting in a feeling of empowerment and responsibility towards their work. This ultimately leads to higher levels of output and achievement (Kahn, 1990, pp.692-724).

1.16 Examples of Companies Implementing Psychological Counselling Programs for their Employees

1.16.1   Google

Google is well-known for its comprehensive employee support programs, which include psychological counseling. The corporation offers employees the assistance of qualified therapists via its Employee Assistance Program (EAP) to help them address personal or work-related difficulties. The objective of this program is to enhance the well-being and productivity of employees.

1.16.2   Microsoft

Microsoft provides extensive psychological assistance for its employees through its Employee Assistance Program (EAP), which includes counseling services and resources to address a range of concerns such as stress management, depression, and work-life balance.

1.16.3   IBM

IBM emphasizes the psychological well-being and welfare of its staff members by providing counseling services via its Employee Assistance Program (EAP). IBM's program offers discreet assistance to employees facing personal or work-related difficulties, fostering a conducive work atmosphere.

1.16.4   Apple

Apple places a high importance on the mental well-being of its employees by providing psychological counseling services through its Employee Assistance Program (EAP). Staff members have the opportunity to seek assistance from qualified experts to handle a range of personal or job-related concerns that require confidentiality.

1.16.5   Facebook (Meta Platforms)

Meta Platforms, formerly known as Facebook, acknowledges the significance of mental well-being and offers psychological counseling assistance to its staff via the Employee Assistance Program (EAP). The organization provides discreet services to assist employees in managing difficulties and preserving their overall well-being. These examples demonstrate the emphasis that large firms place on employee mental health by incorporating psychological counseling services into their employee benefits packages.

1.17   Various Ways to Prevent Emotional Distress and Depression in Workers

Empirical data indicates that psychological counselling has a vital role in enhancing the mental well-being and efficiency of employees. Counselling therapies encourage a positive atmosphere at work by regulating psychological distress, improving coping mechanisms, and promoting self-awareness. This support and motivation help workers feel supported and driven. Organizations that give importance to employee well-being by providing access to psychological counselling can have advantages such as enhanced productivity, decreased absenteeism, and heightened job satisfaction. Ensuring the mental well-being of employees is essential for sustaining a productive and optimistic work atmosphere. Psychological counselling solutions are crucial in attaining this objective as they tackle diverse mental health obstacles that employees may encounter.

1.17.1 Psychological Counselling Strategies for Promoting Mental Health in the Workforce

Psychological counselling strategies for promoting mental health in workers includes the following:
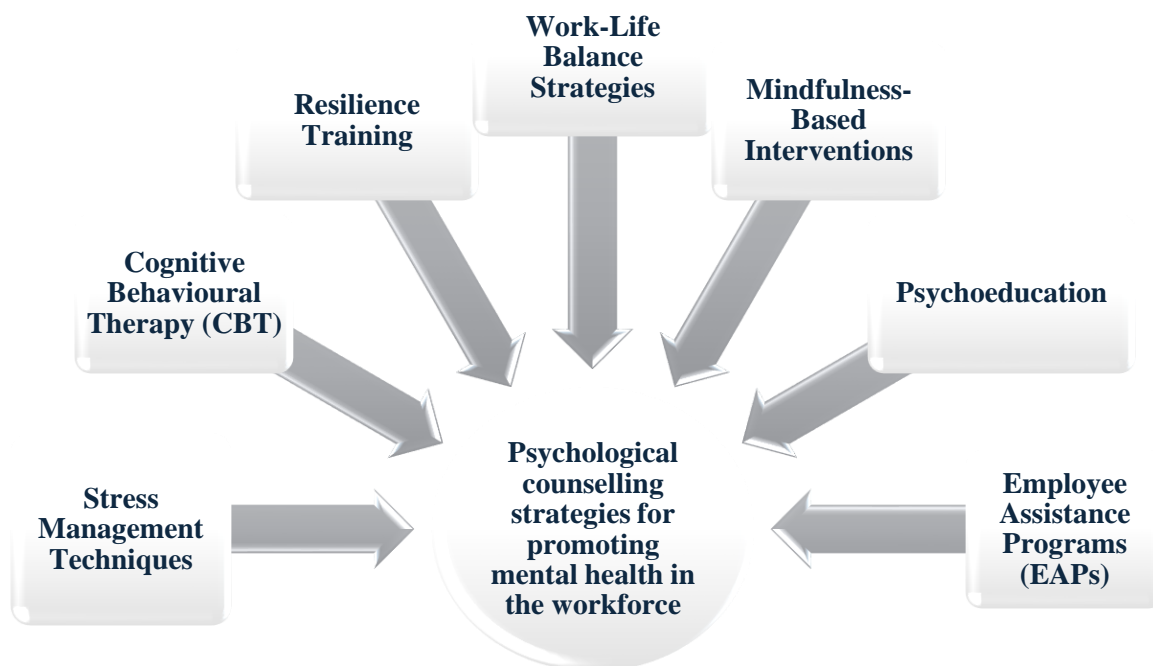
Figure 1.11: Psychological Counselling strategies for promoting mental in the workforce. (Source: Self Prepared by Author)

➤ **Stress Management Techniques**

Counselling sessions might prioritize the instruction of stress management strategies to employees, including prolonged breathing workouts, progressive muscle relaxation, as well as mindfulness meditation. The above strategies have been proven to be beneficial in diminishing anxiety and stress levels in the office (Manocha et.al, 2011).

➢ **Cognitive Behavioural Therapy (CBT)**

Cognitive Behavioural Therapy (CBT) is a widely employed therapeutic method that assists individuals in recognizing and questioning harmful thought patterns and actions.CBT can be modified in the workplace to specifically target concerns such as stress at work, perfectionist tendencies, particularly interpersonal disputes. Studies indicate that Cognitive Behavioural Therapy (CBT) therapies can result in substantial enhancements in both mental well-being and job productivity.

➢ **Resilience Training**

Resilience training is designed to improve employees' capacity to handle challenges and recover quickly from setbacks. Counselling sessions may include activities aimed at enhancing resilience, like cognitive reframing, training in problem-solving skills, and promoting networks of social support (Southwick et .al, 2014). Research has indicated that resilience training can enhance psychological well-being and lower the likelihood of acquiring mental health issues.

➢ **Work-Life Balance Strategies**

Counselling can assist employees in examining methods to attain an improved equilibrium between their professional obligations and personal life. People can learn strategies to better manage their workload, including prioritization, time management, and boundary setting. Maintaining a harmonious equilibrium between work and personal life has been linked to decreased levels of stress and enhanced general state of wellness.

➢ **Mindfulness-Based Interventions**

Mindfulness-based interventions consist of techniques that develop awareness and acceptance of the present moment. Counselling sessions may incorporate mindfulness

exercises like body scans, mindful breathing, as well as mindful movement to enhance employees' awareness of their ideas as well as emotions. Mindfulness-based treatments have been shown to help people who are depressed, anxious, or burned out, as well as improve their general mental health.

> **Psychoeducation**

Offering employees psychoeducational resources can enhance their awareness and comprehension of mental health concerns. Counselling sessions may encompass conversations regarding prevalent mental health illnesses, efforts to diminish stigma, and approaches for accessing assistance when necessary (Rickwood, Deane and Wilson, 2005). Psychoeducation has been demonstrated to enhance mental health literacy, reduce stigma, and encourage the adoption of approaches to seeking assistance among employees.

> **Employee Assistance Programs (EAPs)**

"Employee Assistance Programs (EAPs)" provide discreet treatment services to employees who are facing personal or work-related difficulties. EAP counselling sessions can effectively treat a diverse variety of difficulties such as stress, substance misuse, economic issues, and interpersonal disputes Studies indicate that Employee Assistance Programs (EAPs) have been shown to effectively decrease absenteeism, promote job satisfaction, and improve the general well-being of employees.

In short, psychological counseling treatments for enhancing mental well-being in the workforce involve a variety of interventions designed to specifically target the distinct requirements and difficulties experienced by employees. Organizations can foster a supportive and psychologically healthy working environment by employing evidence-based treatments that include stress management techniques, cognitive-behavioural therapy (CBT), resilience training, balance between work and life measures, mindfulness-based measures, psychoeducation, and employee assistance programs (EAPs).

1.17.2 Training HR Professionals and Managers to Recognize Signs of Emotional Distress and Depression

It is necessary to recognise indications of depression and psychological distress in employees in order to provide supportive working conditions and effectively manage mental health issues. Providing training to managers and HR professionals in this field can greatly contribute to establishing a work environment that places a high value on the well-being of employees.

➢ **Understanding Emotional Distress and Depression**

HR professionals and management should receive education regarding the indications and manifestations of mental health issues and depression. These symptoms may encompass alterations in behaviour, fluctuations in mood, isolation from social interactions, reduced efficiency, and physical indications such as exhaustion or inexplicable bodily discomfort.

➢ **Developing Communication Skills**

The training should prioritize the cultivation of proficient communication abilities to address employees' mental health concerns sensitively and empathetically. Managers has to acquire the skill of starting discussions on mental health and helping without passing judgment.

➢ **Creating a Supportive Work Environment**

HR professionals and management must recognize the significance of establishing an empowering work environment that encourages employees to openly address their mental health concerns without facing social stigma or negative consequences. This involves encouraging transparent communication, granting employees access to tools that include Employee Assistance Programs (EAPs), and enacting policies that prioritize mental well-being.

➢ **Training in Mental Health First Aid**

Providing training courses like Mental Health First Aid (MHFA) can give managers and HR specialists the tools they need to identify mental health emergencies and take appropriate action. MHFA instructs participants in the provision of initial assistance and the facilitation of connections between persons and suitable professional assistance.

➢ **Promoting Self-care and Stress Management**

Training should incorporate techniques for self-care and stress management designed specifically for HR professionals and managers. It is imperative for them to give priority to their own mental well-being in order to enhance their ability to support their colleagues. By integrating these elements into training programs, human resources and managerial staff can have a crucial impact on fostering awareness of mental health and establishing a workplace environment that is conducive to assistance.

1.17.3   Providing Access to Qualified Counsellors and Mental Health Professionals

Ensuring availability of competent counsellors and mental health experts is essential in order to effectively manage the increasing mental health demands of global populations.

➢ **Importance of Access to Mental Health Professionals**

"Access to mental health" specialists is crucial for resolving a range of mental health conditions, which include anxiety, depression, trauma, and various other mental health conditions. Accessing mental health specialists promptly can help prevent the worsening of mental health issues and enhance overall health.

➢ **Barriers to Access**

Numerous people encounter obstacles while trying to reach mental health experts, such as financial limitations, social stigma, a scarcity of mental health practitioners, and a lack of knowledge about the treatments that are accessible. Marginalized communities, such as ethnic minorities and persons residing in rural locations, may encounter supplementary obstacles while attempting to avail mental health care.

➢ **Strategies for Increasing Access**

Teletherapy and telepsychiatry have been identified as efficacious approaches for enhancing the availability of mental health practitioners, especially in regions with limited access (Hubley et.al, 2016, p.269). Integrating psychological health assistance within initial care surroundings might improve availability for those who may not actively seek independent cognitive health care.

➢ **Role of Technology**

According to (Luxton et .al, 2019), virtual mental health platforms and mobile applications can enhance the availability of mental health practitioners by offering convenient and cost-effective therapy choices. Online therapy platforms facilitate the connection between individuals and professional therapists and counsellors through confidential video conferences, instant messaging, or phone calls. This helps overcome geographical obstacles and improves access to psychological healthcare (Rozental et .al, 2021).

➢ **Policy Implications**

It is crucial for policymakers to provide top priority to investing in mental wellness infrastructures workforce development, and reimbursement mechanisms. This will help

enhance the availability of mental health experts and improve access to their services. Legislation targeting the reduction of stigma, enhancement of mental health education, and broadening of coverage through insurance for mental health services can effectively enhance the availability of skilled counsellors and psychologists.

1.17.4 Creating a Supportive and Stigma-Free Environment for Workers

➢ **Seeking Help**

Establishing an appropriate and non-discriminatory atmosphere for employees seeking assistance is essential in fostering mental health and overall wellness in the professional setting.

➢ **Educational Programs**

Develop and execute educational initiatives aimed at expanding public knowledge and estimation of psychological condition concerns, diminishing social disapproval, and offering guidance on accessing support services. These programs may encompass seminars, conferences, and training sessions designed for both employees and management (LaMontagne et.al, 2014)

➢ **Promotion of Employee Assistance Programs (EAPs)**

Spread information about "Employee Assistance Programs (EAPs)" that they are completely private, easy to use, and offer a wide range of services to encourage people to use them. EAPs help workers who are having problems at work or in their personal lives by giving them assistance and guidance (Henderson et al., 2011).

➢ **Leadership Support**

Cultivate a supportive culture that begins with leadership and permeates across the organization. Leaders and supervisors should engage in open conversations about mental health, such as seeking assistance when necessary, and establish a work atmosphere that encourages people to freely express their mental health problems without any concern of criticism or negative consequences (Martin, Sanderson and Scott, 2009, pp.15-36).

➢ **Flexible Policies**

Enact adaptable work schedules and regulations that cater to the mental health requirements of employees. Some possible accommodations may involve implementing flexible scheduling, offering telecommuting opportunities, and granting week off for counseling or therapy sessions (Kossek et.al, 2011, pp.289-313).

> **Anonymous Reporting Systems**

Implement confidential reporting mechanisms for employees to address issues regarding their own mental well-being or that of their coworkers. This can aid in diminishing the apprehension of social disgrace or reprisal and promote a greater degree of candid and transparent communication. By employing these measures, firms can establish a conducive and non-discriminatory atmosphere where employees feel at ease in seeking assistance when they have mental health issues, ultimately resulting in enhanced welfare and efficiency in the workplace (Griffiths et.al ,2014, pp.161-175).

In general, psychological therapy has substantial advantages in reducing emotional discomfort and depression among employees, functioning as a vital instrument in preserving mental well-being. This highlights the significance of firms giving high priority to psychological wellness in their work environments, not just for the efficiency and efficacy of their employees, but additionally for their overall well-being and contentment. Organizations must prioritize the establishment of a robust and nurturing work environment that actively promotes discussions on mental health matters and offers tools like counseling services to ensure the well-being of their employees. By using proactive strategies to tackle mental health issues, firms can foster a constructive work environment where people feel appreciated, assisted, and empowered to excel in their personal and professional lives.

1.18   Research Problem

The complex and diverse character of emotional discomfort and depression constitutes a significant problem in the personnel supplying sector in Doha, Qatar. The present research aims to investigate the harmful consequences, situational factors, and successful therapies related to these mental health difficulties. More precisely, the goal is to thoroughly comprehend how emotional discomfort and depression affect the overall well-being and productivity of the supply of workers in Doha.

Furthermore, the study aims to elucidate how certain sector requirements, such as extended periods of time away from loved ones, worsen the mental health challenges experienced by this group of workers. An essential part of this investigation involves evaluating the effectiveness of cognitive behavioural counseling interventions in reducing mental health difficulties within this specific situation.

1.19   Purpose of Research

The research intends to gain an in-depth knowledge of the psychological dynamics among the supply of workforce workers in Doha by examining evidence from various industries and utilizing conceptual frameworks like anxiety and stress management theories, the theory of attachment, and social support theories.

The ultimate goal of the research is to promote a more robust and healthy labour force in Doha, Qatar, by making a significant contribution to the knowledge, prevention, and treatment of psychological disorders and depression.

1.20   Research Purpose and Research Questions

1.20.1 Research Purpose

The primary objective of the research is to thoroughly examine and fully understand the psychological problems encountered by the supply of employees in Doha, Qatar. The research aims to conduct a comprehensive analysis and gain a deep understanding of many aspects of emotional distress and depression. It also aims to examine how these factors affect the well-being of individuals, their efficiency, as well as the overall success of the human resources sector. The primary aims of this research effort were established as follows:

(i) The objective is to evaluate the frequency and intensity of emotional distress and depression among employees in a personnel supply company located in Doha, Qatar.

(ii) To investigate the influence of emotional stress and depressive disorders on individual health in the workplace setting.

(iii) The objective is to investigate the impact of emotional distress and depression on the productivity and efficiency of employees in the labour supply organization.

(iv) To assess the efficacy of customized psychological counselling interventions for workers in order to prevent and alleviate emotional discomfort and depression.

(v) To comprehend the distinct pressures linked to extended separation from family and home among employees in the labour supply organization.

(vi) "The objective is to examine the enduring impacts of psychological counseling therapies on the mental health and overall well-being of employees."

(vii) The objective is to offer practical knowledge for the creation of policies and organizational practices that aim to prevent and manage emotional depressive disorders among employees.

(viii) The aim is to enhance the understanding of psychological counselling techniques that can be used to improve mental well-being in the workforce, specifically in manpower supply firms in Doha, Qatar, and to contribute to the existing body of research in this area.

(ix) The study intends to contribute to the development of successful preventative, intervention, and support methods by accomplishing these research objectives and offering an in-depth comprehension of the mental health issues faced by Doha's labour supply workers.

1.20.2 Research Questions

The selection of a mixed-methods study design is warranted due to the necessity of accurately capturing the intricacy of mental distress as well as depression in this specific demographic. By examining the following crucial inquiries:

(i) What is the prevalence and severity of emotional distress and depression among workers in a manpower supply company in Doha, Qatar?

(ii) How does emotional distress and depression on individual well-being within the context of the workforce?

(iii) In what ways do emotional distress and depression affect productivity and efficiency among workers in the manpower supply company?

(iv) How effective are psychological counselling interventions tailored to the needs of workers to prevent and alleviate emotional distress and depression?

(v) What are the unique stressors associated with prolonged separation from home and family among workers in the manpower supply company?

(vi) "What are the long-term effects of psychological counselling interventions on the mental health and well-being of workers?"

(vii) What practical insights can be provided for policy development and organizational practices aimed at preventing and addressing emotional distress and depression among workers?

(viii) "How can psychological counselling strategies be utilized for promoting mental health in the workforce, particularly in the context of manpower supply companies in Doha, Qatar?"

1.21   Chapter Plan

I   Introduction

"This chapter will include a comprehensive summary of the research issue, which includes the justification for doing the study and the importance of addressing emotional distress as well as depression among employees in a labour supply company in Doha, Qatar". Additionally, it will describe the goals, purposes, and inquiries of the investigation, while also offering a concise summary of the next chapters.

II   Literature Review

This chapter will examine the current body of research pertaining to psychological counselling, mental health issues, and depression in the setting of the workplace, with a particular emphasis on studies undertaken in the Gulf region, notably in Qatar. The study will examine theoretical structures, conceptual models, and existing research findings regarding the efficacy of counseling treatments in the prevention and management of emotional depressive disorders among workers.

III   Research Methodology

This chapter will provide a detailed explanation of the research strategy, methodology, and data gathering processes used in the study. The document will outline the methodology for selecting samples, recruiting participants, utilizing data gathering tools (such as surveys and interviews), and employing data analysis methods. Furthermore, the study will address ethical considerations as well as potential constraints.

IV   Result Analysis

This chapter will provide an examination and evaluation of the results obtained from the study. The study will encompass qualitative as well as quantitative information, examining themes, patterns, and connections that arise from the data. The findings will be compared to current research and theoretical frameworks to determine the efficacy of

psychological counseling in mitigating emotional depressive symptoms among employees at the labour supply company in Doha, Qatar.

V   Conclusion

The concluding section of the study will specify a concise summary of the main discoveries, emphasize its importance, and explore the potential consequences for practice, theory, and policy. The study will emphasize any additions to current understanding, indicate topics for future investigation, and offer suggestions for applying psychological counseling interventions that enhance the mental well-being of workers in comparable circumstances. Furthermore, it will examine the constraints of the study and provide potential areas for future investigation.

CHAPTER: II

REVIEW OF LITERATURE

2.1 Overview

The Manpower supply industry in Doha, Qatar plays a vital role in supporting multiple areas of the economy in the busy metropolis. However, within the ever-changing environment of this sector, there is a significant problem that requires to be spoken—the mental health of the employees. The overview of the literature tries to thoroughly examine the complexities of the subject matter, emphasizing the need to resolve mental health requirements in this specific environment and acknowledging its wide-ranging effects on individuals as well as organizational dynamics. The Manpower sector in Qatar's capital, Doha, is known for its dynamic nature and the wide variety of positions that comprises. This industry, ranging from construction to hotels, shows a vital part in driving the capital's growth and progress. However, there is a workforce that faces numerous psychological obstacles resulting from the requirements of their positions, cultural influences, as well as the high-pressure atmosphere in which they work.

There is an urgent need for psychological assistance within the workforce supply sector. The welfare of employees has a direct influence on their efficiency, productivity, and general contentment. Disregarding these demands not only puts the person's psychological well-being at risk but also weakens the stability and achievements of organizations functioning in this field. Therefore, it is crucial to prioritize the resolution of these difficulties to promote a flourishing workforce and guarantee continuous industrial expansion. To have a thorough understanding of the psychological environment in the labor supply industry, it is crucial to consider multiple aspects that affect mental health results. These factors may encompass work-related stressors, such as extended working hours and challenging responsibilities, cultural influences that shape attitudes towards mental well-being, and the presence of support networks inside businesses. Through the analysis of these complexities, researchers can acquire a deeper understanding of the underlying factors that contribute to psychological discomfort and develop successful intervention tactics.

The consequences of disregarding psychological well-being within the workforce industry have effects that go beyond the individual level and affect the overall dynamics of organizations. Employees who are undergoing mental health issues are more vulnerable to displaying diminished job satisfaction, heightened absenteeism, and elevated turnover rates. In

addition, unaddressed mental health problems can have a detrimental impact on the work environment, hindering cooperation and creativity. Addressing these consequences highlights the need to take proactive steps to enhance mental health and cultivate a favorable workplace environment.

The literature review emphasizes the significance of the study in elucidating the complex nature of psychological wellness within the labor force business. Through the execution of empirical investigations and the collection of qualitative perspectives, researchers can identify common issues, evaluate the efficiency of present opportunities for assistance, and suggest remedies that are grounded in empirical data. Furthermore, research acts as an instrument for increasing awareness and generating debate regarding mental health concerns, ultimately leading to positive transformation within the sector. Overall, the mental health of the workforce in the labor supply industry in Doha, Qatar, is a complex issue that has significant consequences for individuals as well as businesses. To address this situation, a comprehensive approach is needed that includes raising awareness, implementing interventions, and providing continuous support systems. By promoting cooperation among researchers, employers, and policymakers, it is feasible to nurture a mindset of psychological resilience and guarantee the industry's enduring prosperity and viability.

2.2   Review of Literature

2.2.1   Prevalence and Severity of Emotional Distress and Depression

Yap and Marpaung (2023) examined the correlation among the seriousness of "temporomandibular dysfunction (TMD)", emotional stress, and eudaimonic well-health in adolescents and children. The objective was to examine the interaction among the variables. The research utilized a cross-sectional design, enrolling individuals between the ages of 18 and 30. The severity of the temporomandibular disorder (TMD) was evaluated using standardized instruments, while emotional distress, as well as eudaimonic well-being, were measured using validated questionnaires. The findings revealed substantial associations between the severity of temporomandibular disorder (TMD) and both emotional distress and eudaimonic well-being. More precisely, the participants who had more severe temporomandibular disorder (TMD) experienced greater stages of emotional discomfort and minimal concentrations of eudaimonic well-being. The study indicated that young adults who had more severe symptoms of temporomandibular disorder (TMD) are possible to have elevated levels of emotional distress and reduced levels of eudaimonic happiness.

Da Rosa et al (2021) explored the parameters linked to mental distress among nurses amidst the COVID-19 epidemic. The study participants performed a comprehensive examination of the available literature to collect existing evidence on the subject. The study conducted a comprehensive search across many databases to identify pertinent publications published from December 2019 to September 2020. The primary focus was on studies that investigated the occurrence of emotional distress among nurses during the pandemic. Following the screening process, a cumulative of twenty-three research studies were selected for inclusion in the review. The findings revealed several pivotal factors that contribute to the emotional distress experienced by nurses amidst the pandemic. These factors encompass insufficient availability of personal protective equipment (PPE), heightened workload and job demands, anxiety about contracting and transmitting the virus to family members, absence of support from colleagues and supervisors, and the witnessing of patient suffering and death. In addition, nurses with younger ages, feminine gender, and less professional experience also had higher emotional distress.

Ingley et al (2020) analysed the frequency of enduring emotional suffering in individuals with desmoid tumors. A cross-sectional study was done to evaluate emotional distress as well as quality of life in 91 individuals diagnosed with desmoid tumors, using quantitative methods. The methodology employed established questionnaires, such as the "Hospital Scale for Anxiety and Depression (HADS)" and the "Functional Assessment of Cancer Therapy-General (FACT-G)", to assess emotional stress and condition of life. The results of the study indicated a substantial occurrence of enduring mental distress in individuals diagnosed with desmoid tumors, with 47% reporting clinically noteworthy levels of worry and 23% reporting clinically noteworthy levels of sadness. Moreover, there was a correlation between emotional distress and a worse standard of living, namely in areas connected to both mental and physical wellness. These findings emphasized the need to manage emotional discomfort in the treatment of desmoid tumors to enhance patient's overall welfare.

Huang et al (2019) examined the link between women undergoing in vitro fertilization (IVF) treatment and their mental anxiety and the quality of their sleep. A cross-sectional design was used for the study, which included 139 women who were getting IVF treatment. The

people who took part filled out self-report surveys. The "Pittsburgh Sleep Quality Index (PSQI)" was utilized to assess the level of sleep each individual got, and the "Hospital Anxiety and Depression Scale (HADS)" was utilized to measure the amount of mental stress. The study found a strong link between the amount of mental pain women going through in vitro fertilization (IVF) treatment-experienced and how well they slept. For more detailed information, there was a link between having more mental pain and getting worse sleep. Overall, the study showed how important it is to deal with mental problems in order to improve people's sleep quality.

Amin et al (2018) explored the correlation between emotional distress and the likelihood of developing work-related musculoskeletal diseases (WRMSDs) among Malaysian nursing practitioners. The study utilized a "cross-sectional design", that included 345 participants from various medical centres in Malaysia. The data was collected using self-administered questionnaires that consisted of the Depression Anxiety Stress Scale (DASS-21) and the Nordic Musculoskeletal Questionnaire (NMQ). The research used multiple regression analysis to examine the correlation between emotional distress and work-related musculoskeletal disorders (WRMSDs). The findings demonstrated a notable and favorable correlation between emotional distress and the occurrence of work-related musculoskeletal disorders (WRMSDs) among nursing workers in Malaysia. More precisely, it was discovered that greater levels of emotional distress were indicative of a higher likelihood of suffering work-related musculoskeletal disorders (WRMSDs). The results overall revealed that focusing on emotional well-being is essential for preventing and controlling work-related musculoskeletal illnesses among nursing workers.

2.2.2 Impact of Emotional Distress and Depression on Individual Well-being

Wang et al (2024) conducted a network analysis to examine mental suffering and multimorbidity in 16.2% of Chinese Han osteoporosis patients. MDD was more common in women and younger adults. The methodology involved the recruitment of 1200 Chinese Han patients diagnosed with osteoporosis. These individuals were then required to complete surveys that evaluated their emotional distress levels and self-reported medical problems. Network analysis was utilized to investigate the connections between emotional discomfort and patterns of multiple illnesses. The findings indicated a substantial correlation between emotional distress, including anxiety and depression, and the occurrence of many health conditions in Chinese Han individuals with osteoporosis. Anxiety was significantly correlated with comorbid ailments like hypertension and diabetes, whereas depression was closely tied to

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cardiovascular diseases and respiratory problems. The results emphasized the significance of dealing with mental discomfort when managing osteoporosis, as it seems to be closely connected with the emergence and advancement of other medical disorders in this group of people.

Lee et al (2024) examined whether resilience can help reduce the long-term mental suffering that comes with familial economic hardship in young people. The study aimed to investigate the moderating effect of resilience on the association between emotional distress among adolescents and family economic adversity. Using a sample of 500 young people, the researchers carried out a longitudinal study measuring emotional distress, resilience, and family economic adversity every two decades for a total of six years. The study discovered that family economic adversity was strongly correlated with youth mental discomfort over time using hierarchical linear models. Resilience, on the other hand, reduced this link, with higher resilience levels mitigating the detrimental effects of economic adversity on emotional distress. Particularly, while facing economic hardship in their families, young people who possessed greater resilience displayed less emotional discomfort. The findings suggested that resilience treatments could reduce the detrimental impacts of economic stress on youth's emotional well-being.

Velasco et al (2023) explored how an older person's emotional distress following the COVID-19 crisis was affected by the experience of avoidance and thankfulness. The aim was to comprehend how these psychological elements affect this population's emotional well-being. The study's methodology comprised a cross-sectional survey of older persons who were affected by the COVID-19 pandemic (mean age = 72.5 years). Self-report questionnaires measuring emotional pain, thankfulness, and experience avoidance were filled out by participants. The findings suggested that avoiding negative emotions and thoughts may make distress worse by showing a positive correlation between experiential avoidance and emotional suffering. On the other hand, there was a negative correlation found between appreciation and emotional distress, suggesting that older persons who practice gratitude may be protected from distress. The findings emphasized the need to address emotional processes like encouraging thankfulness and avoiding experiences in therapies meant to improve older individual's emotional well-being, especially in the wake of disasters like COVID-19.

Franqueiro et al (2023) conducted a thorough analysis of the current research and identified recurring patterns in the way social support affects emotional discomfort in this specific group. The researchers conducted a systematic evaluation of pertinent studies

published from 2010 to 2021. The focus of the study was on empirical research investigating the correlation between social support and emotional discomfort in patients suffering from chronic pain. The results discovered a noteworthy connection among social support and emotional discomfort, where greater levels of social support were linked to reduced rates of emotional distress. Several forms of social support, such as instrumental, emotional, as well as informational support, were discovered to alleviate emotional discomfort in patients suffering from chronic pain. Moreover, the significance of social support, perceived support, as well as the size of one's social network in determining this connection was recognized. The results presented the significance of social support therapies in reducing emotional distress in those suffering from chronic pain.

Levkovich (2021) surveyed breast cancer survivors using a cross-sectional design to look at how different coping strategies affected their emotional distress and fatigue. In this specific cohort, we set out to examine how various coping mechanisms affected their levels of emotional discomfort and fatigue. The methodology consisted of surveying 250 individuals who have survived breast cancer. The study aimed to evaluate the coping mechanisms, emotional distress levels, and exhaustion levels using established metrics. The findings demonstrated that coping techniques had a substantial impact on levels of emotional distress and exhaustion. Problem-focused coping methods including social support and positive reframing reduced emotional distress and exhaustion. In contrast, coping methods that focus on managing emotions, such as avoidance as well as self-blame, were associated with higher degrees of emotional distress and exhaustion in those who have survived breast cancer. The results showed that breast cancer survivors need problem-focused coping strategies to reduce emotional discomfort and exhaustion, proposing supportive interventions.

Jarosz et al (2020) attempted to look at the connection between allergic illness, quality of life, and emotional distress. The authors reviewed relevant studies from the past two decades using a systematic review. The research examined emotional distress as well as "quality of life" in allergic rhinitis, allergies, atopic dermatitis, asthma, and food allergy patients. Using established questionnaires and scales, the study assessed the effects of various allergy illnesses on mental condition and general value of living. The findings showed a strong correlation between allergic illnesses and heightened mental discomfort, such as depressive and anxious symptoms, as well as a worse quality of life. Individuals suffering from allergy disorders frequently bear psychological consequences, including reduced social functioning, sleep

disruptions, and restrictions on daily activities, all of which have a detrimental impact on the general state of health.

Rigas et al (2019) examined the correlation between psoriasis, depression, and psychological stress from the standpoint of a dermatologist. The research underscored the complex relationship between dermatological conditions and mental health, placing particular emphasis on the necessity for a thorough comprehension of the correlation. To elucidate the effects of emotional distress and depression on the management and severity of psoriasis, the study sought to determine the prevalence of these conditions among psoriasis patients. A comprehensive literature evaluation was undertaken by the authors, which included studies that examined the psychological impact those with psoriasis suffer. The results of the study revealed a noteworthy correlation among psoriasis, psychological stress, as well as depression, providing insight into how these variables may worsen symptoms and impede the effectiveness of treatment. The exhaustive examination emphasized the necessity for dermatologists to consider the psychological welfare of psoriasis patients in addition to their physical symptoms, thereby promoting the adoption of an integrated approach to patient care.

Langdon and Sawang (2018) evaluated the factors influencing depression, anxiety, and stress in construction workers. The contextual information underscored the notable incidence of mental health concerns in the construction sector, thereby emphasizing the imperative to ascertain their underlying factors. The objective was to ascertain the primary factors that contribute to these psychological difficulties. By employing a detailed methodology, the researchers gathered data from workers in construction through surveys and analyzed a variety of factors, including personal coping strategies, burden, job insecurity, and organizational support. The research outcomes uncovered several significant determinants linked to mental health concerns, such as excessive work demands, uncertain employment status, and inadequate support from employers. Furthermore, the research emphasized the criticality of establishing support systems and interventions to mitigate these concerns and enhance the general welfare of construction personnel.

Schonfeld et al (2017) investigated the effects of occupational stress on the mental health of educators. In light of the escalating demands and pressures in the field of education, the objective of the study was to investigate the degree to which occupational stress impacts the psychological well-being of educators. Through the implementation of an all-encompassing approach that included psychological evaluations and surveys, the researchers methodically examined the correlation between occupational stress and diverse facets of psychological welfare among educators. The results revealed a remarkable correlation between heightened levels of occupational stress and reduced psychological well-being among educators, underscoring the pervasive influence that stressors in the workplace had on the mental health of staff. The results of the research emphasized the considerable importance of implementing interventions and support systems that alleviate occupational stress and bolster the psychological fortitude of educators.

Bore, Kelly and Nair (2016) examined potential indicators of medical student's psychological distress and well-being. The purpose of the research was to fill in knowledge voids regarding the variables that affect the psychological well-being of medical students. The investigators surveyed medical students by utilizing standardized measures to evaluate their mental health and well-being, in addition to educational efficiency, peer support, coping strategies, along personality characteristics, employing a cross-sectional design. Significant correlations were discovered between emotional distress and variables including perceived tension, academic workload, and dysfunctional coping strategies. In contrast, there existed a positive correlation between well-being and both peer support as well as adaptive coping mechanisms. The study illuminated the intricate interaction of multiple elements that influence the psychological well-being of medical students, emphasizing the criticality of incorporating focused interventions to promote their welfare during their academic and practical careers.

Extremera and Rey (2015) examined the potential moderating influence of the capacity for emotion regulation on the association between well-being and stress. The purpose of the research was to determine whether the capacity of individuals to control their emotions affected how stress affected general health. By employing a quantitative methodology, the researchers

gathered data on tension, emotional control ability, as well as psychological well-being from a group of participants through the use of surveys or questionnaires. The results of the research probably indicated that people with a greater capacity to regulate their emotions demonstrated a reduced negative correlation between stress and well-being. The study indicated that the ability to effectively handle emotions acts as a safeguard against the detrimental impacts of stress on one's overall state of being. This emphasized the significance of interventions designed to improve the ability to regulate emotions to safeguard against the adverse psychological impacts of stress on individuals.

2.2.3 Effect of Emotional Distress and Depression on Productivity and Efficiency

Cuthrell and Jiménez (2024) examined the psychological effects of alopecia areata on quality of life, work productivity, and mental health. Understanding the character and scope of these effects required a synthesis of the pertinent literature. A systematic search of numerous databases for studies examining the psychological ramifications of alopecia areata, specifically its impact on work productivity, mental health, and quality of life, constituted the methodology. Alopecia areata had a substantial impact on the quality of life of affected individuals, as evidenced by emotional distress, low self-esteem, as well as body image dissatisfaction, according to the findings. Individuals who had alopecia areata were notably afflicted with mental health conditions including anxiety and depression, which exacerbated the detrimental effects on the overall state of being. Alopecia also affects productivity at work, with some people having struggles. The study concluded that alopecia areata patients require more awareness and help to reduce the psychological impacts and improve the quality of life.

Yikilmaz, Sürücü and Güleryüz (2023) investigated the effects of ostracism in the workplace on intention to leave, counterproductive work behavior (CWB), along psychological distress. The objective of the Third Sector Social Economic Review-published study was to examine the widespread consequences of ostracism within organizational contexts. The research utilized a mixed-methods strategy to gather data by conducting interviews and surveys with personnel from a wide range of sectors. The research results emphasized the adverse consequences of ostracism in the workplace, demonstrating a noteworthy association with heightened psychological distress, increased participation in unproductive work conduct, and increased intention to leave among those who experience it. The research made a valuable contribution to the collective comprehension of the complex ramifications of workplace ostracism. The research also showed the critical need for organizations to promptly confront

and alleviate these behaviors to cultivate work environments that have become both more salubrious and efficient.

Bittar et al (2022) directed an investigation to look at the stress, anxiety, and emotional discomfort early-to-mid-career women in healthcare sciences research had in the COVID-19 epidemic. The study goal to ascertain the effects of the global epidemic on this particular demographic. The study employed a cross-sectional survey design to gather data from women engaged in healthcare sciences research. Validated instruments were utilized to assess levels of emotional distress, stress, as well as anxiety. The findings disclosed notable degrees of emotional distress, tension, and anxiety among the respondents, suggesting that the pandemic had a considerable effect on the psychological welfare of women in their early to mid-career stages in this particular industry. The results emphasized the necessity of implementing focused assistance and interventions to tackle the distinct obstacles encountered by women engaged in healthcare sciences studies, specifically in periods of emergency such as the ongoing COVID-19 pandemic.

Rehman, Tariq and Laila (2021) investigated the correlation between work-related performance, motivation, and emotional distress among college instructors through an empirical investigation. The study aimed to determine the relationship between motivation, emotional distress, and the academic achievement of college instructors. The research utilized a quantitative methodology, collecting data from a sample of college instructors via surveys. Utilizing standardized scales, the survey assessed work-related performance, motivation, and emotional distress. Elevated instances of emotional distress were found to be significantly inversely correlated with work-related performance, indicating that higher degrees of emotional distress were correlated with diminished performance. On the contrary, there was a noteworthy positive correlation observed between motivation and work-related performance. The finding suggested that college instructors who possessed higher levels of motivation exhibited superior performance. The results of the study focused on the criticality of addressing emotional distress and cultivating motivation to improve the effectiveness of college instructors.

Rouhanizadeh and Kermanshachi (2021) found out the reasons behind mental health issues that affect construction workers and discussed how this influenced worker productivity. The purpose of the study was to identify significant contributors to psychological disorders in this employment sector and to evaluate the impact of these obstacles on productivity. By utilizing a qualitative approach, the investigators gathered data on the mental health and job performance of construction workers in response to a variety of stressors through in-depth interviews and surveys. The results of the study indicated that various elements, including job insecurity, extended working hours, physically taxing tasks, and inadequate social care, had a substantial influence on the psychological well-being of structured employees. Consequently, these issues culminate in reduced levels of productivity. The study highlighted the critical nature of implementing focused interventions and support systems in the construction sector to mitigate mental health concerns and increase labor productivity as a whole.

Benson et al (2021) determined the effects of suicidal thoughts on health-related aspects of life, work efficiency, healthcare resource consumption, and economic burden in moderately or severely depressed MDD patients using a national survey. The objective of the investigation was to ascertain the way different levels of suicidal ideation influence these crucial variables. The data from a nationwide survey were analysed by the researchers using a cross-sectional design. The study specifically examined patients who self-reported having moderately severe MDD. The results of the investigation unveiled a noteworthy inverse correlation between escalating levels of thoughts of suicide and healthcare resource utilization, work productivity, and well-being-connected value of life. A further correlation was found between elevated levels of suicidal ideation and a greater economic burden. The study highlighted the severe consequences of self-harm thoughts on multiple facets of life in patients with severe major depressive disorder (MDD), underscoring the criticality of implementing focused interventions to combat suicidality within clinical environments.

Della Crosse, Mahan, and Hull (2019) examined the effect of message therapy on worker productivity in the setting of anxiety and depression. The study looked into the impact of technologically enabled therapies for mental health on workplace outcomes, in light of the

increasing interest in such treatments. The researchers implemented a controlled trial, utilizing a quantitative approach, and recruited participants who had received diagnoses of depression and anxiety. The findings revealed a noteworthy enhancement in employee productivity after the implementation of messaging therapy, thereby implying that it may serve as a viable intervention strategy for workplace mental health concerns. The study made a valuable contribution to the rapidly expanding domain of technology-driven behavioral interventions as well as emphasized the criticality of addressing mental health issues to improve workplace productivity and well-being.

Jeung, Kim and Chang (2018) investigated the correlation between fatigue and emotional labor. Emotional labor, which pertains to the exertion necessary to regulate one's emotions to meet job obligations, was identified as a substantial factor in exhaustion in numerous occupations. Pre-existing research on the topic was synthesized for the study. The author employed a methodological approach by performing an exhaustive literature review across various disciplines, wherein researchers examined studies that explored the correlation between emotional labor and exhaustion. The findings highlighted that elevated degrees of psychological effort were correlated positively with heightened levels of exhaustion among employees. The study indicated that the psychological burdens associated with employment can have a substantial effect on an individual's state of being, emphasizing the need for organizations to address emotional labor to prevent exhaustion and enhance personnel health and productivity.

Bharathi and Gupta (2017) assessed the effect of work stress on the productivity of female IT sector employees. Considering the escalating presence of women in the labor force and the arduous conditions of the IT sector, the objective of the research endeavor was to elucidate the complex correlation that existed between occupational stress and efficiency. The study implemented a quantitative methodology to gather data from surveys administered to female employees of IT companies. Standardized metrics were utilized to assess both job stress as well as productivity levels. A substantial negative association was found between job stress along productivity, suggesting that among female employees within the information

technology industry, increased levels of anxiety were associated with reduced efficiency. The findings of the study demonstrated the criticality of addressing occupational stress to promote workplace health and productivity among women in this sector.

Stander et al (2016) examined, with a focus on the South African setting, the relationship between depression and occupational productivity. The previous material highlighted how depression affects economies and people globally, which in turn affects workplace productivity. The researchers set out to look at how depression affects productivity on the job in a South African environment. The outcome demonstrated a substantial inverse connection between productivity and depression, suggesting that individuals with depression had a higher probability of encountering diminished work performance. The study highlighted the criticality of confronting mental health concerns within professional environments, specifically in the Republic of South Africa, where depression significantly impairs productivity. Effective interventions and support structures may be critical to alleviate these adverse effects and foster a more robust and efficient labor force.

Dewa and Hoch (2015) aimed to determine the obstacles that depressed workers have while trying to access mental health services and investigate the effects that these obstacles have on their productivity at work. The researchers looked at several issues, such as stigma, ignorance, and institutional impediments, that affect the use of mental health services through a thorough assessment of the literature. In terms of methodology, the research combined data from several studies to offer a thorough grasp of the problem. The research revealed several significant impediments, including perceived treatment ineffectiveness, worries about confidentiality, and practical challenges. Crucially, it was discovered that these obstacles significantly reduced the productivity of those with depression at work. The study emphasized the intricate relationship between the use of mental health services and productivity at work, highlighting the need for focused initiatives to remove these obstacles and improve mental health outcomes for workers.

Cocker et al (2013) examined the correlation between work attendance, productivity loss, and psychological distress among owner-managers of small and medium-sized enterprises

(SMEs). The purpose of the study was to fill in knowledge voids regarding the effects of mental health issues on employment outcomes among this particular population. In a cross-sectional survey of SME owner-managers, validated measures of psychological distress were utilized to collect data on attendance at work and productivity loss. There was a significant correlation between emotional distress and both presenteeism and absenteeism, with greater levels of distress associated with greater absenteeism and lower workplace productivity. The significance of attending to psychological well-being within SME environments to alleviate the adverse impacts on work performance as well as overall productivity was highlighted by these findings.

2.2.4 Evaluation of Psychological Counseling Interventions

Anger, Dimoff and Alley (2024) intended to investigate evidence-based treatments and accessible tools for treating healthcare professional's mental health. The study concentrated on the urgent need to assist the workforce's mental health because of the growing demands and difficulties they face. The goal of the study was to find useful tools and strategies for reducing mental health problems in healthcare professionals. Using a methodical approach, the researchers examined the body of research, emphasizing the effectiveness of interventions and the availability of resources. The findings showed that a variety of interventions, such as peer support programs, organizational interventions, and mindfulness training, were beneficial in enhancing the mental health of healthcare professionals. The analysis also found many services that support healthcare workers, including online platforms, helplines, and training programs. The research focused on all-encompassing approaches for addressing the mental health requirements of healthcare professionals, stressing both practical solutions and accessible means of putting them into practice.

Moreno-Peral et al (2024) developed a health-economic assessment by conducting a systematic review of anxiety prevention psychological interventions. The preceding information emphasized the growing importance of stress prevention and the financial strain that untreated anxiety disorders impose. The objective was to estimate the cost-efficiency of a range of psychological involvements designed to prevent apprehension. The researchers

employed a systematic review approach to gather pertinent literature, wherein they assessed the efficacy and economic implications of studies about anxiety prevention. The findings revealed a diverse array of psychological interventions, wherein cognitive-behavioral therapy (CBT) emerged as the most frequently assessed and economically viable method. However, the results also indicated the necessity for more thorough economic assessments encompassing various intervention approaches to provide more informed guidance for strategies aimed at preventing anxiety.

Cerolini et al (2023) investigated psychological counseling among college students around the world. Increasing concern regarding psychological problems among this demographic was highlighted in the study. The objective of the study was to evaluate the prevalence and efficacy of counseling services. The study utilized a methodical search criterion across multiple databases to identify pertinent literature from a methodological standpoint. The studies that fulfilled the inclusion criteria focused on mental health counseling for university students. Exclusion criteria pertain to studies that failed to satisfy particular quality standards. The findings unveiled a significant surge in the use of mental health services among college and university students across the globe. Furthermore, the evaluation identified a multitude of determinants that impacted the effectiveness of counseling, such as cultural sensitivity, stigma reduction, and accessibility. In general, the results emphasized the significance of psychological assistance in fostering the well-being of students in various cultural environments.

Solomonov et al (2022) estimated the efficacy of CopeNYP, a short remote psychological involvement, in alleviating symptoms of melancholy and unease between healthcare professionals amidst the COVID-19 epidemic. In the face of extraordinary stressors, these types of interventions were vital in protecting mental health. The objective was to determine whether or not the intervention reduced symptoms of depression and anxiety in this population. The researcher utilized a quasi-experimental design in which healthcare personnel were administered CopeNYP remotely. Standardized measures were employed in the study to evaluate symptoms of depression and anxiety both before and after the intervention. The

findings revealed a noteworthy decrease in symptoms of anxiety as well as depression after the implementation of the intervention, underscoring its efficacy in alleviating psychological anguish among healthcare practitioners amidst critical circumstances. The significance of easily obtainable and focused psychological interventions in enhancing the resilience and well-being of frontline personnel confronted with extraordinary obstacles was highlighted in this study.

Cuijpers et al (2021) directed to review the effectiveness of psychological therapies in delaying the onset of depression disorders by conducting a meta-analysis. "Randomized controlled trials (RCTs)" were synthesized to examine the history and efficacy of such interventions. The methodology utilized stringent selection criteria for studies, which encompassed randomized controlled trials that specifically targeted individuals who were at risk for depressive disorders. In comparison to the control group, psychological interventions substantially decreased the likelihood of developing depressive disorders, according to the findings. Furthermore, it was observed that a scale of interventions, such as mindfulness created interventions and cognitive-behavioral therapies, exhibited effectiveness in the prevention of the onset of depression. The meta-analysis emphasized the significance of psychological interventions in the prevention of depression, showcasing their capacity to alleviate the societal and individual burdens associated with depressive disorders.

Gaillard et al (2020) conducted a systematic review to investigate the economic assessments of psychological interventions that incorporate work-focused elements. The study underlined, the increasing awareness of mental health concerns within professional environments and the criticality of efficacious interventions. The research approach constituted a methodical exploration of various databases in quest of pertinent studies, utilizing predetermined criteria for inclusion. Interventions targeting a variety of psychological disorders and occupational environments were included in the review. The findings revealed an absence of economic assessments that specifically examine mental health interventions with an emphasis on the workplace, with the majority of research demonstrating methodological flaws. However, the evidence that was examined indicated that these interventions might be

reasonably priced and yield advantages in terms of increased productivity and decreased absenteeism. In general, it emphasized the necessity for additional research and comprehensive economic assessments to guide decisions concerning the deployment of mental health interventions that focused on the workplace.

Gray et al (2019) investigated workplace-based organizational initiatives targeted at enhancing the psychological well-being and mental health of healthcare practitioners using a realist review. Considering the high rate of burnout and stress in the healthcare industry, researchers realized how urgently these interventions were needed. The study, which took a realism approach, aimed to determine which interventions are effective as well as the reasons why they are effective in different situations. In terms of methodology, the authors combined the data from 15 included research and conducted a thorough search across several databases. The research showed that leadership development, mindfulness training, and peer support programs were examples of organizational interventions that have had a favorable effect on the mental health and job satisfaction of healthcare personnel. The review also emphasized the significance of context in judging these interventions' efficacy and the necessity of customized strategies to address various organizational settings in the healthcare industry.

"Cullen et al (2018)" aimed to update the demonstrate on office treatment efficacy in promoting a return to work for patients with muscular or skeletal, pain-related, and mental health disorders, with implications for healthcare professionals. Through the use of a methodical search approach, the researchers located pertinent research that was released during 2010 and 2016. Approaches included systematic reviews, quasi-experimental approaches, and randomized controlled trials. The findings showed that interdisciplinary methods, job adjustments, and cognitive-behavioral therapy were among the workplace interventions that had a beneficial influence on return-to-work results under a variety of environments. The results also highlighted how crucial early intervention, customized accommodation, and organizational support are to improving employee rehabilitation and reintegration. These revelations highlighted the complexity of return-to-work initiatives.

Carolan, Harris and Cavanagh (2017) investigated the effectiveness of web-based psychological therapies in improving the productivity and well-being of workers in office environments. The research examined the effects of several interventions on outcomes related to well-being, like anxiety, depression, and stress, as well as related to work outcomes, such as job satisfaction and performance, intending to evaluate the body of existing evidence. The authors conducted a thorough analysis of 15 papers using a tight inclusion criterion and a rigorous approach that included extensive database searches. The findings of the intervention showed noteworthy gains in terms of well-being and work-related outcomes, and web-based interventions proved to be successful in lowering stress levels and raising job satisfaction among staff members. The promise of web-based psychological therapies as a workable way to support worker effectiveness and well-being in the workplace was highlighted by the research.

Arends et al (2014) examined a problem-solving approach designed to stop workers with prevalent mental illnesses from missing work frequently due to illness. Common mental illnesses were a major cause of sick leave, thus effective interventions were required. The investigation's goal was to determine if such an intervention had been implemented into practice. Using a mixed-methods approach, the study included qualitative data from participant and facilitator interviews with quantitative data on sick leave. The problem-solving session was linked to a decrease in sick leave among employees with common mental illnesses, according to the findings. Participants' and facilitators' positive perceptions of the intervention demonstrated its viability and acceptance in the workplace. The study highlighted the potential efficacy of problem-solving techniques in this setting and stressed the significance of focused interventions for lowering sick leave associated with prevalent mental diseases.

2.2.5 Unique Stressors of Prolonged Separation from Home and Family

Oluwaseyi (2024) uncovered the psychological effects of quarantine at home on the Bangladeshi population by conducting a literature study on the subject. Because of the global impact of the COVID-19 epidemic on lifestyles, it became essential to comprehend its psychological consequences. The objective of the study was to examine the existing research on the impact of home quarantine on the psychological health of individuals in Bangladesh.

Oluwaseyi conducted a systematic review utilizing a rigorous methodology to analyze various research published from 2020 to 2023. The primary goal of the review was to investigate the impact of quarantine on stress, depression, and anxiety levels. The results unveiled a substantial adverse psychological effect of house isolation on the Bangladeshi populace, with higher levels of anxiety, depression, and stress found among individuals of different ages and socio-economic statuses. The study emphasized the immediate necessity for focused interventions and support networks to alleviate the psychological strain caused by the extended duration of isolation.

Charsley and Wray (2023) analysed the practice of routinely separating families under the emergency family immigration scheme in the United Kingdom. The study attempted to clarify the circumstances of families impacted by immigration regulations, with a specific emphasis on the divorce of parents and kids. The study utilized qualitative methodologies such as interviews and ethnographic observations to explore the actual experiences of families as they navigate the many intricacies of immigration regulations and rules. The findings uncovered a consistent and organized trend of family separation, which was intensified during periods of crisis, such as epidemics or political upheavals. The immigration system imposed procedural impediments that resulted in significant psychological, monetary, and social hardships for families. The report highlighted the pressing necessity for policy changes to tackle humanitarian issues and alleviate the harmful consequences of regular separations between families in people and neighborhoods impacted by the immigration laws of the UK.

Chu, Yee and Stamatopoulos (2022) explained the distressing ordeals endured by family caregivers who were vital to the residents of long-term care facilities in Canada amidst the COVID-19 conflict. Acknowledging the critical yet frequently disregarded function performed by these caregivers, the objective of the study was to look into the trauma that they encountered. By utilizing qualitative research methods, the investigators performed comprehensive interviews with caregivers and scrutinized their accounts to ascertain the psychological impact of their ordeals. The results of the study disclosed significant trauma, as caregivers articulated emotions of helplessness, remorse, and grief that were further intensified by limitations on visitation and insufficient support networks. The study emphasized the critical nature of policy reforms to safeguard the welfare of essential family caregivers during times of crisis in long-term care facilities and demanded improved recognition and assistance for the population.

Bassi et al (2021) investigated the relationship between different aspects of borderline personality and separation anxiety in a community sample of emerging adults from Italy. During the crucial developmental stage of emerging adulthood, which is characterized by greater independence and identity exploration, separation anxiety can have a major negative influence on psychological health. The investigation aimed to determine how prevalent separation anxiety was in the group and how it was related to borderline personality traits. The research included self-report instruments to evaluate borderline personality traits and separation anxiety in a sample of emerging adults from Italy. The results showed a strong correlation between borderline personality traits and separation anxiety, pointing to a possible connection between personality disorder patterns that were beginning to emerge and separation issues. The study's main finding was how crucial it was to treat anxiety regarding separation in emerging adults since it can predict or correlate borderline personality traits, which can help with preventive and therapeutic measures.

Pelaez and Novak (2020) evaluated the challenges of returning to school after a pandemic, focusing on concerns of emotional distance and nervousness. The research sought to thoroughly investigate the psychological impacts of these changes on students, a pressing issue. Researchers used a qualitative approach, gathering information on the student's experiences with returning to school via interviews and observations. Children often experience fear while separated from their families, and the findings highlight the many behavioral and emotional responses that this anxiety may take. Fear of disease transmission, social isolation, and the future were among the factors identified as contributing to elevated anxiety levels in the research. In order to address the mental health of students during crisis situations, the results provide crucial direction for creating interventions and support systems. Because of this, going back to school was less of a hassle.

Sun et al (2020) examined the correlation between extended detachment from parents and the physiological wear and tear on children's bodies, known as allostatic load, in China. The research focused on the significant issue of child growth and well-being in China, specifically examining the impact of the increasing migration and resulting separateness of families from their children. The study utilized a cross-sectional approach to gather data from a sample of 1,297 children between the ages of 9 and 12. The assessment of allostatic load involved the use of biomarkers like cortisol, insulin, and even blood pressure. The findings revealed a noteworthy correlation between prolonged parental separation and allostatic stress in children, implying that protracted durations of separation may lead to physiological

imbalances in children. The necessity for initiatives and measures that promote families and reduce the negative implications of separation of parents on children's health in China was emphasized by the family cohesion and probable medical effects of migration of parents on children.

Miller et al (2018) executed a comprehensive examination of the mental health consequences of separation from family among refugees, including policy and practice implications, by conducting a literature review. The research investigated the historical context of refugee experiences, with a particular focus on the significant psychological effects of family separation. By utilizing an all-encompassing approach, the scholars synthesized extant scholarly works to clarify the complex and multifaceted character of the subject. The results emphasized the widespread and severe psychological repercussions of family separation on refugees, including elevated levels of anxiety, depression, post-traumatic stress disorder (PTSD), and various other forms of distress. Furthermore, they emphasized the intricate relationship between the cohesiveness of families and the mental well-being of individuals, arguing for initiatives and regulations that give precedence to maintaining family unity as a means to alleviate the detrimental impacts on mental health within refugee communities.

Dittman (2018) investigated the effects of parental absence and separation due to work obligations on families, with a specific emphasis on long-distance parenting. The purpose of the study was to investigate the diverse ways in which these variables affect parent-child relationships and family dynamics as a whole. By conducting an extensive examination of the available scholarly works, the research approach encompassed amalgamating results from a variety of studies situated in various contexts to furnish a comprehensive comprehension of the topic. The review emphasized the considerable obstacles that families encounter when engaging in long-distance parenting. These challenges encompassed emotional distress, communication barriers, and strain on parent-child relationships. Additionally, strategies implemented by families to alleviate these difficulties were examined, including regular technological communication and consistent parental engagement. Overall, the study emphasized the significance of acknowledging and dealing with the unique requirements of

families whose parents are absent or separated for work-related reasons to foster child development and healthy familial relationships.

2.2.6   Long-term Effects of Psychological Counseling Interventions

Rizzi et al (2024) evaluated the efficacy of psychological treatment for hospital healthcare staff throughout the COVID-19 pandemic by a long-term randomized controlled trial. The research emphasized the considerable mental health obstacles encountered by healthcare professionals during the pandemic. The researchers utilized a controlled, randomized trial design to administer a customized psychological intervention to healthcare professionals over a specified duration to mitigate tension, anxiety, and burnout. Preliminary results exhibited encouraging outcomes, suggesting that participants who received the intervention exhibited a notable decrease in emotional distress and an enhancement in coping mechanisms when compared with the group of control. The outcomes of the research highlighted the possibility effectiveness of focused psychological involvement in alleviating the harmful psychological impacts of the epidemic on healthcare professionals. The above study underscored the critical nature of providing sufficient assistance for such a vital workforce.

Townsley et al (2023) explored programs using positive psychology to increase the health of healthcare authorities. The theoretical framework sheds light on the growing concern for the mental health of healthcare professionals in the face of stressful and demanding work situations. The objective was to assess the impact of psychological therapies on the well-being of healthcare professionals. With a strict methodology, the analysis identified and summarized important findings from numerous studies by methodically analyzing pertinent literature. The evaluation procedure clarified The efficacy of psychological optimism interventions in enhancing the psychological health of healthcare workers, including but not limited to mindfulness instruction, appreciation exercises, and resilience-building programs. To enhance the resilience and mental health of healthcare practitioners, the study's overall findings emphasized the significance of incorporating positive psychology techniques into healthcare settings.

Princip et al (2022) examined the effect of early psychological therapy in long-term follow-up in reducing posttraumatic stress disorder (PTSD) after acute coronary syndrome (ACS). Posttraumatic stress disorder, PTSD, and other psychological difficulties were frequently linked to ACS. The purpose of the research was to see if providing ACS patients with early psychological psychotherapy could slow the onset of symptoms of PTSD over time. Randomized controlled research was used as the protocol, and participants were given standard medical treatment or normal treatment plus early psychological support. To determine PTSD symptoms, long-term follow-up evaluations were carried out. When compared to conventional care alone, the results showed that early psychological therapy dramatically decreased both the frequency and severity of symptoms related to PTSD in ACS patients. According to the study, including psychological assistance at an early stage of ACS management may have long-term advantages in reducing psychological distress and enhancing patient outcomes in general.

Mabunda et al (2022) addressed the traditional modification of mental therapies for people with psychological disorders, given by community health people in Africa, through a scoping analysis and specialist conference. The purpose of the study was to evaluate the kind and degree of cultural alterations in these treatments. By employing a methodical database search and seeking advice from specialists, they located pertinent research. The study used thematic analysis as a method to synthesize findings. The review made clear that although cultural adaptations were discussed a lot in the treatments, these were frequently executed inconsistently or with poor descriptions. The primary findings of the research emphasized how crucial it was to modify interventions according to African cultures to increase acceptance, efficacy, and sustainability. The study underlined the necessity of more thorough reporting and methodical methods for cultural adaptation to guarantee that interventions were suitably customized to satisfy the various needs of people in Africa who suffered from mental illnesses.

Koydemir, Sökmez and Schütz (2021) assessed the effectiveness of standardized managed positive psychological interventions (PPIs) on psychological and subjective well-being through a meta-analysis. By concentrating on practical research in Quality of Life, the objective of the research was to synthesize results from diverse populations and interventions.

With a strict methodology, the researchers methodically looked through pertinent literature and found 36 papers that fit the inclusion criteria. The effects of the evaluation showed that PPIs had a substantial and favorable influence on the psychological and subjective well-being of participants, irrespective of the type of intervention implemented or their attributes. Significantly, the results emphasized the potential of PPIs as efficacious instruments for augmenting overall welfare, thereby underscoring the necessity for additional investigation and implementation tactics to advance mental well-being and standard of life.

Kinnunen et al (2020) examined the long-term impacts on various dimensions of subjective well-being in burnout sufferers of awareness, acceptance, and value-based treatments. The increasing apprehension regarding burnout and the necessity for efficient measures to tackle it were underscored by the context. The objective was to investigate if the intervention led to long-lasting enhancements in subjective well-being. Using a longitudinal approach, the researcher evaluated the participants' levels of well-being earlier and following the involvement, as healthy as after 12 months. The intervention centred on the practice of mindfulness, the acceptance of one's thoughts and emotions, and the process of clarifying personal values. The results indicated that the intervention resulted in notable enhancements in subjective happiness immediately after the program, and these gains were maintained at the 12-month follow-up. The study proposed that awareness, adoption, and value-based therapies could enhance long-term well-being in those who are suffering from burnout.

Locher et al (2019) evaluated the long-term effects of psychological therapies on compliance with antiretroviral treatment (ART) in HIV-positive patients via a thorough examination and meta-analysis. The goal of the study was to consolidate current studies to comprehend the effectiveness of these therapies over some time. Using a systematic approach, researchers conducted a thorough search across various databases and selected studies that satisfied particular criteria. The investigation included various psychological therapies to enhance adherence to antiretroviral therapy (ART). The results demonstrated a substantial overall impact of psychological therapies on the sustained adherence to antiretroviral therapy (ART) among patients living with HIV. The effectiveness of these interventions demonstrated

the significance of psychological assistance in improving adherence habits that are essential for managing HIV infection.

Xu et al (2018) analyzed the efficacy of treatments designed to encourage the behavior of seeking help for mental health concerns through a methodical examination and meta-analysis. The context emphasized the significance of obtaining assistance as soon as possible to manage mental health issues, which are frequently left untreated because of a variety of obstacles. The objective was to compile the available data on activities intended to remove these obstacles and promote asking for assistance. Using a strict technique, 31 randomized controlled experiments were eventually included in the analysis after databases were thoroughly searched for pertinent studies. The results showed that interventions with a variety of approaches, including outreach, psychoeducation, and individualized feedback, were successful in boosting the behavior of seeking mental health care. These findings demonstrated the effectiveness of focused treatments in removing stigma and other obstacles related to getting mental health care, which enabled prompt access to suitable care and support.

Gutermann, Schwartzkopff and Steil (2017) examined the long-term effects of psychological therapies on young people's symptoms of post-traumatic stress disorder. The importance of efficacious interventions was emphasized by the historical setting, considering the enduring consequences of PTSD on young individuals. The objective was to conduct a methodical synthesis of prior research to assess the long-lasting effectiveness of psychological treatments. By employing a rigorous methodology, an exhaustive search was conducted, and pertinent studies were selected using stringent inclusion criteria. The findings of the analysis indicated that psychological interventions result in substantial and sustained decreases in symptoms of PTSD among young individuals, underscoring the enduring advantages of these treatments. The research not only emphasized the critical nature of early detection and treatment but also furnished clinicians and policymakers with vital information concerning the long-term effectiveness of mental health interventions in alleviating symptoms of post-traumatic stress disorder (PTSD) in young people.

Shalev et al (2016) aimed to determine whether early therapies could prevent posttraumatic stress disorder (PTSD) over the long run. To identify studies investigating treatments delivered within three months of trauma exposure, the investigators conducted a literature review. The researchers utilized a thorough search strategy across various databases and assessed the relevance of studies by excluding those that reported on post-traumatic stress disorder (PTSD) outcomes for a minimum of one year after the intervention. The long-term risk of getting PTSD was substantially reduced by early interventions, according to the findings. In particular, there was a decreased likelihood of individuals meeting the diagnostic requirements for PTSD and reduced severity of PTSD symptoms among those who obtained early interventions in comparison with those who weren't given such interventions. This implied that implementing focused and expeditious interventions in the aftermath of trauma exposure results in long-lasting advantages in preventing the onset of PTSD.

Mehta et al (2015) intended to assess the efficacy of interventions in mitigating stigma and discrimination associated with mental health overextended to medium-term durations. The review comprised a diverse range of intervention categories, such as social marketing campaigns, contact-based approaches, and educational initiatives. The authors conducted a thorough systematic review of databases to identify 23 studies that satisfied the inclusion criteria. Long-term stigma reduction appeared to be most amenable to targeted interventions, specifically those that incorporated interaction with individuals who had personal experience with mental illness, according to the findings. Additionally, it was noted that educational interventions targeting the enhancement of mental health literacy yielded enduring impacts. Nevertheless, the review also brought attention to the paucity of ongoing follow-up data in current research, indicating a requirement for a more thorough assessment of the lasting effects of interventions on mental health stigma and discrimination.

Dambrun and Dubuy (2014) attempted to find out how an optimistic psychological intervention affected the emotional state and general well-being of those who had been unemployed for a long time. The background information brought to light the psychological issues that this group frequently faced, highlighting the necessity of efficient interventions to

reduce suffering and improve well-being. The researchers used a quasi-experimental methodology to carry out an optimistic psychological intervention that included a variety of exercises aimed at enhancing positive feelings, strengths, and life purpose. Participants in the intervention participated in both solo and group exercises over many weeks. The outcomes presented an important decrease in emotional suffering and an increase in healthy beings following the intervention, indicating the effectiveness of involvements based on positive psychology in easing the psychological load that long-term unemployed people face. This study highlighted the capability of encouraging psychology involvements to support psychological well-being and mental health among vulnerable populations, such as the long-term unemployed, and added to the growing body of knowledge on the subject.

Stalder-Lüthy et al (2013) intended to ascertain how psychological treatments affected depression symptoms along the course of long-term recovery from acquired brain injury (ABI). Acknowledging the frequency of depression among individuals with acquired brain injury (ABI) and its deleterious impact on recuperation, the investigation aimed to assess the efficiency of diverse psychological therapies in mitigating the issue. Using a rigorous search strategy across several databases, including quasi-experimental studies and randomized controlled trials, the researchers found pertinent interventions such as mindfulness-based techniques, psychoeducation, and cognitive-behavioral therapy. When compared to patients in control groups, the results showed a significant decrease in depression symptoms among ABI individuals who received psychological therapies. The potential benefits of psychological therapies as a crucial part of long-term rehabilitation plans for people with acquired brain injuries (ABI) were highlighted by this meta-analysis. These interventions showed promise in reducing depressed symptoms and improving overall recovery results.

Cohn and Fredrickson (2010) investigated factors and results of long-lasting positive behavior modification, filling a vacuum in the research on the efficacy of positive psychology interventions (PPIs) over the long term. Using a longitudinal approach, the study analyzed the initial features of the participants, such as their personality qualities, and monitored how participants participated in PPIs for nine weeks. The study was followed by a follow-up

examination after six months. The results indicated that persons with greater levels of favorable emotionality as well as those who actively engaged in PPIs exhibited consistent and lasting enhancements in positive behaviors as time progressed. Moreover, these modifications were linked to improved psychological well-being and reduced depression symptoms after six months. The study demonstrated the significance of personal temperament and active participation in PPIs for attaining enduring positive behavioral transformation and its advantageous impact on mental health results.

Kar (2009) explored the psychological effects of calamities on children through a thorough examination of the literature, with an emphasis on evaluation and solutions. Children's vulnerability to the negative consequences of disasters was emphasized by the background, which is attributed to their stage of development and reliance on caregivers. The objective was to amalgamate current studies to comprehend the extent of psychological repercussions and efficacious therapies. Researchers used a systematic review methodology to investigate the psychological well-being of children affected by disasters and the effectiveness of different therapies. The findings emphasized the high occurrence of symptoms accompanying post-traumatic stress disorder, depression, and anxiety among children who had experienced a tragedy. Furthermore, thought behavioural treatment and psychoeducation have been identified as effective therapies for reducing psychological discomfort. The study highlighted the significance of promptly evaluating and implementing customized interventions to meet the varied requirements of children impacted by disasters. Such provided significant perspectives for both studies and real-world use in the field of disaster psychology.

Bortolotti et al (2008) aimed to evaluate the efficacy of psychological therapies for severe depressive disorders in hospitals and clinics through a meta-analytic study. The study amalgamated randomized controlled studies to offer a full comprehension of the subject matter. The historical backdrop emphasized the high occurrence of serious depressive disorders in primary care settings and the need for effective therapies. Methodically, the researchers conducted a systematic search across multiple databases and selected studies that fulfilled particular criteria. The analysis included a range of psychological therapies, including

cognitive-behavioral therapy and interpersonal therapy, among different patient demographics. The results indicated that psychological therapies showed considerable efficacy in treating severe depressive disorders in primary care settings, with substantial enhancements observed in comparison to control groups. The meta-analytic analysis highlighted the significance of psychological therapies as effective treatment choices for major depression in the context of primary care, emphasizing the ability to reduce symptoms and enhance patient outcomes.

2.3 Research Gap

The analysis of the literature offers substantial insight into the psychological difficulties that labor supply workers encounter. Nevertheless, the offered information reveals various gaps and areas that require more research. The research gap includes several dimensions, including the cultural significance of psychological interventions, the long-term impact on individual mental health, the efficacy of suggested interventions, the viewpoints and experiences of employees, the organizational approaches to mental health support, and the potential obstacles to implementation. Although the current body of literature may mention these topics, there is a lack of a thorough grasp of how to effectively combine these aspects. It is crucial to bridge this gap to build comprehensive solutions that effectively address psychological issues in the workplace. Addressing these gaps in the existing literature can help to improve comprehension of the psychological well-being of manpower supply workers in Doha. This, in turn, will make recommended treatments more relevant and successful.

2.4 Summary of the chapter

A thorough examination of the psychological well-being of workers in the personnel supply industry provides a dynamic backdrop for the study's conclusion, which is supported by a review of the relevant literature and conducted in the dynamic city of Doha, Qatar. This research examines the difficulties encountered by personnel in this particular field, by a specific emphasis on the recurrent manifestation of psychological health issues and melancholy that is instigated by extended periods of detachment from familial support systems—a phenomenon that is deeply embedded within the structure of this arduous sector. The documented consequences of psychological stress and depressive disorders on one's personal health and overall productivity illuminate the importance of this matter. The ramifications of these outcomes extend beyond personal domains, exerting an influence on the operational effectiveness and achievements of the organizations implicated. To tackle these obstacles, the

research suggests the application of psychological counseling interventions, to shed light on the intricacies of the field and make a positive contribution to mental health results. The literature review looked into various theoretical frameworks, providing a significant understanding of the psychological obstacles encountered by workers in the personnel supply industry in Doha. Through the investigation of mental health issues among manpower supply workers, the study not only improves the well-being of these individuals but also significantly influences the outcomes of their respective organizations and the broader society in which they function.

CHAPTER: III

METHODOLOGY

3.1 Overview

Research technique refers to a systematic and organized process employed to carry out research. It entails gathering, analyzing, and interpreting data using a variety of methods, techniques, and instruments. The process involves the rigorous selection of suitable designs, methodologies for data collection, and statistical evaluation to guarantee the consistency of the results. The study's main area of interest is Psychological Counseling for Workers to Prevent Emotional Distress and Depression in a Manpower Supply Company in Doha, Qatar.

The workforce supply sector in the energetic city of Doha, Qatar offers a challenging environment in which to investigate worker well-being. The chapter explores the psychological difficulties encountered by workers, namely the mental anguish and sadness brought on by extended separation from their loved ones, which is a typical feature of the sector. High workload and job uncertainty are two pressures that workers face, and which might cause mental health problems. In order to deal with this, licensed experts offer counseling programs, which include sessions of individual and group treatment. These meetings provide a secure environment in which to talk about problems and create coping mechanisms. Giving mental health care top priority helps to create a productive and happy work environment that lowers absenteeism and attrition. Extended time away from family due to the rigorous nature of the work adds special stresses that impact psychological health. Understanding the continuing-term effects on both the industry and the individuals, psychological help becomes essential. This study adds to more general conversations about employee well-being and provides information to guide laws with the goal of producing a more robust and healthier workforce. Taking care of mental health issues benefits society at large by improving individual lives as well as organizational results.

The chapter provides a clear and targeted methodology which employs a descriptive method to research. The components consist of data categories, population and sample, participant selection, conceptual framework, and data-gathering sources. This methodology employs aims and hypotheses to integrate secondary as well as primary data, together with analytical techniques and procedures, in order to perform Descriptive analysis.

3.2 Operational Term

a) Emotional Distress

The term "emotional distress" describes severe psychological anguish brought on by traumatic experiences or ongoing stressors. It includes symptoms such as depressive disorders, anxiety, and PTSD. It can originate from diverse reasons such as deprivation, mistreatment, or observing acts of violence. Emotional distress has a substantial impact on an individual's overall well-being and ability to perform (Lazarus and Folkman, 1984).

b) Depression

Depression is classified as a mood disorder due to its enduring sadness, diminished capacity for delight or interest, sentiments of shame or worthlessness, and fluctuations in energy, appetite, sleep, or mood. It is frequently influenced by biological, environmental, genetic, and psychological factors and can impact anyone (Dsm, 1994).

c) Interventions

Intervention is a responsible way to deal with issues or problems in order to make things better. It can be done in a number of ways, including through medical, psychological, or social treatments that are tailored to each person's need. The goal of these efforts is to improve individuals or communities' well-being by using practices and ideas that have been shown to work (Rosenau, 1968).

d) Psychological Counseling

Psychological counseling is a process that involves a skilled counsellor working together with a client to discuss thoughts, emotions, and actions with the goal of promoting well-being as well as individual growth. It incorporates a variety of techniques, such as cognitive-behavioral therapy, humanistic therapy, and psychoanalysis, and it is adapted to meet the specific requirements of each individual (Brady-Amoon and Keefe-Cooperman, 2017).

e) Coping Strategies

An assortment of methods is referred to as coping strategies. These may be meaning-focused, problem-focused, or emotion-focused. Social assistance, constructive assessment, acceptance, and humor are additional methods. By combining multiple strategies, individuals frequently adapt to various stressors and situations in order to maximize their resilience and well-being (Stephenson and DeLongis, 2020).

3.3 Research Questions

(i)   What is the prevalence and severity of emotional distress and depression among workers in a manpower supply company in Doha, Qatar?

(ii)   How does emotional distress and depression on individual well-being within the context of the workforce?

(iii)   In what ways do emotional distress and depression affect productivity and efficiency among workers in the manpower supply company?

(iv)   How effective are psychological counselling interventions tailored to the needs of workers to prevent and alleviate emotional distress and depression?

(v)   What are the unique stressors associated with prolonged separation from home and family among workers in the manpower supply company?

(vi)   What are the long-term effects of psychological counselling interventions on the mental health and well-being of workers?

(vii)   What practical insights can be provided for policy development and organizational practices aimed at preventing and addressing emotional distress and depression among workers?

(viii)   How can psychological counselling strategies be utilized for promoting mental health in the workforce, particularly in the context of manpower supply companies in Doha, Qatar?

3.4 Objectives and Hypothesis

Objectives of the study

(i)   "To assess the prevalence and severity of emotional distress and depression among workers in a manpower supply company in Doha, Qatar".

(ii)   To explore the impact of emotional distress and depression on individual well-being within the context of the workforce.

(iii)   To examine how emotional distress and depression affect productivity and efficiency among workers in the manpower supply company.

(iv)   "To evaluate the effectiveness of psychological counselling interventions tailored to the needs of workers to prevent and alleviate emotional distress and depression".

(v) To understand the unique stressors associated with prolonged separation from home and family among workers in the manpower supply company.

(vi) "To investigate the long-term effects of psychological counselling interventions on the mental health and well-being of workers".

(vii) To provide practical insights for policy development and organizational practices aimed at preventing and addressing emotional distress and depression among workers.

(viii) "To contribute to the broader discourse and expand knowledge regarding psychological counselling strategies for promoting mental health in the workforce, particularly in the context of manpower supply companies in Doha, Qatar".

Hypothesis of the study

H0: "There is no significant prevalence of emotional distress and depression among workers in the manpower supply company in Doha, Qatar".

H1: "There is a significant prevalence of emotional distress and depression among workers in the manpower supply company in Doha, Qatar".

H0: "Emotional distress and depression do not have a significant impact on individual well-being within the context of the workforce".

H2: "Emotional distress and depression have a significant impact on individual well-being within the context of the workforce".

H0: "Emotional distress and depression do not affect productivity and efficiency among workers in the manpower supply company".

H3: "Emotional distress and depression affect productivity and efficiency among workers in the manpower supply company".

H0: "Psychological counseling interventions tailored to the needs of workers do not prevent or alleviate emotional distress and depression significantly".

H4: "Psychological counseling interventions tailored to the needs of workers prevent or alleviate emotional distress and depression significantly".

H0: Prolonged separation from home and family does not contribute significantly to unique stressors among workers in the manpower supply company.

H5: "Prolonged separation from home and family contributes significantly to unique stressors among workers in the manpower supply company".

H0: "Psychological counseling interventions do not have long-term effects on the mental health and well-being of workers".

H6: "Psychological counseling interventions have long-term effects on the mental health and well-being of workers".

3.5 Conceptual Framework

The conceptual framework offers a graphical depiction of the connections and interactions of dependent and independent variables. The chapter outlines the key objectives for this method and demonstrates how the appropriate research goals work together to achieve reliable and coherent results. The variables of the current study are listed below:

- *Independent Variables*

"An independent variable is considered independent as it is not influenced by any other factors that may be present in the study." The study's independent variables consist of the duration of separation from home and family, as well as the time periods of pre-intervention, post-intervention, and follow-up. These variables are classified as independent variables as it represents factors that are modified or observed without being affected by other variables included in the study.

- *Dependent Variables*

"A dependent variable is the one that is influenced, whichever totally or partly, by an input or antecedent variable". The dependent variables of the study are depression, emotional discomfort, productivity and efficiency, and individual well-being. Because these are separate factors that can fluctuate independently of one another and aren't directly impacted by one another, these variables are regarded as independent variables. The study's theoretical framework is seen in Figure 3.1

Independent Variable

Dependent Variables

Duration of Separation from Home and Family Time (Pre, Post-Intervention, follow up)

Individual Well Being

Productivity and Efficiency

Emotional Distress and Depression
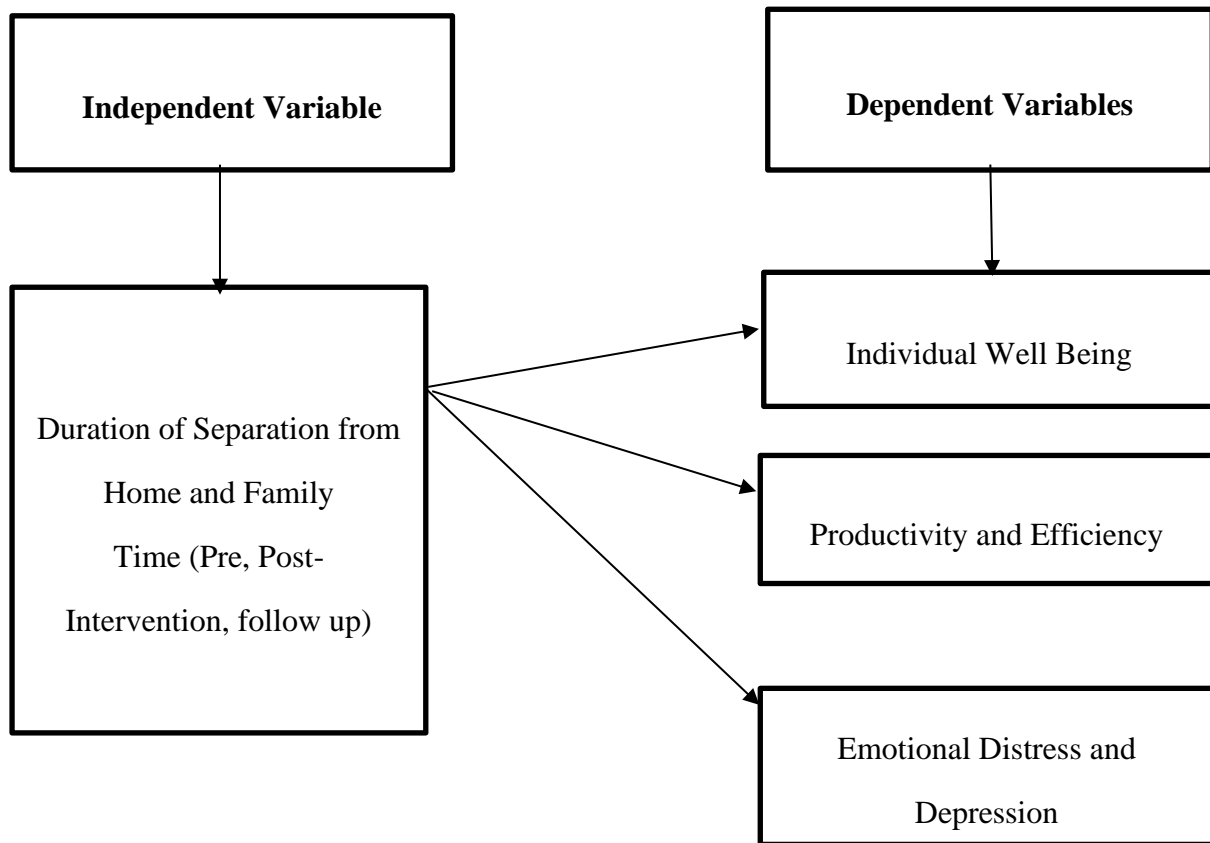
Figure 3.1: Conceptual Framework

(Sources: Self Prepared by Author)

3.6 Research Design

A study's research design is the systematic method of collecting, analysing, and interpreting data. This framework supports further research and allows professionals to design the most appropriate methods for the present study. This study used descriptive methods. Many study designs use descriptive research because it provides statistical responses, which simplifies fundamental statistical analysis to draw conclusions. Research Design diagram is shown in Figure 3.2.
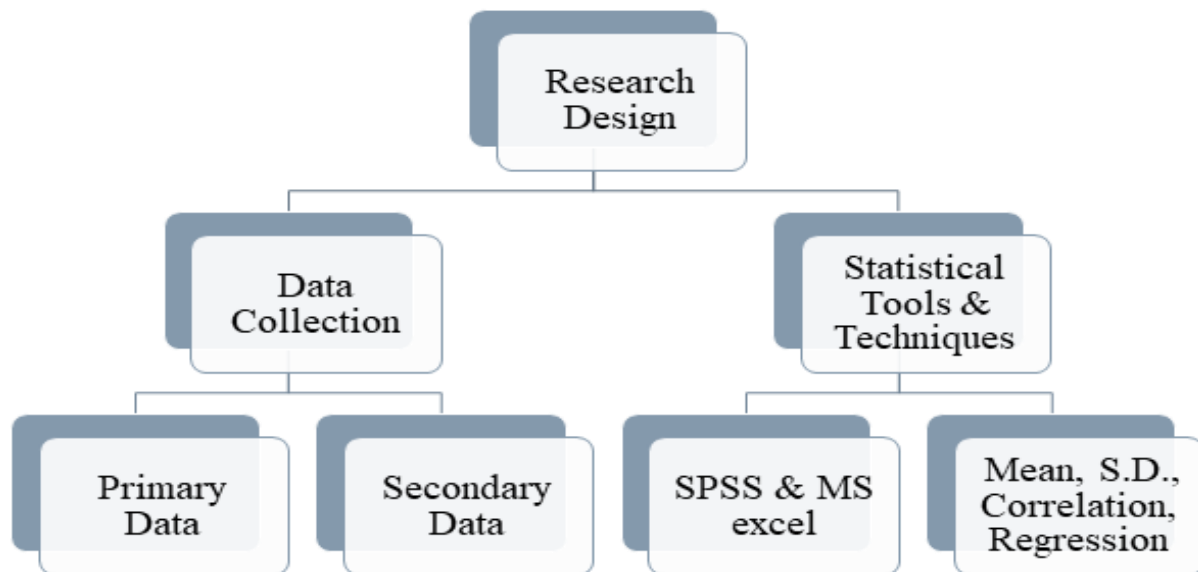
Figure 3.2: Research Design

(Source: Self Prepared by Author)

3.7 Population and Sample

The term Population is the totality of the persons in the group, products, or traits that meet specified criteria that are important to the researcher. The present study has explicitly included all the workers hired by the company. On the other hand, the term "sample" typically refers to a smaller subset of a larger sample or community that is analyzed or assessed to make inferences or reach conclusions about the entire group. The study has selected a sample of 385 workers from Qatar's capital, Doha, where the workforce supply company was situated".

3.8 Participant Selection

Participant selection involves the procedure of choosing people or groups of people to take part in a study based on specific criteria. The present study utilized random sampling techniques in order to make sure that every employee in the workforce supply company has an equitable opportunity of being chosen for the study. "Random sampling is the process of picking a smaller group of individuals or objects from a larger group in a manner that ensures every member of the entire population has an equal chance of being picked".

3.9 Instrumentation

An instrument for study is a specialized gadget utilized exclusively for the acquisition of data in order to carry out research. The selection of instruments might significantly differ

based on the characteristics of the research and the particular data being gathered. The current investigation has obtained data by means of a questionnaire in order to acquire primary data directly from the employees of a labor supply company in Qatar's capital, Doha. This survey consists of well-defined questions intended to obtain precise answers regarding the worker's emotional discomfort and sadness, as well as their opinions regarding psychological counseling services.

3.10 Data Collection Procedure

3.11 Data Collection

"Data collection refers to the methodical process of acquiring and analyzing data related to significant aspects". Its purpose is to study specific research questions, validate hypotheses, and assess outcomes. "The study employed a mixed method approach, integrating qualitative as well as quantitative information to obtain crucial insights into the identified problem. The study employed a blend of both primary and secondary methods for data collection".

Figure 3.3: Sources of Data Collection
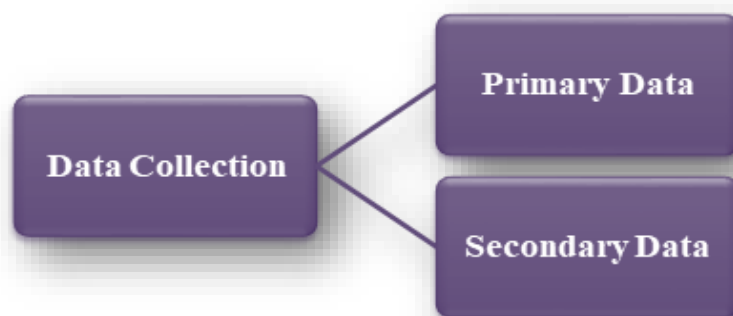
(Self-Prepared by Author)

- *Primary Sources*

Primary sources are records that were collected for the first time by a researcher and had never been published before. This study has collected primary data by using a structured questionnaire designed to elicit specific responses related to the worker's emotional distress and depression, as well as their perceptions of psychological counseling services.

- *Secondary Sources*

Secondary sources, also referred to as second-party data, are information obtained from a source besides the original user of the information. This includes the ability to develop comprehensive, high-quality databases which help in resolving organizational issues. The present study gathered secondary data from relevant information through existing sources such as academic journals, government reports, and company records.

3.12 Data Analysis

3.10.1   Statistical Tools

Statistical tools comprise methods or techniques employed in the examination of data, inference, and prediction derived from statistical data. The research employed the subsequent statistical methodologies:

(a)   Statistical Package for the Social Sciences (SPSS)

"IBM SPSS 25 Statistics" is a usually used iteration of the "Statistical Package for the Social Sciences" (SPSS) software, which is predominantly employed in the social sciences for the purpose of statistical analysis. SPSS, initially implemented within the realm of social sciences, has since gained extensive acceptance across various disciplines that necessitate data analysis. SPSS is utilized to effectively analyse the study's data in accordance with a number of methodologies.

(b)   Microsoft Excel (MS Excel)

"MS Excel provides a diverse range of options and instruments that empower users to execute numerous data analysis activities, including sorting, filtering, and creating graphs and charts. Corporations and academic institutions frequently utilize Excel for data analysis because of its widespread accessibility, extensive array of functionalities, and intuitive user interface. MS Excel is employed in the analysis to methodically collect data and show it in a visual style."

3.10.2   Statistical Techniques

"The study employed various research approaches, including the Mean, Standard Deviation (SD), Correlation, Regression Technique, and T test. These statistical techniques were selected depending on the research purpose and hypothesis."

(i) Arithmetic Mean

"Arithmetic mean can refer to either the actual or the arithmetic mean when discussing averages. In order to determine it, one counts all the values in a given dataset, divides that total by the number of quantities in the data set, and then calculates the result. The arithmetic mean (AM) is equal to the center value if all integers are distributed equally. The distribution of the data and the number of units being studied determine which of the various approaches can be used to calculate the arithmetic mean (AM)." The following formula can be used to find the mean:

$$m = \frac{Sum\ of\ the\ terms}{number\ of\ terms}$$

(ii) Standard Deviation

The "standard deviation" of a large sample or samples and the variation between a measurement statistic (often referred to as the sample mean) are related, though not always the same. A useful method for calculating the "standard deviation" is to multiply each dataset's variance by the square root of that dataset. The following formula can be used to calculate the standard deviation:

$$= \sqrt{\frac{\sum (x_i - \mu)^2}{N}}$$

(iii) Correlation

A statistical term that measures the degree of variance among several variables is correlation. Simultaneous changes in two variables indicate a positive connection. When two variables show an inverse relationship—that is, when one of their values increases, the other one decreases—this is known as negative correlation. The following formula can be used to calculate correlation:

$$= \frac{\sum (x_i - \bar{x})(y_i - \bar{y})}{\sqrt{\sum (x_i - \bar{x})^2 \sum (y_i - \bar{y})^2}}$$

(iv) Regression

"A regression model can be used to demonstrate the correlation between changes in multiple independent variables and changes in the dependent variable. Linear regression can be categorized as either simple, which involves the use of just a single independent variable to predict the outcome of the dependent variable, or multiple, which involves the use of numerous independent factors to anticipate the outcome". The equation for calculating the Regression is as follows:

$$Y = a + bX + u$$

(v) T-Test

The t-test is a commonly employed statistical test for evaluating the means of two distinct groups. In the realm of hypothesis testing, this method is generally used to determine whether there is a significant effect in an individual group or to establish differences between two groups".

$$t = \frac{m - \mu}{s/\sqrt{n}}$$

3.13 Research Design Limitations

- "Workers may be biased for their views, which cannot be eliminated".
- "The study was limited to "385 participants".
- "The study was limited to "workers employed by the Manpower Supply company" in Doha, Qatar.

3.14 Conclusion

The study on, "Psychological Counseling for Workers to Prevent Emotional Distress and Depression in a Manpower Supply Company in Doha, Qatar" used a systematic and structured approach to address industry-specific obstacles. The approach known as descriptive research was used to capture the different aspects of worker satisfaction in Doha's personnel supply industry. This method enabled deep data collecting to understand worker's psychological difficulties. Psychological distress, depression, job uncertainty, workload, and coping techniques were identified to start the study. The sample and population were carefully

chosen to represent the manpower supply company's diversified workforce, including workers from different backgrounds and employment roles. Participants were chosen based on corporate tenure and counseling program participation. Research was guided by a conceptual framework that integrated psychological well-being as well as organizational behavior theories. Questionnaires, interviews, and company records provided main data, while literature provided secondary data. Descriptive statistics were used to summarize the data. The study used this strategy to assess counseling program's efficacy in treating worker depression and emotional distress. The study prioritized mental health care to improve workplace culture, morale, productivity, absenteeism, and turnover. In conclusion, this chapter provided an organized and comprehensive framework for studying Doha, Qatar's labor supply worker's psychological issues which provided helpful information for making policies and initiatives that can lead to a stronger and healthier workforce.

CHAPTER: IV

DATA ANALYSIS

4.1   Overview

This chapter examines the most important things that define workers in a manpower supply company in terms of emotional distress and depression. The chapter commences by describing the main factors that affect these processes before moving into further detail. The demographic details give a lot of information about the people who are taking part and help to understand their background. This chapter uses rigorous techniques for examining reliability to make sure that the data it collects is correct and reliable. This step is very important for checking how reliable and consistent the study's results are. Further, methods of referencing are used to speed up and improve accuracy by making the assessment process easier. The data that came from the theories gave important information about the study's issues and were fully described. The responses provided by the participants were carefully looked over, which gave an accurate representation of their points of view. The topic of the research is "Psychological Counselling for Workers to Prevent Emotional Distress and Depression in a Manpower Supply Company in Doha, Qatar". It employed data analysis and interpretation carefully to provide a full picture of the key factors aimed at reducing the manpower supply company's emotional distress and depression.

4.2   Demographic profile of the respondents

"Table 4.1 Gender of the respondents"

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	147	38.2	38.2	38.2
	Male	238	61.8	61.8	100.0
	Total	385	100.0	100.0	
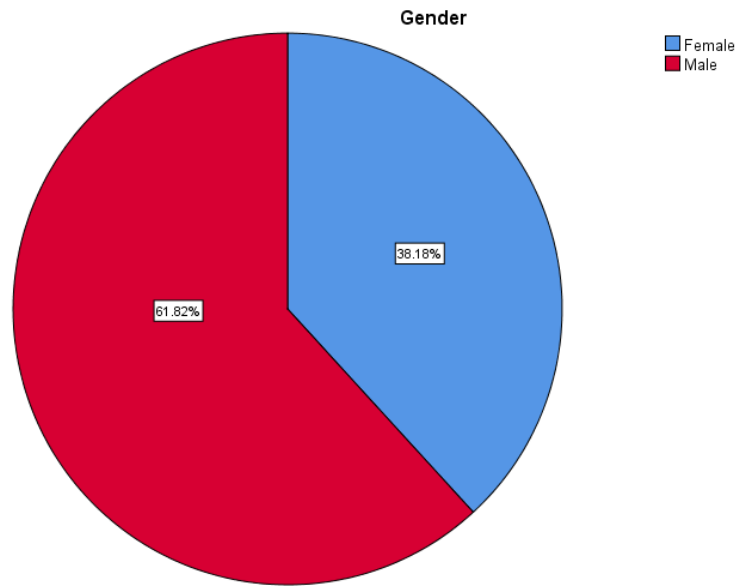
Figure 4.1 Gender of the respondents

"The above Table 4.1 and pie chart (figure 4.1) define the Gender of the respondents. According to Table 4.1 above, it is observed that, out of 385 respondents selected for the study, 238 are males who constitute 61.8%, 147 are females who form 38.2% of the total sample respondents".

Table 4.2 Age of the respondents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	26-35 years	153	39.7	39.7	39.7
	36-45 years	116	30.1	30.1	69.9
	46 and more	77	20.0	20.0	89.9
	Less than 25 years	39	10.1	10.1	100.0
	Total	385	100.0	100.0	

85
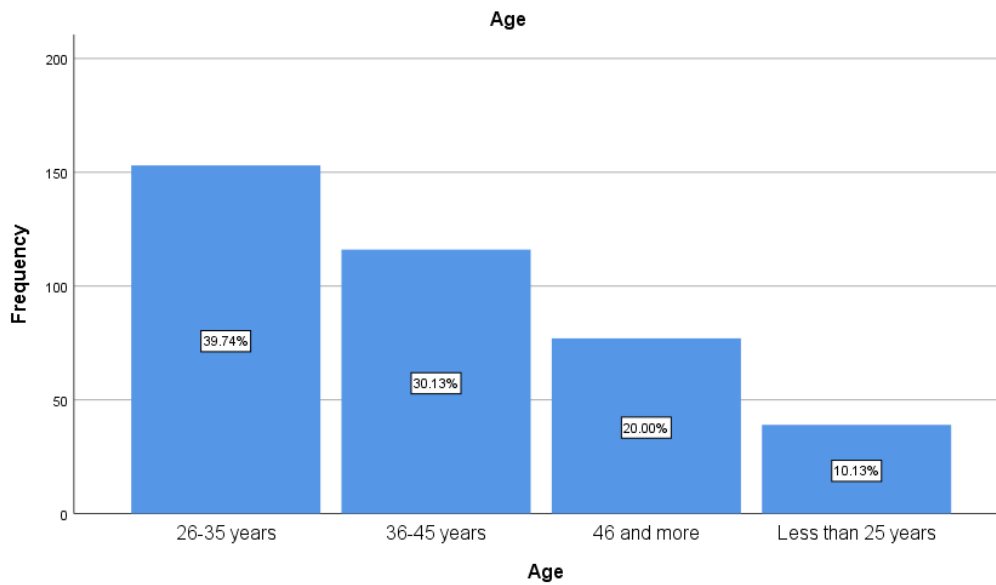
"Figure 4.2 Age of the respondents"

"Table 4.2 and bar graph (figure 4.2) define the Age of Respondents. According to Table 4.2 above, it is observed that, out of 385 respondents selected for the study, 77 are above 46 years who constituting 20%, 153 are between 26-35 years who constitute 39.70%, 116 are between 36-45 years who constitute 30.10 % and 39 are below 25 years who form 10.1 % of the total sample respondents".

Table 4.3 Years of Experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-3 years	154	40.0	40.0	40.0
	4-7 years	115	29.9	29.9	69.9
	8 years and more	77	20.0	20.0	89.9

	Less than 1 year	39	10.1	10.1	100.0
	Total	385	100.0	100.0	
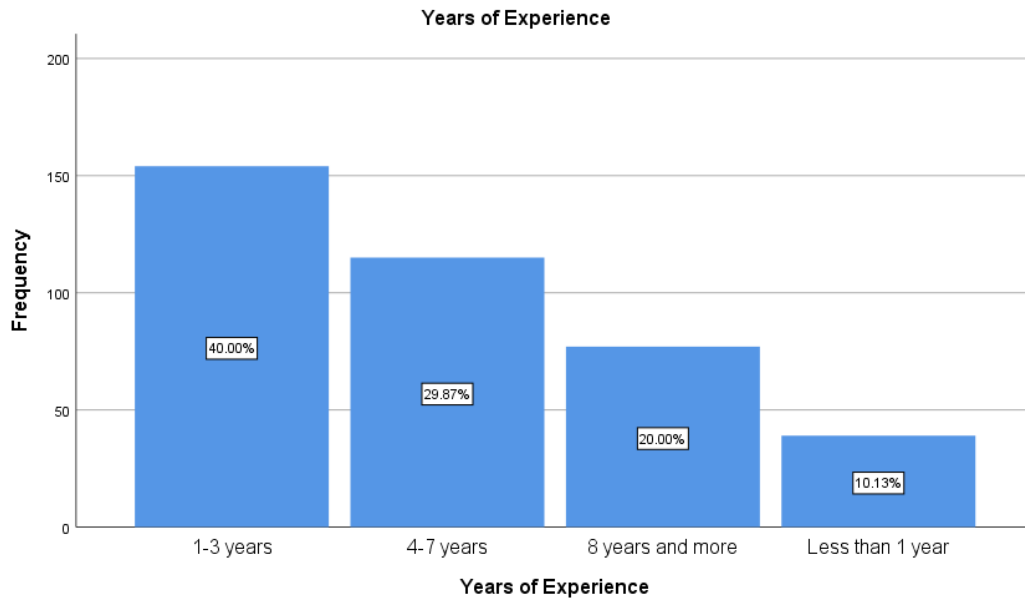
Figure 4.3 Year of Experience

"Table 4.3 and the bar graph (figure 4.3) define the Year of Experience of Respondents. According to Table 4.3 above, it is observed that, out of 385 respondents selected for the study, 154 are between 1-3 year of experience who constitute 40.0%, 114 are 4-7 years of experience who constitute 29.87%, 77 are 8 years and more who constitute 20% and 39 are less than one year of experience who form 10.13% of the total sample respondents".

"Table 4.4 Income Level of the Respondents"

Income Level					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	15,000 QAR p\m	64	16.6	16.6	16.6

2,000 QAR to 5,000 QAR p\m	131	34.0	34.0	50.6
5,000 QAR to 15,000 QAR p\m	190	49.4	49.4	100.0
Total	385	100.0	100.0	
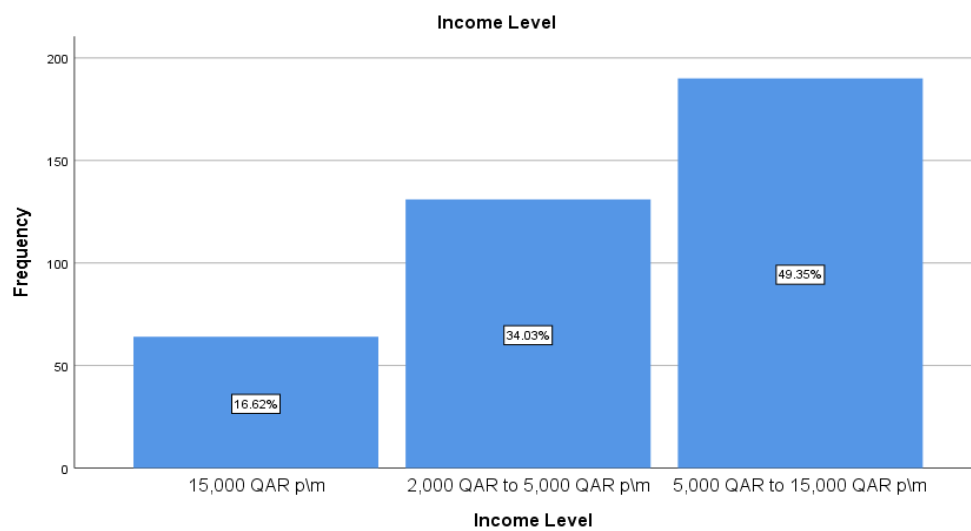
Figure 4.4 Income Level of the Respondents

"The above Table 4.4 and a bar graph (figure 4.4) define the income level. According to Table 4.4, it is observed that out of 385 respondents selected for the study, 64 are earn 15000 QAR, 131 are earn between 2,000 QAR to 5,000 QAR p\m constituting 34.0%, and 190 are between 5,000 QAR to 15,000 QAR p\m constituting 49.4% of the total sample respondents".

Table 4.5 Marital Status

Marital Status				
	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	Married	200	51.9	51.9	51.9
	Unmarried	185	48.1	48.1	100.0
	Total	385	100.0	100.0	
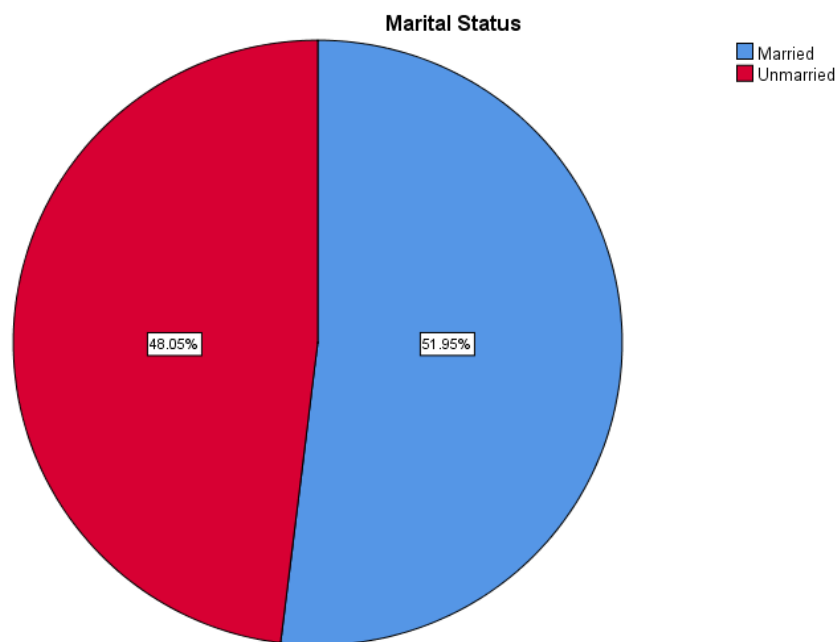
Figure 4.5 Marital Status

"The above Table 4.5 and a pie chart (figure 4.5) define marital status of the respndents. According to Table 4.5 above, it is observed that, out of 385 respondents selected for the study, 200 are married who constitute 51.9 %, and 185 are unmarried who form 48.1 % of the total sample respondents".

Table 4.6 Job Role/Position:

		Frequency	Percent	Valid Percent	Cumulative Percent
	Job Role/Position:				
Valid	Administrative staff	193	50.1	50.1	50.1

	Management/Supervisory role	128	33.2	33.2	83.4
	Skilled worker (e.g., technician, engine	64	16.6	16.6	100.0
	Total	385	100.0	100.0	
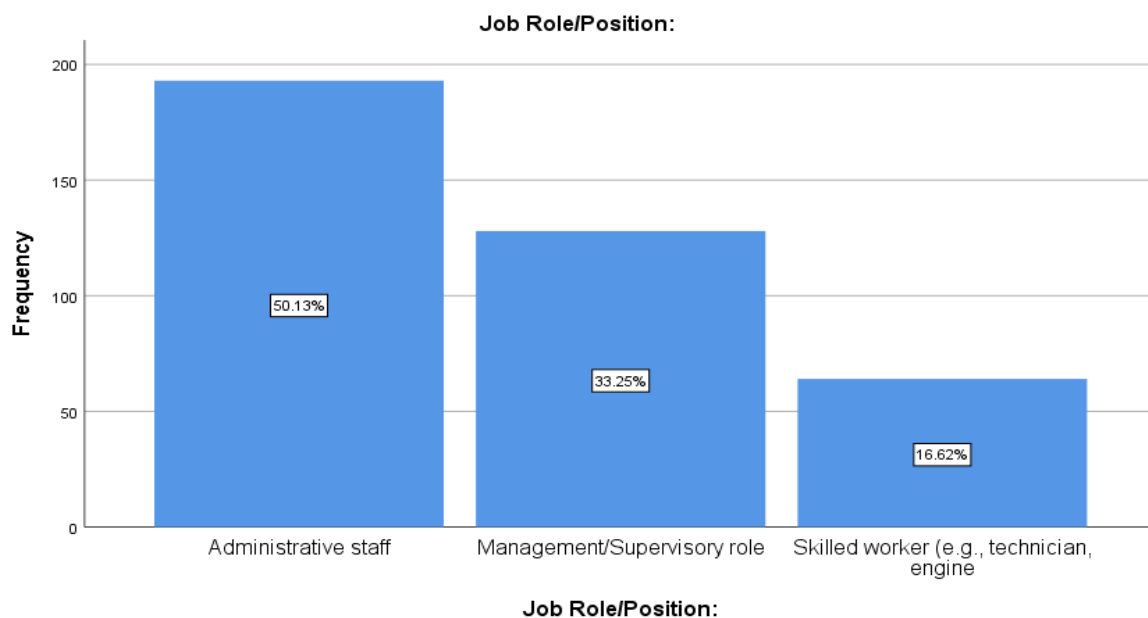
Figure 4.6 Job Role/Position

"The above Table 4.6 and a bar graph (figure 4.6) define job roles or position. According to Table 4.6 above, it is observed that, out of 385 respondents selected for the study, 193 are administrative staff who constitute 50.13%, 128 are supervisor who form 33.25% and 64 are skilled workers who constitute 16.62% of the total sample respondents".

4.3 Results Based on Hypothesis

H0: There is no significant prevalence of emotional distress and depression among workers in a manpower supply company in Doha, Qatar, and this varies by gender.

H1: There is a significant prevalence of emotional distress and depression among workers in a manpower supply company in Doha, Qatar, and this varies by gender.

Q1- What is the prevalence and severity of emotional distress and depression among workers in a manpower supply company in Doha, Qatar?

Table 4.7 Group Statistics

Group Statistics					
	Gender	N	Mean	Std. Deviation	Std. Error Mean
Emotional Distress and Depression	Male	238	33.1303	4.16585	.27003
	Female	147	34.0204	4.02810	.33223

"Table 4.7 provides insights into the distribution and variability of the variable among Emotional Distress and Depression, stratified by gender. Males have an average score of 33.13 (SD = 4.7), while females have a slightly higher average of 34.02 (SD = 4.03), indicating that females report marginally higher levels of emotional distress and depression".

Table 4.8 Independent Samples Test

Independent Samples Test								
	Levene's Test for Equality of Variances		t-test for Equality of Means					
	F	Sig.	T	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference

									Lower	Upper
Emotional Distress and Depression	Equal variances assumed	.254	.615	-2.063	383	.040	-.89016	.43155	-1.73867	-.04164
	Equal variances not assumed			-2.079	317.308	.038	-.89016	.42813	-1.73249	-.04782

"Table 4.8 insight that there is a significant difference in the variable between the two groups of Emotional Distress and Depression. The t-test (t = -2.063, df = 383, p = 0.040) reveals that females have a higher mean score by 0.89016 points compared to males, with a 95% confidence interval for the difference ranging from -1.73867 to -0.04164. The result is consistent even when equal variances are not assumed (t = -2.079, df = 317.308, p = 0.038), confirming that the difference is statistically significant".

H0: Emotional distress and depression do not have a significant impact on individual well-being within the context of the workforce.

H2: Emotional distress and depression have a significant impact on individual well-being within the context of the workforce.

Q2- How does emotional distress and depression on individual well-being within the context of the workforce?

Table 4.9 Model Summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate

1	.135[a]	.018	.016	2.83105
a. Predictors: (Constant), Emotional Distress and Depression				

"Table 4.9 defines the Model Summary, indicating a significant degree of connection. The R-value for the simple correlation is 0.135, which reflects how much of the overall variance in the dependent variable, the Individual well-being, and the independent variable can be used to explain the results".

Table 4.10 ANOVA

ANOVA[a]					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	56.746	1	56.746	7.080	.008[b]
Residual	3069.680	383	8.015		
Total	3126.426	384			
a. Dependent Variable: Individual well-being					
b. Predictors: (Constant), Emotional Distress and Depression					

"Above Table 4.10 is the ANOVA table, which reports how well the regression equation fits the data (i.e., predicts the dependent variable). This table indicates that the regression model predicts the dependent variable significantly well. This indicates the statistical significance of the regression model 0.008, which is less than 0.05, and indicates that, overall, the regression model statistically significantly predicts the outcome variable (i.e., it is a good fit for the data)".

Table 4.11 Coefficients

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.654	1.179		13.274	.000
	Emotional Distress and Depression	.093	.035	.135	2.661	.008
a. Dependent Variable: Individual well-being						

"The Coefficients Table 4.11 provides us with the necessary information to predict Emotional Distress and Depression, as well as determine whether the "Individual well-being" is statistically significant to the model (Sig. the value 0.008 less than 0.05)".

H0: Emotional distress and depression do not affect productivity and efficiency among workers in the manpower supply company.

H3: Emotional distress and depression affect productivity and efficiency among workers in the manpower supply company.

Q3- In what ways do emotional distress and depression affect productivity and efficiency among workers in the manpower supply company?

"Table 4.12 Model Summary"

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.538[a]	.290	.288	3.16314

"Table 4.12 defines the Model Summary, indicating a significant degree of connection. The R-value for the simple correlation is 0.538, which reflects how much of the overall variance in the dependent variable, the Productivity and Efficiency among Workers, and the independent variable can be used to explain the results".

"Table 4.13 ANOVA"

ANOVA[a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1564.340	1	1564.340	156.349	.000[b]
	Residual	3832.086	383	10.005		
	Total	5396.426	384			
a. Dependent Variable: Productivity and Efficiency among Workers						
b. Predictors: (Constant), Emotional Distress and Depression						

"Above Table 4.13 is the ANOVA table, which reports how well the regression equation fits the data (i.e., predicts the dependent variable). This table indicates that the regression model predicts the dependent variable significantly well. This indicates the statistical significance of the regression model 0.000, which is less than 0.05, and indicates that, overall, the regression model statistically significantly predicts the outcome variable (i.e., it is a good fit for the data)".

Table 4.14 Coefficients

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.079	1.318		9.926	.000
	Emotional Distress and Depression	.489	.039	.538	12.504	.000
a. Dependent Variable: Productivity and Efficiency among Workers						

"The Coefficients Table 4.14 provides us with the necessary information to predict Emotional Distress and Depression, as well as determine whether the "Productivity and Efficiency among Workers" is statistically significant to the model (Sig. the value 0.000 less than 0.05)".

H0: Psychological counseling interventions tailored to the needs of workers do not prevent or alleviate emotional distress and depression significantly.

H4: Psychological counseling interventions tailored to the needs of workers prevent or alleviate emotional distress and depression significantly.

Q4-How effective are psychological counselling interventions tailored to the needs of workers to prevent and alleviate emotional distress and depression?

Table 4.15 Model Summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.258[a]	.067	.064	3.99662
a. Predictors: (Constant), Psychological Counselling Interventions				

"Table 4.15 defines the Model Summary, indicating a significant degree of connection. The R-value for the simple correlation is 0.258, which reflects how much of the overall variance in the dependent variable, the Emotional Distress and Depression, and the independent variable can be used to explain the results".

Table 4.16 ANOVA

ANOVA[a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	436.248	1	436.248	27.312	.000[b]
	Residual	6117.659	383	15.973		
	Total	6553.906	384			
a. Dependent Variable: Emotional Distress and Depression						
b. Predictors: (Constant), Psychological Counselling Interventions						

"Above Table 4.16 is the ANOVA table, which reports how well the regression equation fits the data (i.e., predicts the dependent variable). This table indicates that the regression model predicts the dependent variable significantly well. This indicates the statistical significance of the regression model 0.000, which is less than 0.05, and indicates that, overall, the regression model statistically significantly predicts the outcome variable (i.e., it is a good fit for the data)".

Table 4.17 Coefficients

Coefficients[a]				
Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.

		B	Std. Error	Beta		
1	(Constant)	27.245	1.208		22.54 6	.000
	Psychological Counselling Interventions	.213	.041	.258	5.226	.000
a. Dependent Variable: Emotional Distress and Depression						

"The Coefficients Table 4.17 provides us with the necessary information to predict Psychological Counselling Interventions, as well as determine whether the "Emotional Distress and Depression" is statistically significant to the model (Sig. the value 0.000 less than 0.05)".

H0: Prolonged separation from home and family does not contribute significantly to unique stressors among workers in the manpower supply company.

H5: Prolonged separation from home and family contributes significantly to unique stressors among workers in the manpower supply company.

Q5-What are the unique stressors associated with prolonged separation from home and family among workers in the manpower supply company?

Table 4.18 Descriptive Statistics

Descriptive Statistics			
	Mean	Std. Deviation	N
Unique Stressors among Workers	21.9532	3.06235	385
Prolonged separation from home and family	29.2649	4.75629	385

"In the above table 4.18 of Descriptive Statistics, the mean of Unique Stressors among Workers is 21.9532, while the mean of Prolonged separation from home and family is 29.2649 and the standard deviation of the Unique Stressors among Workers is 3.06235 while the standard deviation of Prolonged separation from home and family is 4.75629. After comparing both values of means, the Prolonged separation from home and family plays a greater role than Unique Stressors among Workers".

Table 4.19 Correlations

Correlations		Unique Stressors among Workers	Prolonged separation from home and family
Unique Stressors among Workers	Pearson Correlation	1	.827[**]
	Sig. (2-tailed)		.000
	N	385	385
Prolonged separation from home and family	Pearson Correlation	.827[**]	1
	Sig. (2-tailed)	.000	
	N	385	385
**. Correlation is significant at the 0.01 level (2-tailed).			

"In the above Table 4.19 of correlation, there is a positive correlation between Unique Stressors among Workers and Prolonged separation from home and family (A significant value of 0.000 is less than 0.005) and the Pearson Correlation coefficient between Prolonged separation from home and family and Unique Stressors among Workers is 0.827".

H0: Psychological counseling interventions do not have long-term effects on the mental health and well-being of workers.

H6: Psychological counseling interventions have long-term effects on the mental health and well-being of workers.

Q6-What are the long-term effects of psychological counselling interventions on the mental health and well-being of workers?

Table 4.20 Model Summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.103[a]	.011	.008	2.84201

"Table 4.20 defines the Model Summary, indicating a significant degree of connection. The R-value for the simple correlation is 0.103, which reflects how much of the overall variance in the dependent variable, the Individual well-being, and the independent variable can be used to explain the results".

Table 4.21 ANOVA

ANOVA[a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	32.923	1	32.923	4.076	.044[b]
	Residual	3093.503	383	8.077		
	Total	3126.426	384			

100

a. Dependent Variable: Individual well-being
b. Predictors: (Constant), Psychological Counselling Interventions

"Above Table 4.21 is the ANOVA table, which reports how well the regression equation fits the data (i.e., predicts the dependent variable). This table indicates that the regression model predicts the dependent variable significantly well. This indicates the statistical significance of the regression model 0.044, which is less than 0.05, and indicates that, overall, the regression model statistically significantly predicts the outcome variable (i.e., it is a good fit for the data)".

Table 4.22 Coefficients

Coefficients[a]					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	17.059	.859		19.851	.000
Psychological Counselling Interventions	.058	.029	.103	2.019	.044
a. Dependent Variable: Individual well-being					

"The Coefficients Table 4.22 provides us with the necessary information to predict Psychological Counselling Interventions, as well as determine whether the "Individual well-being" is statistically significant to the model (Sig. the value 0.044 less than 0.05)".

4.4 Results Based on Respondents

- **Emotional Distress and Depression**

Table 4.23 Feeling overwhelmed or stressed by workload is a regular occurrence for me.

		Frequency	Percent	Valid Percent	Cumulative Percent
	Feeling overwhelmed or stressed by workload is a regular occurrence for me.				
Valid	Strongly Disagree	46	11.9	11.9	11.9
	Disagree	26	6.8	6.8	18.7
	Neutral	75	19.5	19.5	38.2
	Agree	104	27.0	27.0	65.2
	Strongly Agree	134	34.8	34.8	100.0
	Total	385	100.0	100.0	
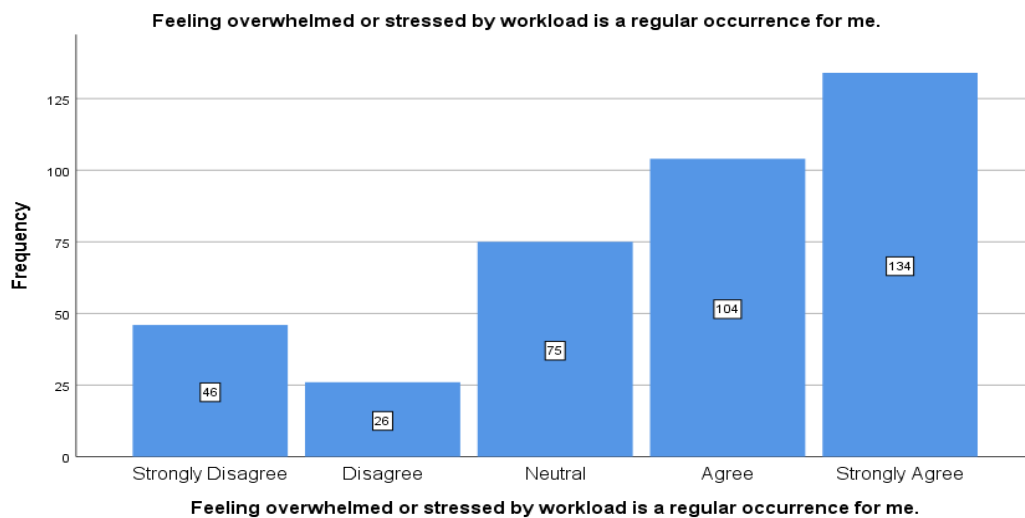
Figure 4.7 Feeling overwhelmed or stressed by workload is a regular occurrence for me.

"Table 4.23 and the bar chart (figure 4.7) provide information about the feeling overwhelmed or stressed by workload is a regular occurrence for me. Out of the total 385 respondents, 46 (11.9%) respondents were Strongly Disagree with the statement, 26(6.8%) respondents were Disagree with the statement, 75(19.5%) respondents were Neutral with the statement ,104 (27%) respondents were Agree with the statement and 134(34.80%) respondents were Strongly Agree with the statement".

Table 4.24 Difficulty concentrating on tasks due to emotional issues is a frequent challenge for me.

		Frequency	Percent	Valid Percent	Cumulative Percent
Difficulty concentrating on tasks due to emotional issues is a frequent challenge for me.					
Valid	Strongly Disagree	28	7.3	7.3	7.3
	Disagree	21	5.5	5.5	12.7
	Neutral	106	27.5	27.5	40.3
	Agree	131	34.0	34.0	74.3
	Strongly Agree	99	25.7	25.7	100.0
	Total	385	100.0	100.0	
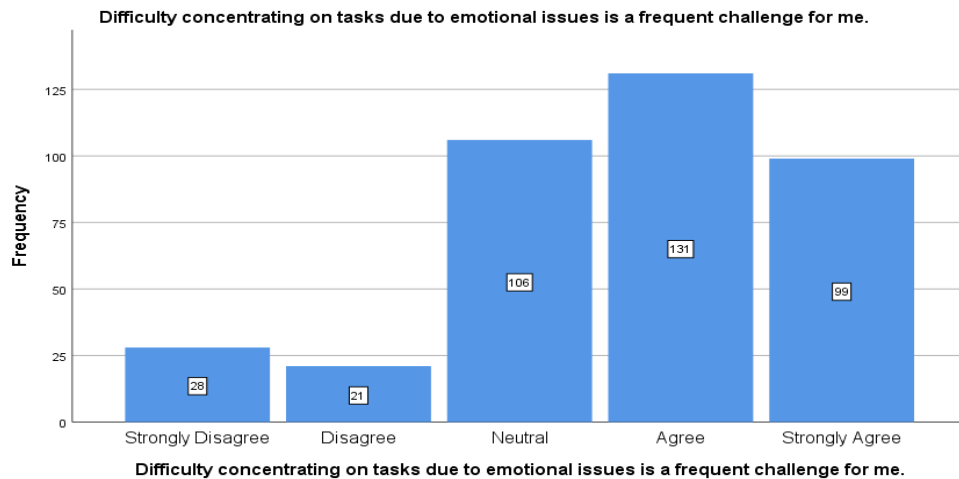
Figure 4.8 Difficulty concentrating on tasks due to emotional issues is a frequent challenge for me.

"Table 4.24 and the bar chart (figure 4.8) provide information about the collection of books and resources in the library that meets my needs and expectations. Out of the total 385 respondents, 28 (7.3%) respondents were Strongly Disagree with the statement, 21 (5.5%) respondents were Disagree with the statement, 106 (27.50%) respondents were Neutral with the statement, 131 (34%) respondents were Agree with the statement and 99 (25.7%) respondents were Strongly Agree with the statement".

Table 4.25 Feeling isolated or lonely at work is something I often experience.

		Feeling isolated or lonely at work is something I often experience.
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	21	5.5	5.5	5.5
	Disagree	29	7.5	7.5	13.0
	Neutral	140	36.4	36.4	49.4
	Agree	63	16.4	16.4	65.7

Strongly Agree	132	34.3	34.3	100.0
Total	385	100.0	100.0	
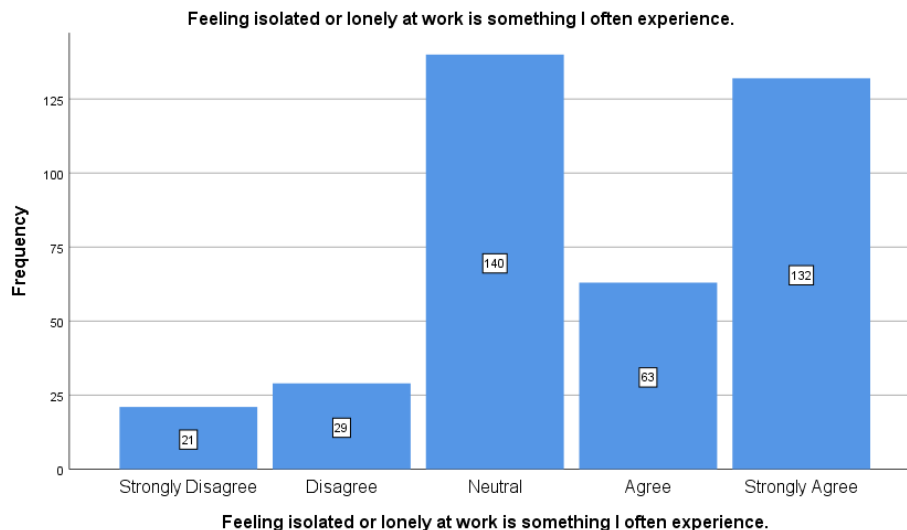
Figure 4.9 Feeling isolated or lonely at work is something I often experience.

"Table 4.25 and the bar chart (figure 4.9) provide information about the feeling isolated or lonely at work is something I often experience. Out of the total 385 respondents, 21 (5.5%) respondents were Strongly Disagree with the statement, 29 (7.5%) respondents were Disagree with the statement, 140 (36.40%) respondents were Neutral with the statement ,63 (16.4%) respondents were Agree with the statement and 132 (34.3%) respondents were Strongly Agree with the statement".

Table 4.26 Managing work-related stressors on my own is challenging.

Managing work-related stressors on my own is challenging.				
	Frequency	Percent	Valid Percent	Cumulative Percent

105

Valid	Strongly Disagree	21	5.5	5.5	5.5
	Disagree	42	10.9	10.9	16.4
	Neutral	155	40.3	40.3	56.6
	Agree	71	18.4	18.4	75.1
	Strongly Agree	96	24.9	24.9	100.0
	Total	385	100.0	100.0	
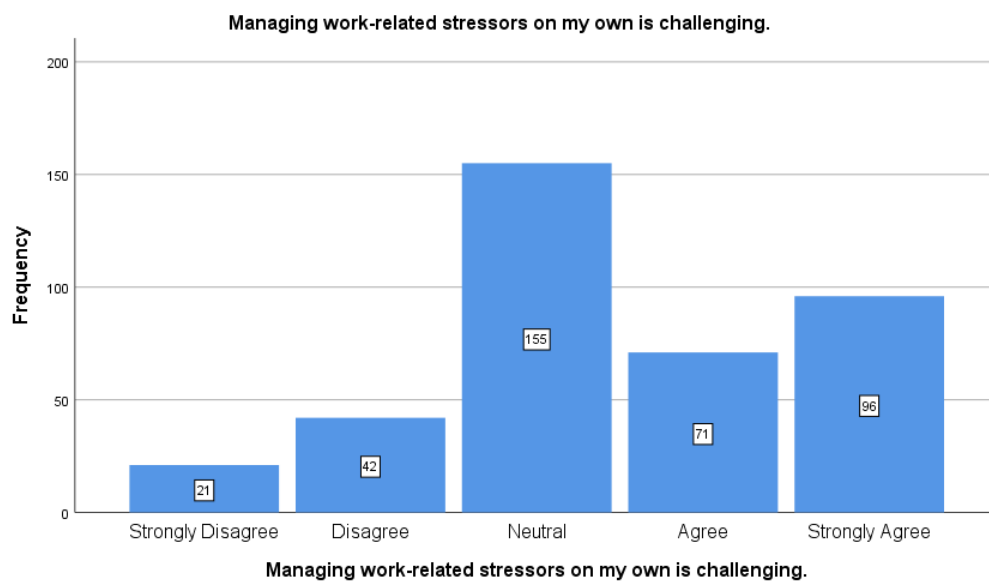
Figure 4.10 Managing work-related stressors on my own is challenging.

"Table 4.26 and the bar chart (figure 4.10) provide information about managing work-related stressors on my own is challenging. Out of the total 385 respondents, 21 (5.5%) respondents were Strongly Disagree with the statement, 42(10.9%) respondents were Disagree with the statement, 155 (40.3%) respondents were Neutral with the statement ,71 (18.4%) respondents

106

were Agree with the statement and 96 (24.9%) respondents were Strongly Agree with the statement".

Table 4.27 I receive adequate support from colleagues and supervisors when facing job-related difficulties.

		Frequency	Percent	Valid Percent	Cumulative Percent
I receive adequate support from colleagues and supervisors when facing job-related difficulties.					
Valid	Strongly Disagree	8	2.1	2.1	2.1
	Disagree	21	5.5	5.5	7.5
	Neutral	52	13.5	13.5	21.0
	Agree	112	29.1	29.1	50.1
	Strongly Agree	192	49.9	49.9	100.0
	Total	385	100.0	100.0	

I receive adequate support from colleagues and supervisors when facing job-related difficulties.
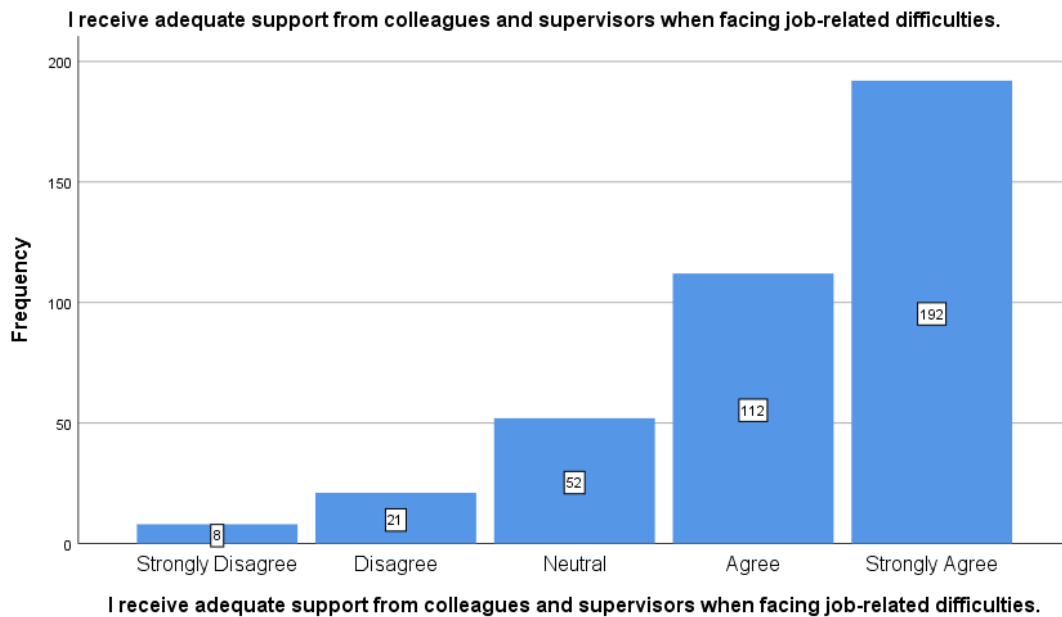
Figure 4.11 I receive adequate support from colleagues and supervisors when facing job-related difficulties.

"Table 4.27 and the bar chart (figure 4.11) provide information about how I receive adequate support from colleagues and supervisors when facing job-related difficulties. Out of the total 385 respondents, 8(5.5%) respondents were Strongly Disagree with the statement, 21(5.5%) respondents were Disagree with the statement, 52 (13.5%) respondents were Neutral with the statement, 112 (29.1%) respondents were Agree with the statement and 192(49.9%) respondents were Strongly Agree with the statement".

Table 4.28 Physical symptoms such as headaches or fatigue related to work stress occur frequently for me.

Physical symptoms such as headaches or fatigue related to work stress occur frequently for me.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	20	5.2	5.2	5.2

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	Disagree	28	7.3	7.3	12.5
	Neutral	79	20.5	20.5	33.0
	Agree	141	36.6	36.6	69.6
	Strongly Agree	117	30.4	30.4	100.0
	Total	385	100.0	100.0	
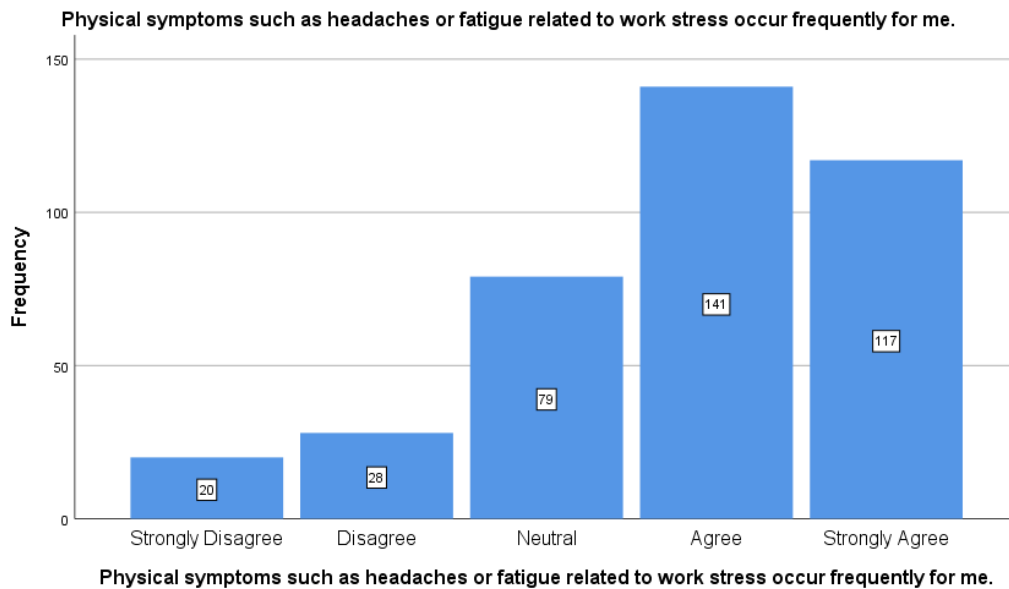
Figure 4.12 Physical symptoms such as headaches or fatigue related to work stress occur frequently for me.

"Table 4.28 and the bar chart (figure 4.12) provide information about the physical symptoms such as headaches or fatigue related to work stress that occur frequently for me. Out of the total 385 respondents, 20 (5.2%) respondents were Strongly Disagree with the statement, 28 (7.3%) respondents were Disagree with the statement, 79 (20.5%) respondents were Neutral with the statement, 141(36.6%) respondents were Agree with the statement and 117(30.4%) respondents were Strongly Agree with the statement".

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Table 4.29 My work-life balance in the company is generally satisfactory.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	10	2.6	2.6	2.6
	Disagree	26	6.8	6.8	9.4
	Neutral	89	23.1	23.1	32.5
	Agree	109	28.3	28.3	60.8
	Strongly Agree	151	39.2	39.2	100.0
	Total	385	100.0	100.0	
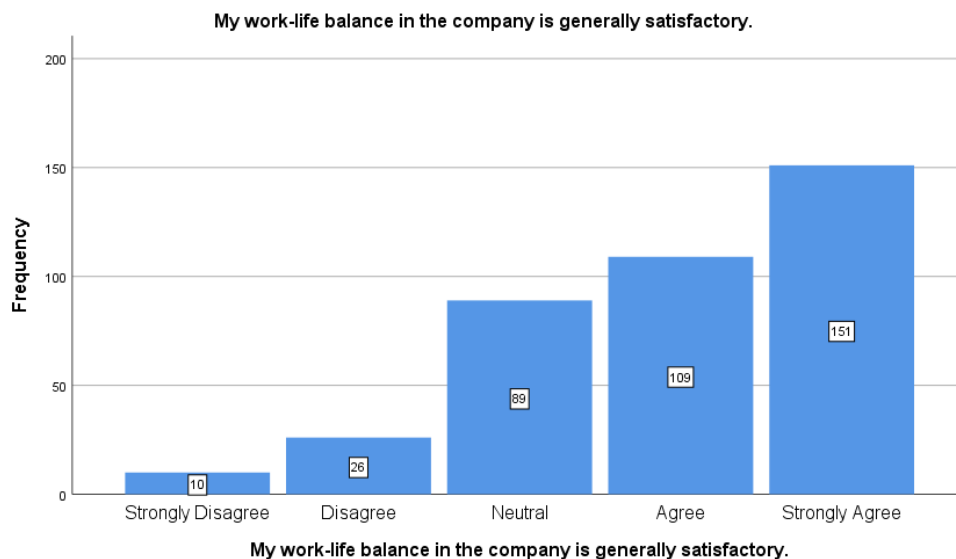
Figure 4.13 My work-life balance in the company is generally satisfactory.

"Table 4.29 and the bar chart (figure 4.13) provide information related to my work-life balance in the company that is generally satisfactory. Out of the total 385 respondents, 10(2.6%) respondents were Strongly Disagree with the statement, 26(6.8%) respondents were Disagree with the statement, 89(23.1%) respondents were Neutral with the statement, 109 (28.3%) respondents were Agree with the statement and 151(39.2%) respondents were Strongly Agree with the statement".

Table 4.30 Feeling irritable or easily agitated at work is a regular occurrence for me.

Feeling irritable or easily agitated at work is a regular occurrence for me.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	16	4.2	4.2	4.2
	Disagree	31	8.1	8.1	12.2
	Neutral	165	42.9	42.9	55.1
	Agree	98	25.5	25.5	80.5
	Strongly Agree	75	19.5	19.5	100.0
	Total	385	100.0	100.0	

111
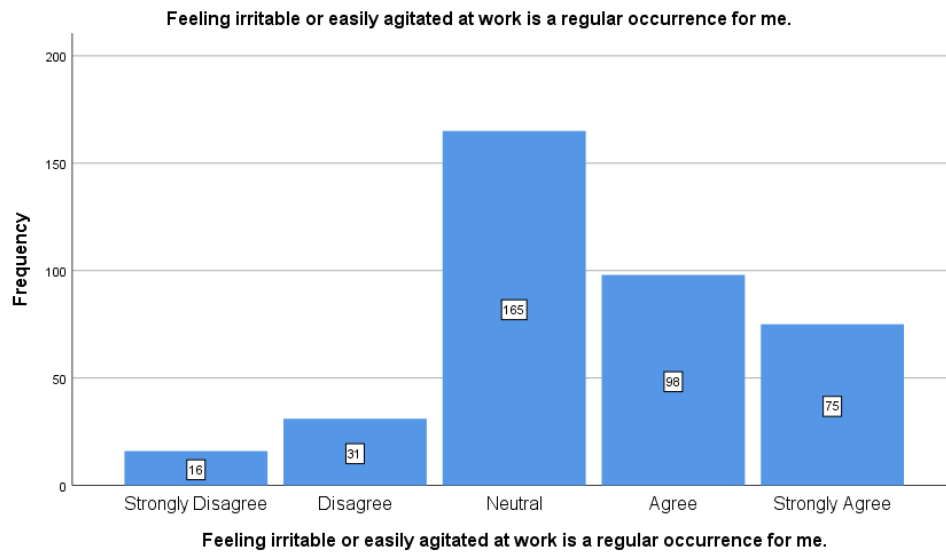
Figure 4.14 Feeling irritable or easily agitated at work is a regular occurrence for me.

"Table 4.30 and the bar chart (figure 4.14) provide information about feeling irritable or easily agitated at work is a regular occurrence for me. Out of the total 385 respondents, 16(4.2%) respondents were Strongly Disagree with the statement, 31(8.1%) respondents were Disagree with the statement, 165(42.9%) respondents were Neutral with the statement, 98(25.5%) respondents were Agree with the statement and 75(19.5%) respondents were Strongly Agree with the statement".

Table 4.31 Feeling emotionally drained affects my ability to engage effectively at work.

Feeling emotionally drained affects my ability to engage effectively at work.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	11	2.9	2.9	2.9
	Disagree	16	4.2	4.2	7.0

	Neutral	186	48.3	48.3	55.3
	Agree	72	18.7	18.7	74.0
	Strongly Agree	100	26.0	26.0	100.0
	Total	385	100.0	100.0	
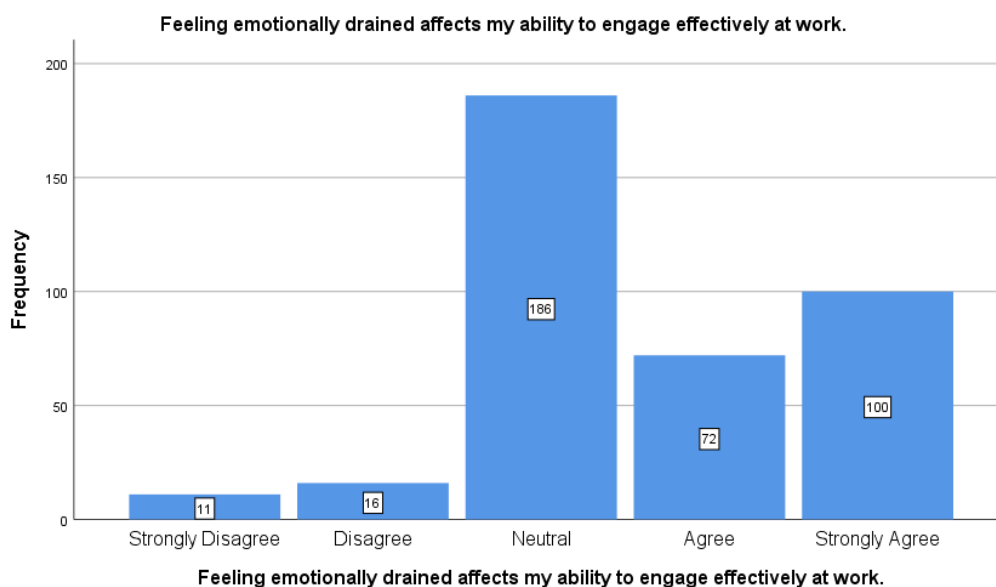
Figure 4.15 Feeling emotionally drained affects my ability to engage effectively at work.

"Table 4.31 and the bar chart (figure 4.15) provide information about the feeling emotionally drained affects my ability to engage effectively at work. Out of the total 385 respondents, 11(2.9%) respondents were Strongly Disagree with the statement, 16 (4.2%) respondents were Disagree with the statement, 186(48.3%) respondents were Neutral with the statement, 72(18.7%) respondents were Agree with the statement and 100(26%) respondents were Strongly Agree with the statement".

- **Individual well-being**

Table 4.32 Coping with emotional challenges impacts my daily functioning and productivity.

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Coping with emotional challenges impacts my daily functioning and productivity.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	16	4.2	4.2	4.2
	Disagree	16	4.2	4.2	8.3
	Neutral	199	51.7	51.7	60.0
	Agree	75	19.5	19.5	79.5
	Strongly Agree	79	20.5	20.5	100.0
	Total	385	100.0	100.0	
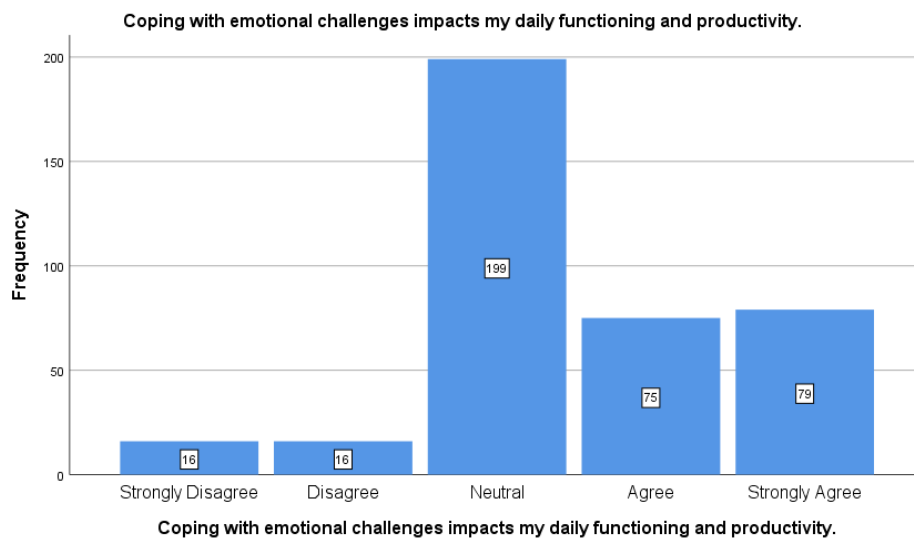
Figure 4.16 Coping with emotional challenges impacts my daily functioning and productivity.

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"Table 4.32 and the bar chart (figure 4.16) provide information about how coping with emotional challenges impacts my daily functioning and productivity. Out of the total 385 respondents, 16 (4.2%) respondents were Strongly Disagree with the statement, 16 (4.2%) respondents were Disagree with the statement, 199(51.7%) respondents were Neutral with the statement, 75(19.5%) respondents were Agree with the statement and 79(20.5%) respondents were Strongly Agree with the statement".

Table 4.33 My emotional well-being significantly influences my overall quality of life.

My emotional well-being significantly influences my overall quality of life.		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	1.3	1.3	1.3
	Disagree	35	9.1	9.1	10.4
	Neutral	56	14.5	14.5	24.9
	Agree	78	20.3	20.3	45.2
	Strongly Agree	211	54.8	54.8	100.0
	Total	385	100.0	100.0	
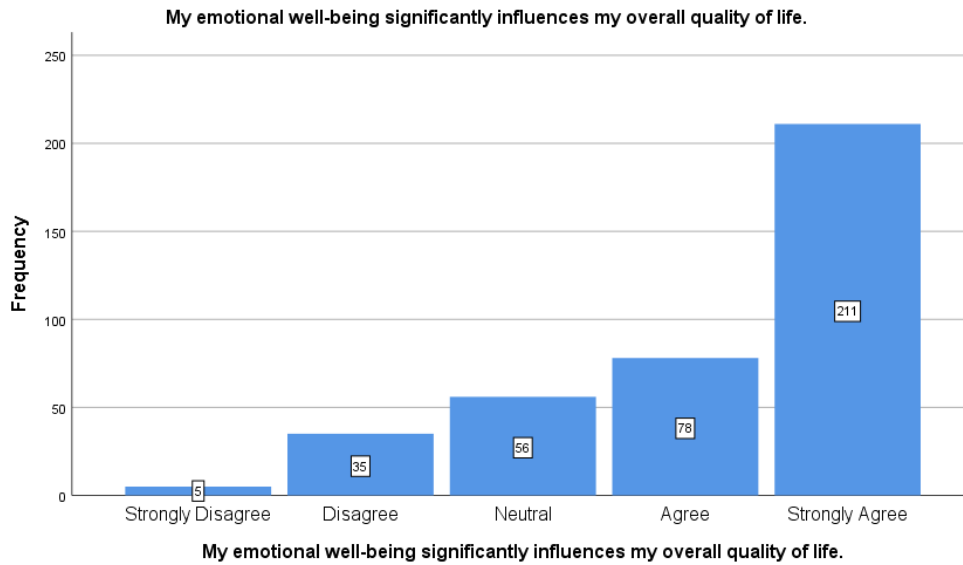
Figure 4.17 My emotional well-being significantly influences my overall quality of life.

"Table 4.33 and the bar chart (figure 4.17) provide information about my emotional well-being significantly influences my overall quality of life. Out of the total 385 respondents, 5(1.3%) respondents were Strongly Disagree with the statement, 35(9.1%) respondents were Disagree with the statement, 56(14.5%) respondents were Neutral with the statement, 78(20.3%) respondents were Agree with the statement and 211(54.8%) respondents were Strongly Agree with the statement".

Table 4.34 My relationships with colleagues and family are affected by my emotional well-being.

My relationships with colleagues and family are affected by my emotional well-being.		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	19	4.9	4.9	4.9

Disagree	42	10.9	10.9	15.8
Neutral	94	24.4	24.4	40.3
Agree	112	29.1	29.1	69.4
Strongly Agree	118	30.6	30.6	100.0
Total	385	100.0	100.0	
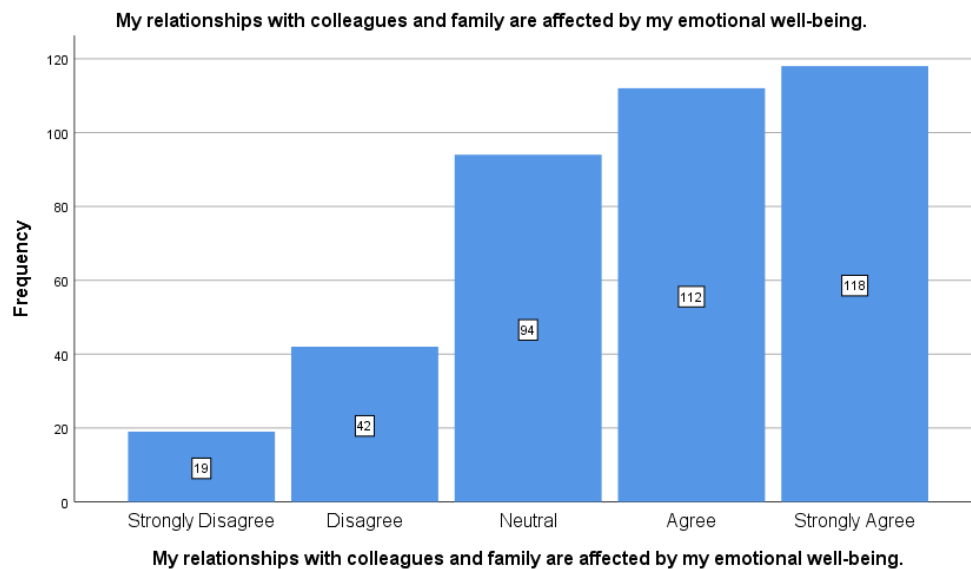
Figure 4.18 My relationships with colleagues and family are affected by my emotional well-being.

"Table 4.34 and the bar chart (figure 4.18) provide information about my relationships with colleagues and family are affected by my emotional well-being. Out of the total 385 respondents, 19(4.9%) respondents were Strongly Disagree with the statement, 42(10.9%) respondents were Disagree with the statement, 94(24.4%) respondents were Neutral with the statement, 112 (29.1%) respondents were Agree with the statement and 118(30.6%) respondents were Strongly Agree with the statement".

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Table 4.35 Balancing work responsibilities and personal life is more difficult when experiencing emotional distress and depression.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	18	4.7	4.7	4.7
	Disagree	32	8.3	8.3	13.0
	Neutral	72	18.7	18.7	31.7
	Agree	91	23.6	23.6	55.3
	Strongly Agree	172	44.7	44.7	100.0
	Total	385	100.0	100.0	

Balancing work responsibilities and personal life is more difficult when experiencing emotional distress and depression.
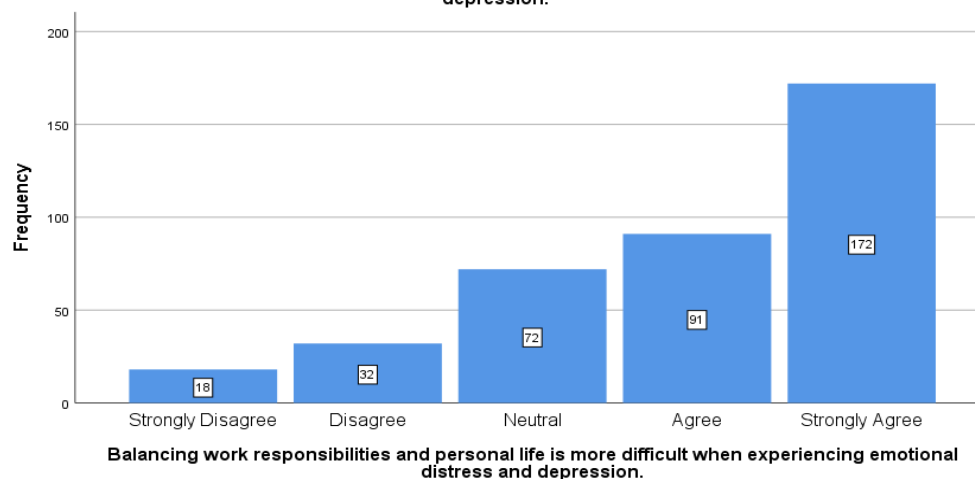
Figure 4.19 Balancing work responsibilities and personal life is more difficult when experiencing emotional distress and depression.

"Table 4.35 and the bar chart (figure 4.19) provide information about balancing work responsibilities and personal life is more difficult when experiencing emotional distress and depression. Out of the total 385 respondents, 18(4.7%) respondents were Strongly Disagree with the statement, 32(8.3%) respondents were Disagree with the statement, 72(18.7%) respondents were Neutral with the statement, 91(23.6%) respondents were Agree with the statement and 172(44.7%) respondents were Strongly Agree with the statement".

Table 4.36 Taking care of my mental health is a priority for maintaining my overall well-being.

Taking care of my mental health is a priority for maintaining my overall well-being.		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	42	10.9	10.9	10.9
	Disagree	50	13.0	13.0	23.9
	Neutral	93	24.2	24.2	48.1
	Agree	90	23.4	23.4	71.4
	Strongly Agree	110	28.6	28.6	100.0
	Total	385	100.0	100.0	

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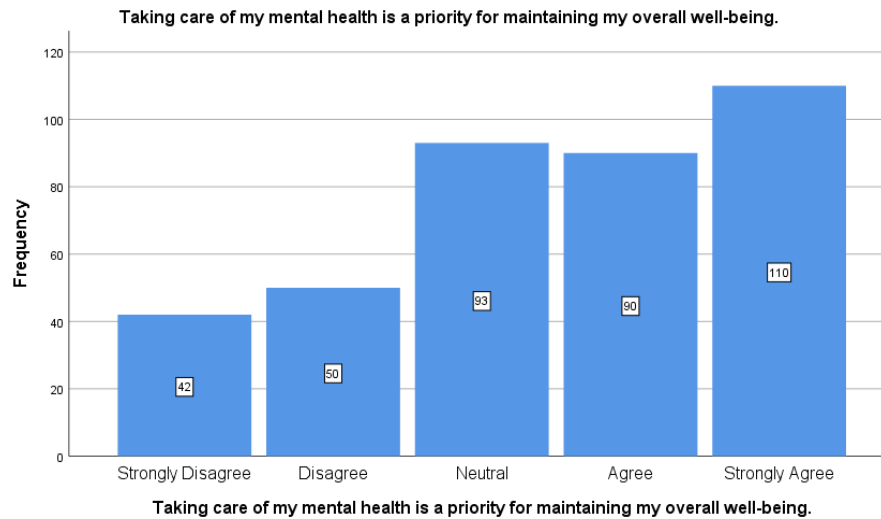
Figure 4.20 Taking care of my mental health is a priority for maintaining my overall well-being.

"Table 4.36 and the bar chart (figure 4.20) provide information about taking care of my mental health as a priority for maintaining my overall well-being. Out of the total 385 respondents, 42(10.9%) respondents were Strongly Disagree with the statement, 50(13%) respondents were Disagree with the statement, 93(24.2%) respondents were Neutral with the statement, 90(23.4%) respondents were Agree with the statement and 110(28.6%) respondents were Strongly Agree with the statement".

- **Productivity and Efficiency among Workers**

Table 4.37 Emotional distress and depression negatively impact my overall productivity at work.

Emotional distress and depression negatively impact my overall productivity at work.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	26	6.8	6.8	6.8
	Disagree	12	3.1	3.1	9.9

	Neutral	43	11.2	11.2	21.0
	Agree	90	23.4	23.4	44.4
	Strongly Agree	214	55.6	55.6	100.0
	Total	385	100.0	100.0	

Figure 4.21 Emotional distress and depression negatively impact my overall productivity at work.

"Table 4.37 and the bar chart (figure 4.21) provide information about the emotional distress and depression negatively impact my overall productivity at work. Out of the total 385 respondents, 26(6.8%) respondents were Strongly Disagree with the statement, 12(3.1%) respondents were Disagree with the statement, 43(11.2%) respondents were Neutral with the statement, 90(23.4%) respondents were Agree with the statement and 214(55.6%) respondents were Strongly Agree with the statement".

Table 4.38 Emotional difficulties lead to delays or inefficiencies in completing job responsibilities.

Emotional difficulties lead to delays or inefficiencies in completing job responsibilities.

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		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	27	7.0	7.0	7.0
	Disagree	17	4.4	4.4	11.4
	Neutral	68	17.7	17.7	29.1
	Agree	163	42.3	42.3	71.4
	Strongly Agree	110	28.6	28.6	100.0
	Total	385	100.0	100.0	

Figure 4.22 Emotional difficulties lead to delays or inefficiencies in completing job responsibilities.

"Table 4.38 and the bar chart (figure 4.22) provide information about the emotional difficulties that lead to delays or inefficiencies in completing job responsibilities. Out of the total 385 respondents, 27(7.0%) respondents were Strongly Disagree with the

statement, 17(4.4%) respondents were Disagree with the statement, 68(17.7%) respondents were Neutral with the statement, 163(42.3%) respondents were Agree with the statement and 110(28.6%) respondents were Strongly Agree with the statement".

Table 4.39 My work performance suffers when I am experiencing emotional distress and depression.

		Frequency	Percent	Valid Percent	Cumulative Percent
	My work performance suffers when I am experiencing emotional distress and depression.				
Valid	Strongly Disagree	18	4.7	4.7	4.7
	Disagree	30	7.8	7.8	12.5
	Neutral	103	26.8	26.8	39.2
	Agree	66	17.1	17.1	56.4
	Strongly Agree	168	43.6	43.6	100.0
	Total	385	100.0	100.0	
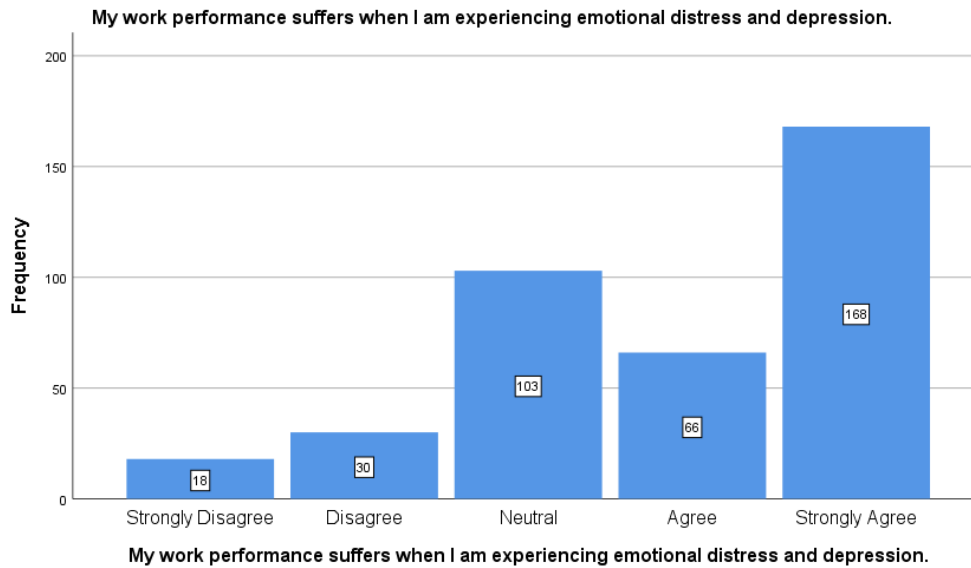
Figure 4.23 My work performance suffers when I am experiencing emotional distress and depression.

"Table 4.39 and the bar chart (figure 4.23) provide information about the work performance suffers when I am experiencing emotional distress and depression. Out of the total 385 respondents, 18(4.7%) respondents were Strongly Disagree with the statement, 30(7.8%) respondents were Disagree with the statement, 103(26.8%) respondents were Neutral with the statement, 66(17.1%) respondents were Agree with the statement and 168(43.6%) respondents were Strongly Agree with the statement".

Table 4.40 Managing time effectively at work is more difficult when dealing with emotional challenges.

<table>
<tr><td colspan="6">**Managing time effectively at work is more difficult when dealing with emotional challenges.**</td></tr>
<tr><td></td><td></td><td>Frequency</td><td>Percent</td><td>Valid Percent</td><td>Cumulative Percent</td></tr>
<tr><td>Valid</td><td>Strongly Disagree</td><td>30</td><td>7.8</td><td>7.8</td><td>7.8</td></tr>
</table>

	Disagree	44	11.4	11.4	19.2
	Neutral	223	57.9	57.9	77.1
	Agree	65	16.9	16.9	94.0
	Strongly Agree	23	6.0	6.0	100.0
	Total	385	100.0	100.0	
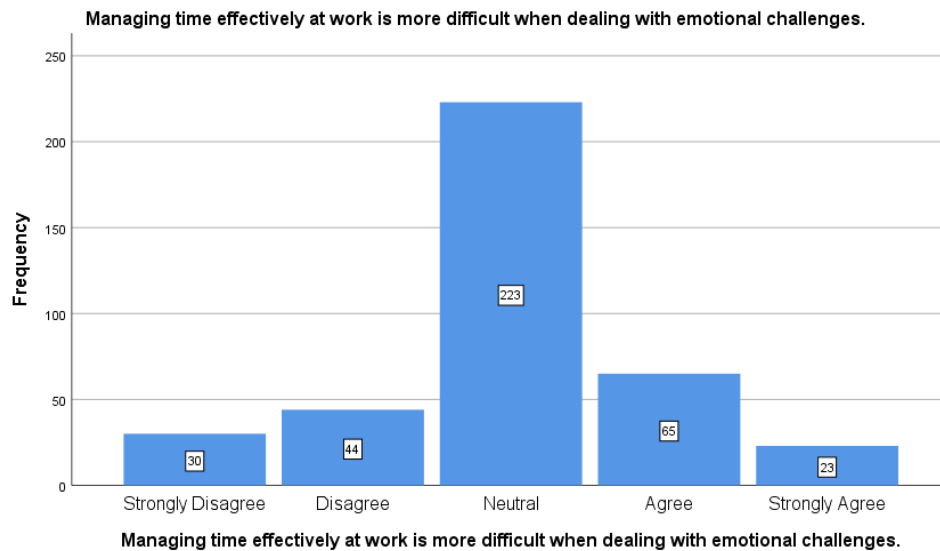
Figure 4.24 Managing time effectively at work is more difficult when dealing with emotional challenges.

"Table 4.40 and the bar chart (figure 4.24) provide information about how managing time effectively at work is more difficult when dealing with emotional challenges. Out of the total 385 respondents, 30(7.8%) respondents were Strongly Disagree with the statement, 44(19.2%) respondents were Disagree with the statement, 223(57.9%) respondents were Neutral with the statement, 65(16.9%) respondents were Agree with the statement and 23(6%) respondents were Strongly Agree with the statement".

Table 4.41 Emotional well-being influences my ability to meet deadlines and goals.

Emotional well-being influences my ability to meet deadlines and goals.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	18	4.7	4.7	4.7
	Disagree	24	6.2	6.2	10.9
	Neutral	214	55.6	55.6	66.5
	Agree	64	16.6	16.6	83.1
	Strongly Agree	65	16.9	16.9	100.0
	Total	385	100.0	100.0	
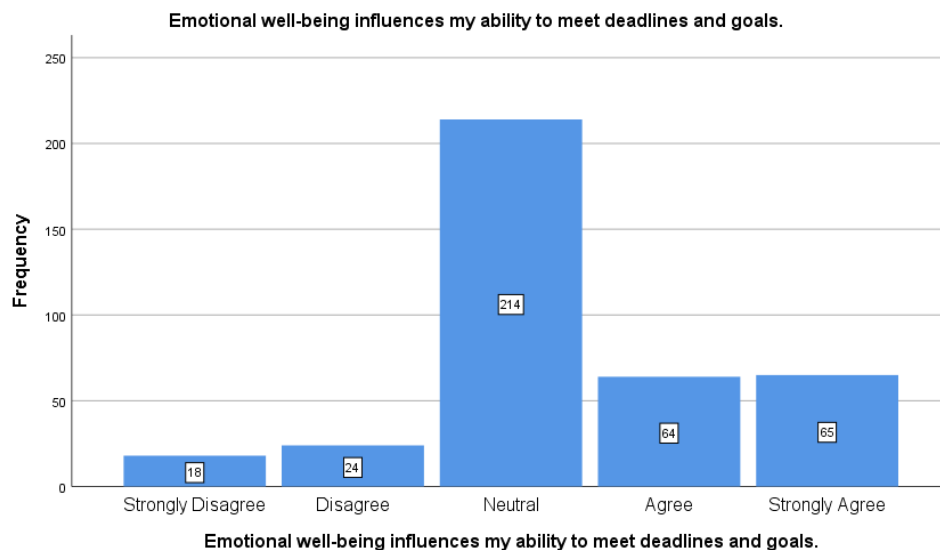
Figure 4.25 Emotional well-being influences my ability to meet deadlines and goals.

"Table 4.41 and the bar chart (figure 4.25) provide information about the emotional well-being influences my ability to meet deadlines and goals. Out of the total 385 respondents,

18(4.7%) respondents were Strongly Disagree with the statement, 24(6.2%) respondents were Disagree with the statement, 214(55.6%) respondents were Neutral with the statement, 64(16.6%) respondents were Agree with the statement and 65(16.9%) respondents were Strongly Agree with the statement".

Table 4.42 I feel less motivated to perform well when struggling with emotional distress and depression.

I feel less motivated to perform well when struggling with emotional distress and depression.				
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	7	1.8	1.8	1.8
	Disagree	26	6.8	6.8	8.6
	Neutral	68	17.7	17.7	26.2
	Agree	129	33.5	33.5	59.7
	Strongly Agree	155	40.3	40.3	100.0
	Total	385	100.0	100.0	
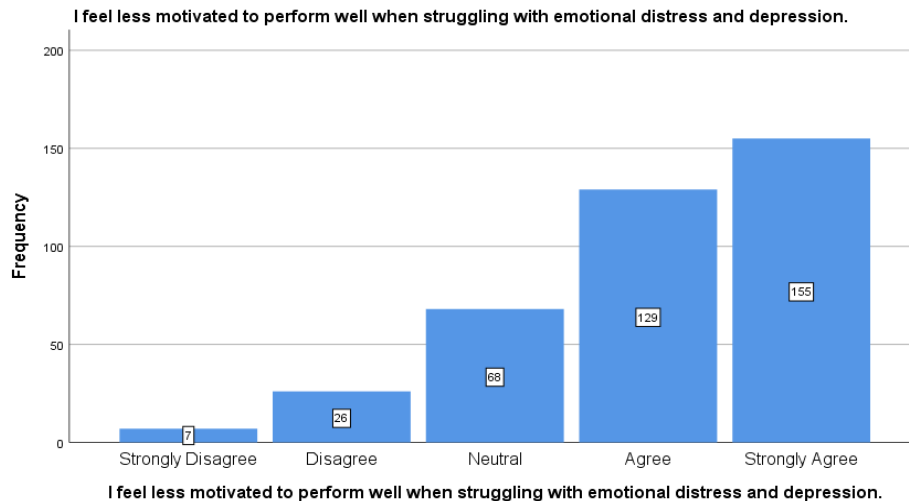
Figure 4.26 I feel less motivated to perform well when struggling with emotional distress and depression.

"Table 4.42 and the bar chart (figure 4.26) provide information about the feel less motivated to perform well when struggling with emotional distress and depression. Out of the total 385 respondents, 7(1.8%) respondents were Strongly Disagree with the statement, 26(6.8%) respondents were Disagree with the statement, 68(17.7%) respondents were Neutral with the statement, 129(33.5%) respondents were Agree with the statement and 155(40.3%) respondents were Strongly Agree with the statement".

Table 4.43 Collaborating effectively with colleagues becomes harder during episodes of emotional difficulty.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	12	3.1	3.1	3.1
	Disagree	47	12.2	12.2	15.3

Collaborating effectively with colleagues becomes harder during episodes of emotional difficulty.

	Neutral	110	28.6	28.6	43.9
	Agree	113	29.4	29.4	73.2
	Strongly Agree	103	26.8	26.8	100.0
	Total	385	100.0	100.0	

Collaborating effectively with colleagues becomes harder during episodes of emotional difficulty.
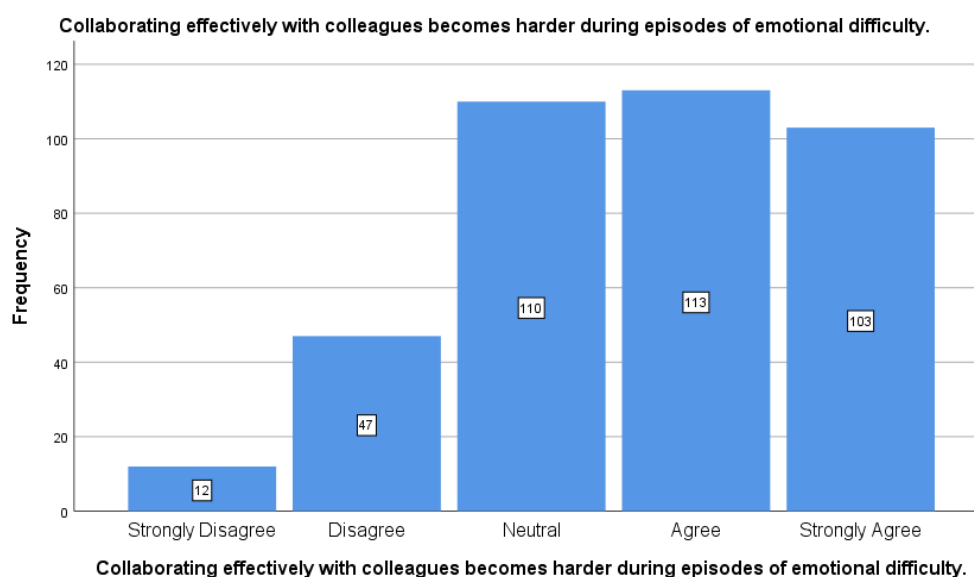
Figure 4.27 Collaborating effectively with colleagues becomes harder during episodes of emotional difficulty.

"Table 4.43 and the bar chart (figure 4.27) provide information about collaborating effectively with colleagues becoming harder during episodes of emotional difficulty. Out of the total 385 respondents, 12(3.1%) respondents were Strongly Disagree with the statement, 47(12.2%) respondents were Disagree with the statement, 110(28.6%) respondents were Neutral with the statement, 113(29.4%) respondents were Agree with the statement and 103(26.8%) respondents were Strongly Agree with the statement".

Table 4.44 I find it challenging to maintain a consistent level of productivity due to emotional issues.

		Frequency	Percent	Valid Percent	Cumulative Percent

I find it challenging to maintain a consistent level of productivity due to emotional issues.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	19	4.9	4.9	4.9
	Disagree	24	6.2	6.2	11.2
	Neutral	167	43.4	43.4	54.5
	Agree	87	22.6	22.6	77.1
	Strongly Agree	88	22.9	22.9	100.0
	Total	385	100.0	100.0	
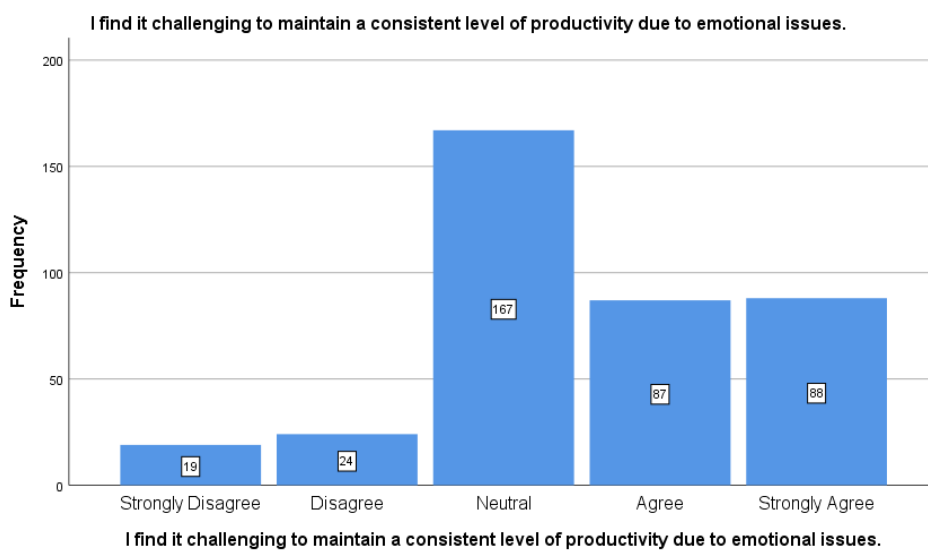
Figure 4.28 I find it challenging to maintain a consistent level of productivity due to emotional issues.

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"Table 4.44 and the bar chart (figure 4.28) provide information about the challenging to maintain a consistent level of productivity due to emotional issues. Out of the total 385 respondents, 19(4.9%) respondents were Strongly Disagree with the statement, 24(6.2%) respondents were Disagree with the statement, 167(43.4%) respondents were Neutral with the statement, 87(22.6%) respondents were Agree with the statement and 88(22.9%) respondents were Strongly Agree with the statement".

- **Psychological Counselling Interventions**

Table 4.45 Psychological counselling sessions were tailored to address my specific emotional needs.

Psychological counselling sessions were tailored to address my specific emotional needs.		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	27	7.0	7.0	7.0
	Disagree	34	8.8	8.8	15.8
	Neutral	124	32.2	32.2	48.1
	Agree	97	25.2	25.2	73.2
	Strongly Agree	103	26.8	26.8	100.0
	Total	385	100.0	100.0	
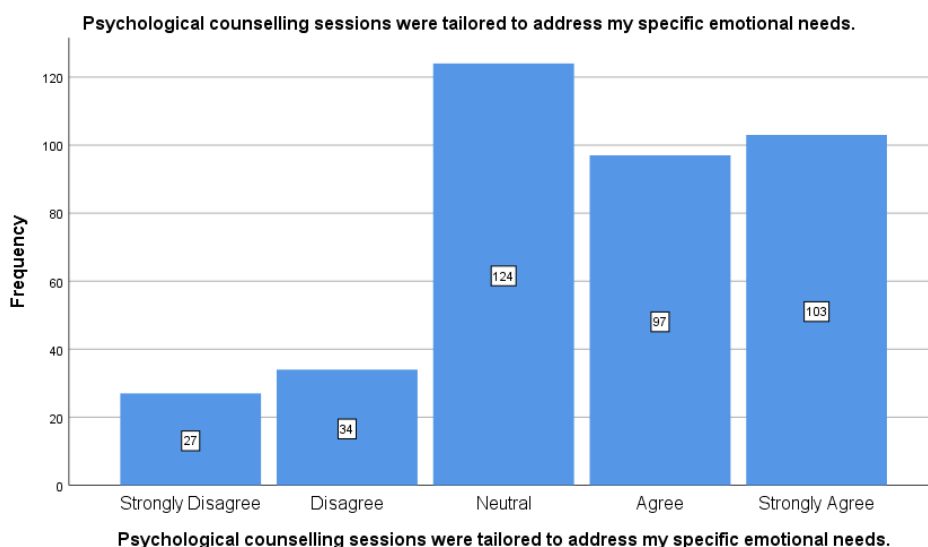
Figure 4.29 Psychological counselling sessions were tailored to address my specific emotional needs.

"Table 4.45 and the bar chart (figure 4.29) provide information about the psychological counselling sessions that were tailored to address my specific emotional needs. Out of the total 385 respondents, 27(7%) respondents were Strongly Disagree with the statement, 34(8.8%) respondents were Disagree with the statement, 124(32.2%) respondents were Neutral with the statement, 97(25.2%) respondents were Agree with the statement and 103 (26.8%) respondents were Strongly Agree with the statement".

Table 4.46 The counselling interventions effectively reduced my feelings of emotional distress.

The counselling interventions effectively reduced my feelings of emotional distress.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	29	7.5	7.5	7.5
	Disagree	37	9.6	9.6	17.1

	Neutral	107	27.8	27.8	44.9
	Agree	94	24.4	24.4	69.4
	Strongly Agree	118	30.6	30.6	100.0
	Total	385	100.0	100.0	
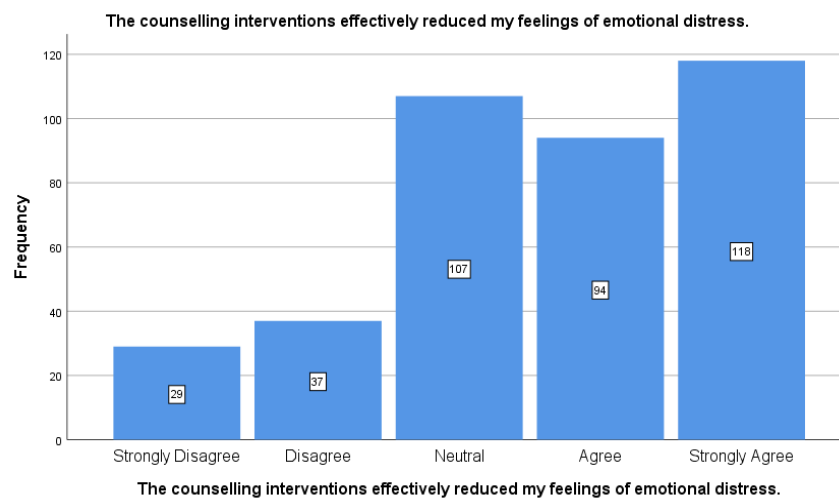
Figure 4.30 The counselling interventions effectively reduced my feelings of emotional distress.

"Table 4.46 and the bar chart (figure 4.30) provide information about the counselling interventions effectively reduced my feelings of emotional distress. Out of the total 385 respondents, 29(7.5%) respondents were Strongly Disagree with the statement, 37(9.6%) respondents were Disagree with the statement, 107 (27.8%) respondents were Neutral with the statement, 94(24.4%) respondents were Agree with the statement and 118 (30.6%) respondents were Strongly Agree with the statement".

Table 4.47 I believe that psychological counselling has improved my ability to cope with work-related stress.

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I believe that psychological counselling has improved my ability to cope with work-related stress.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	21	5.5	5.5	5.5
	Disagree	30	7.8	7.8	13.2
	Neutral	114	29.6	29.6	42.9
	Agree	91	23.6	23.6	66.5
	Strongly Agree	129	33.5	33.5	100.0
	Total	385	100.0	100.0	
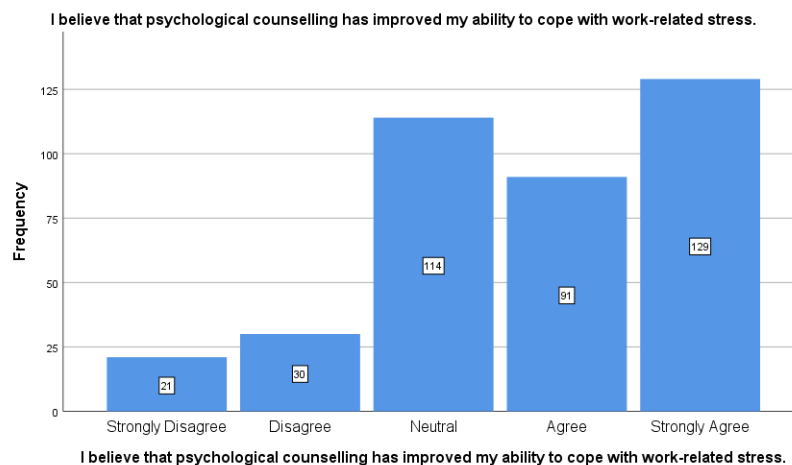
Figure 4.31 I believe that psychological counselling has improved my ability to cope with work-related stress.

"Table 4.47 and the bar chart (figure 4.31) provide information about psychological counselling that has improved my ability to cope with work-related stress. Out of the total 385 respondents, 21(5.5%) respondents were Strongly Disagree with the statement, 30(7.8%) respondents were Disagree with the statement, 114 (29.6%) respondents were Neutral with the statement, 91(23.6%) respondents were Agree with the statement and 129 (33.5%) respondents were Strongly Agree with the statement".

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Table 4.48 I feel more supported by the company after receiving psychological counselling.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	25	6.5	6.5	6.5
	Disagree	36	9.4	9.4	15.8
	Neutral	120	31.2	31.2	47.0
	Agree	102	26.5	26.5	73.5
	Strongly Agree	102	26.5	26.5	100.0
	Total	385	100.0	100.0	
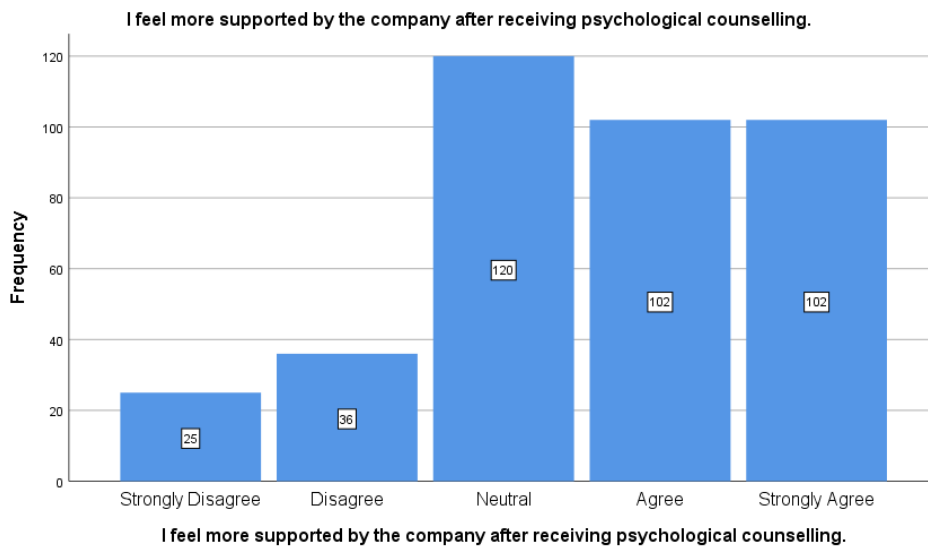
Figure 4.32 I feel more supported by the company after receiving psychological counselling.

"Table 4.48 and the bar chart (figure 4.32) provide information about how I feel more supported by the company after receiving psychological counselling. Out of the total 385 respondents, 25(6.5%) respondents were Strongly Disagree with the statement, 36(9.4%)

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respondents were Disagree with the statement, 120 (31.2%) respondents were Neutral with the statement, 102(26.5%) respondents were Agree with the statement and 102 (26.5%) respondents were Strongly Agree with the statement".

Table 4.49 The counselling interventions have positively impacted my overall mental well-being.

The counselling interventions have positively impacted my overall mental well-being.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	36	9.4	9.4	9.4
	Disagree	54	14.0	14.0	23.4
	Neutral	112	29.1	29.1	52.5
	Agree	79	20.5	20.5	73.0
	Strongly Agree	104	27.0	27.0	100.0
	Total	385	100.0	100.0	
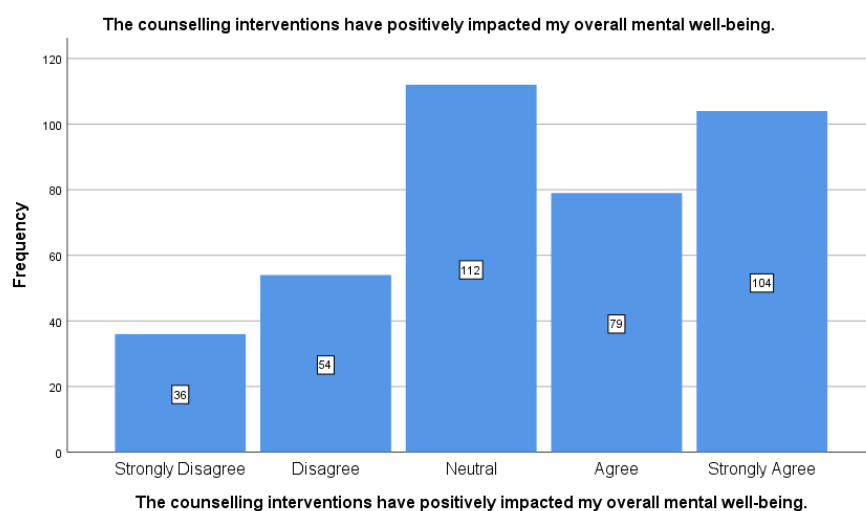
Figure 4.33 The counselling interventions have positively impacted my overall mental well-being.

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"Table 4.49 and the bar chart (figure 4.33) provide information about the counselling interventions that have positively impacted my overall mental well-being. Out of the total 385 respondents, 36(9.4%) respondents were Strongly Disagree with the statement, 54(14%) respondents were Disagree with the statement, 112(29.1%) respondents were Neutral with the statement, 79(20.5%) respondents were Agree with the statement and 104 (27%) respondents were Strongly Agree with the statement".

Table 4.50 I would recommend psychological counselling to my colleagues who are experiencing emotional distress.

		Frequency	Percent	Valid Percent	Cumulative Percent
I would recommend psychological counselling to my colleagues who are experiencing emotional distress.					
Valid	Strongly Disagree	41	10.6	10.6	10.6
	Disagree	57	14.8	14.8	25.5
	Neutral	128	33.2	33.2	58.7
	Agree	92	23.9	23.9	82.6
	Strongly Agree	67	17.4	17.4	100.0
	Total	385	100.0	100.0	

I would recommend psychological counselling to my colleagues who are experiencing emotional distress.
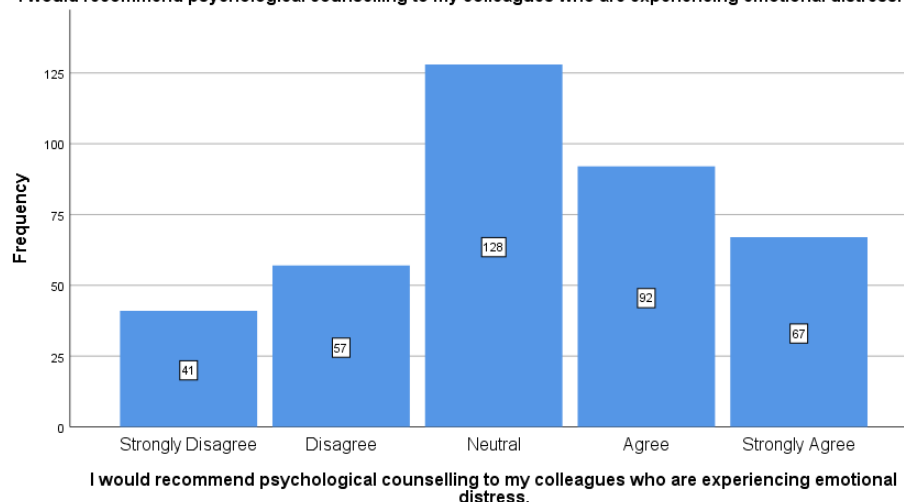
Figure 4.34 I would recommend psychological counselling to my colleagues who are experiencing emotional distress.

"Table 4.50 and the bar chart (figure 4.34) provide information about how I would recommend psychological counselling to my colleagues who are experiencing emotional distress. Out of the total 385 respondents, 41(10.6%) respondents were Strongly Disagree with the statement, 57(14.8%) respondents were Disagree with the statement, 128(33.2%) respondents were Neutral with the statement, 92(23.9%) respondents were Agree with the statement and 67 (17.4%) respondents were Strongly Agree with the statement".

Table 4.51 I am more confident in my ability to handle work challenges after receiving counselling.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	21	5.5	5.5	5.5
	Disagree	9	2.3	2.3	7.8
	Neutral	56	14.5	14.5	22.3
	Agree	102	26.5	26.5	48.8
	Strongly Agree	197	51.2	51.2	100.0
	Total	385	100.0	100.0	
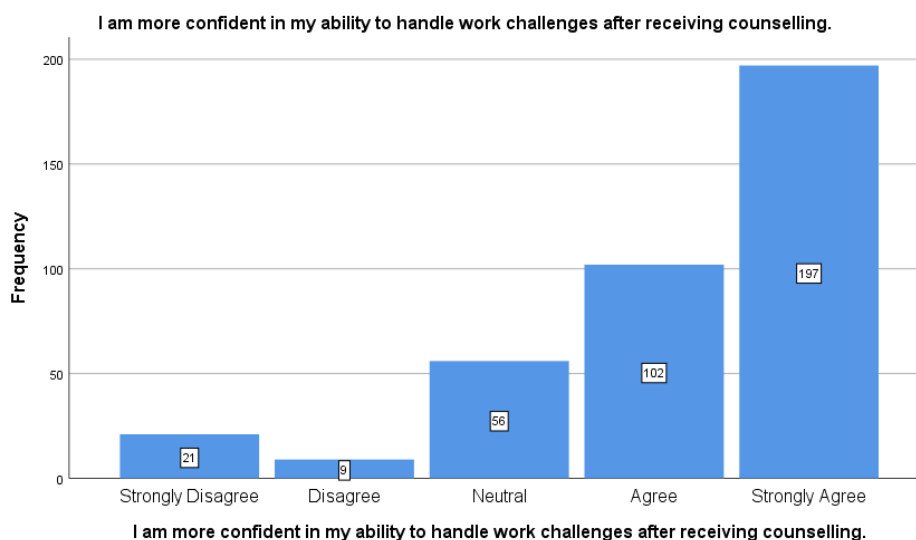
Figure 4.35 I am more confident in my ability to handle work challenges after receiving counselling.

"Table 4.51 and the bar chart (figure 4.35) provide information about how I am more confident in my ability to handle work challenges after receiving counselling.Out of the total 385 respondents, 21(5.5%) respondents were Strongly Disagree with the statement, 9(2.3%) respondents were Disagree with the statement, 56(14.5%) respondents were Neutral with the statement, 102(26.5%) respondents were Agree with the statement and 197 (51.2%) respondents were Strongly Agree with the statement".

Table 4.52 Psychological counselling has reduced the frequency and severity of depressive symptoms which I experience.

Psychological counselling has reduced the frequency and severity of depressive symptoms which I experience.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	1.6	1.6	1.6
	Disagree	11	2.9	2.9	4.4
	Neutral	81	21.0	21.0	25.5
	Agree	176	45.7	45.7	71.2

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		Frequency	Percent	Valid Percent	Cumulative Percent
	Strongly Agree	111	28.8	28.8	100.0
	Total	385	100.0	100.0	
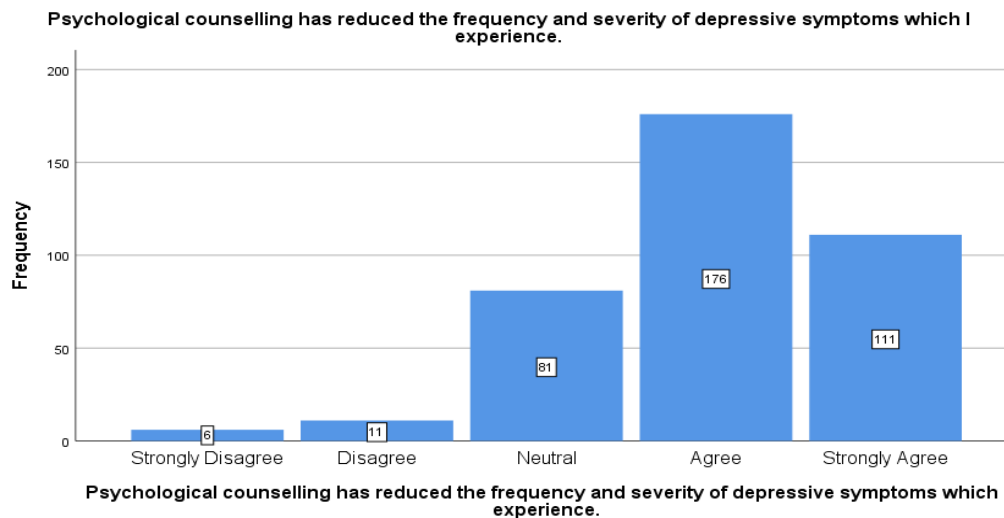
Figure 4.36 Psychological counselling has reduced the frequency and severity of depressive symptoms which I experience.

"Table 4.52 and the bar chart (figure 4.36) provide information about how psychological counseling has reduced the frequency and severity of depressive symptoms which I experience. Out of the total 385 respondents, 6(1.6%) respondents were Strongly Disagree with the statement, 11(2.9%) respondents were Disagree with the statement, 81(21%) respondents were Neutral with the statement, 176(45.7%) respondents were Agree with the statement and 111 (28.8%) respondents were Strongly Agree with the statement".

- **Prolonged separation from home and family**

Table 4.53 I often experience sadness or homesickness due to being away from my family for extended periods.

I often experience sadness or homesickness due to being away from my family for extended periods.				
	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	Strongly Disagree	13	3.4	3.4	3.4
	Disagree	18	4.7	4.7	8.1
	Neutral	116	30.1	30.1	38.2
	Agree	87	22.6	22.6	60.8
	Strongly Agree	151	39.2	39.2	100.0
	Total	385	100.0	100.0	

Figure 4.37 I often experience sadness or homesickness due to being away from my family for extended periods.

"Table 4.53 and the bar chart (figure 4.37) provide information about how I often experience sadness or homesickness due to being away from my family for extended periods. Out of the total 385 respondents, 13(3.4%) respondents were Strongly Disagree with the statement, 18(4.7%) respondents were Disagree with the statement, 116(30.1%) respondents were Neutral with the statement, 87(22.6%) respondents were Agree with the statement and 151(39.2%) respondents were Strongly Agree with the statement".

Table 4.54 I find it challenging to maintain a healthy work-life balance because of the prolonged separation from my family.

I find it challenging to maintain a healthy work-life balance because of the prolonged separation from my family.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	24	6.2	6.2	6.2
	Disagree	34	8.8	8.8	15.1
	Neutral	235	61.0	61.0	76.1
	Agree	71	18.4	18.4	94.5
	Strongly Agree	21	5.5	5.5	100.0
	Total	385	100.0	100.0	
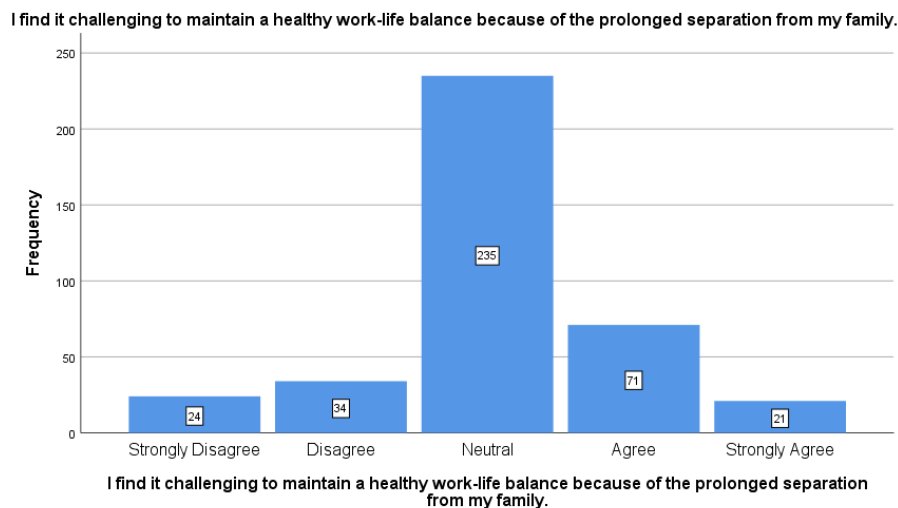
Figure 4.38 I find it challenging to maintain a healthy work-life balance because of the prolonged separation from my family.

"Table 4.54 and the bar chart (figure 4.38) provide information about how I find it challenging to maintain a healthy work-life balance because of the prolonged separation from my family. Out of the total 385 respondents, 24(6.2%) respondents were Strongly Disagree with the statement, 34(8.8%) respondents were Disagree with the statement, 235(61%) respondents were Neutral with the statement, 71(18.4%) respondents were Agree with the statement and 21(5.5%) respondents were Strongly Agree with the statement".

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Table 4.55 The lack of regular contact with my family increases my stress levels while working here.

The lack of regular contact with my family increases my stress levels while working here.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	21	5.5	5.5	5.5
	Disagree	32	8.3	8.3	13.8
	Neutral	213	55.3	55.3	69.1
	Agree	61	15.8	15.8	84.9
	Strongly Agree	58	15.1	15.1	100.0
	Total	385	100.0	100.0	

Figure 4.39 The lack of regular contact with my family increases my stress levels while working here.

"Table 4.55 and the bar chart (figure 4.39) provide information about the lack of regular contact with my family increases my stress levels while working here. Out of the total 385 respondents, 21(5.5%) respondents were Strongly Disagree with the statement, 32(8.3%) respondents were Disagree with the statement, 213(55.3%) respondents were Neutral with

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the statement, 61(15.8%) respondents were Agree with the statement and 58(15.1%) respondents were Strongly Agree with the statement".

Table 4.56 I feel that the company's support or resources for managing separation-related stress are inadequate.

I feel that the company's support or resources for managing separation-related stress are inadequate.		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	11	2.9	2.9	2.9
	Disagree	16	4.2	4.2	7.0
	Neutral	69	17.9	17.9	24.9
	Agree	101	26.2	26.2	51.2
	Strongly Agree	188	48.8	48.8	100.0
	Total	385	100.0	100.0	
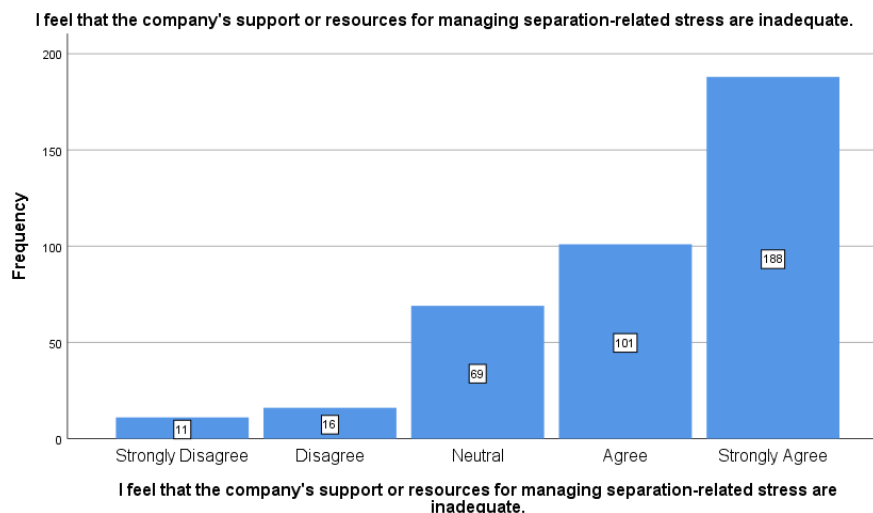
Figure 4.40 I feel that the company's support or resources for managing separation-related stress are inadequate.

"Table 4.56 and the bar chart (figure 4.40) provide information about how I feel that the company's support or resources for managing separation-related stress are inadequate. Out

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of the total 385 respondents, 11(2.9%) respondents were Strongly Disagree with the statement, 16(4.2%) respondents were Disagree with the statement, 69(17.9%) respondents were Neutral with the statement, 101(26.2%) respondents were Agree with the statement and 188(48.8%) respondents were Strongly Agree with the statement".

Table 4.57 I believe that addressing the challenges of separation from home and family is important for overall employee morale and mental health.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	26	6.8	6.8	6.8
	Disagree	12	3.1	3.1	9.9
	Neutral	43	11.2	11.2	21.0
	Agree	90	23.4	23.4	44.4
	Strongly Agree	214	55.6	55.6	100.0
	Total	385	100.0	100.0	

I believe that addressing the challenges of separation from home and family is important for overall employee morale and mental health.
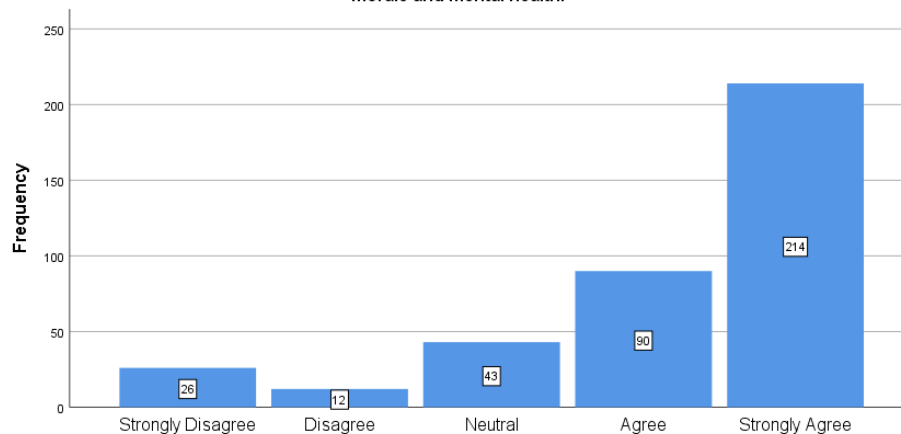
I believe that addressing the challenges of separation from home and family is important for overall employee morale and mental health.

Figure 4.41 I believe that addressing the challenges of separation from home and family is important for overall employee morale and mental health.

"Table 4.57 and the bar chart (figure 4.41) provide information about how I believe that addressing the challenges of separation from home and family is important for overall employee morale and mental health. Out of the total 385 respondents, 26(6.8%) respondents were Strongly Disagree with the statement, 12(3.1%) respondents were Disagree with the statement, 43(11.2%) respondents were Neutral with the statement, 90(23.4%) respondents were Agree with the statement and 214(55.6%) respondents were Strongly Agree with the statement".

Table 4.58 I have developed coping mechanisms to deal with the emotional strain of prolonged separation from home and family.

		Frequency	Percent	Valid Percent	Cumulative Percent
	I have developed coping mechanisms to deal with the emotional strain of prolonged separation from home and family.				
Valid	Strongly Disagree	27	7.0	7.0	7.0
	Disagree	17	4.4	4.4	11.4
	Neutral	68	17.7	17.7	29.1
	Agree	163	42.3	42.3	71.4
	Strongly Agree	110	28.6	28.6	100.0
	Total	385	100.0	100.0	

Figure 4.42 I have developed coping mechanisms to deal with the emotional strain of prolonged separation from home and family.

"Table 4.58 and the bar chart (figure 4.42) provide information about how I have developed coping mechanisms to deal with the emotional strain of prolonged separation from home and family. Out of the total 385 respondents, 27(7%) respondents were Strongly Disagree with the statement, 17(4.4%) respondents were Disagree with the statement, 68(17.7%) respondents were Neutral with the statement, 163(42.3%) respondents were Agree with the statement and 110(28.6%) respondents were Strongly Agree with the statement".

Table 4.59 I often find myself preoccupied with thoughts of home and family during work hours.

<table>
<tr><td colspan="6">I often find myself preoccupied with thoughts of home and family during work hours.</td></tr>
<tr><td></td><td></td><td>Frequency</td><td>Percent</td><td>Valid Percent</td><td>Cumulative Percent</td></tr>
<tr><td>Valid</td><td>Strongly Disagree</td><td>18</td><td>4.7</td><td>4.7</td><td>4.7</td></tr>
<tr><td></td><td>Disagree</td><td>30</td><td>7.8</td><td>7.8</td><td>12.5</td></tr>
<tr><td></td><td>Neutral</td><td>103</td><td>26.8</td><td>26.8</td><td>39.2</td></tr>
<tr><td></td><td>Agree</td><td>66</td><td>17.1</td><td>17.1</td><td>56.4</td></tr>
<tr><td></td><td>Strongly Agree</td><td>168</td><td>43.6</td><td>43.6</td><td>100.0</td></tr>
</table>

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	Total	385	100.0	100.0	

Figure 4.43 I often find myself preoccupied with thoughts of home and family during work hours.

"Table 4.59 and the bar chart (figure 4.43) provide information about how I often find myself preoccupied with thoughts of home and family during work hours. Out of the total 385 respondents, 18(4.7%) respondents were Strongly Disagree with the statement, 30(7.8%) respondents were Disagree with the statement, 103(26.8%) respondents were Neutral with the statement, 66(17.1%) respondents were Agree with the statement and 168(43.6%) respondents were Strongly Agree with the statement".

Table 4.60 I think that initiatives or programs aimed at reducing the impact of separation from home and family would be beneficial for workers' well-being.

I think that initiatives or programs aimed at reducing the impact of separation from home and family would be beneficial for workers' well-being.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	30	7.8	7.8	7.8
	Disagree	44	11.4	11.4	19.2
	Neutral	223	57.9	57.9	77.1

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Agree	65	16.9	16.9	94.0
Strongly Agree	23	6.0	6.0	100.0
Total	385	100.0	100.0	

I think that initiatives or programs aimed at reducing the impact of separation from home and family would be beneficial for workers' well-being.

Figure 4.44 I think that initiatives or programs aimed at reducing the impact of separation from home and family would be beneficial for workers' well-being.

"Table 4.60 and the bar chart (figure 4.44) provide information about how I think that initiatives or programs aimed at reducing the impact of separation from home and family would be beneficial for workers' well-being. Out of the total 385 respondents, 30(7.8%) respondents were Strongly Disagree with the statement, 44(11.4%) respondents were Disagree with the statement, 223(57.9%) respondents were Neutral with the statement, 65(16.9%) respondents were Agree with the statement and 23(6%) respondents were Strongly Agree with the statement".

- **Unique Stressors among Workers**

Table 4.61 The challenges of being away from home for extended periods create unique emotional burdens for me.

The challenges of being away from home for extended periods create unique emotional burdens for me.				
	Frequency	Percent	Valid Percent	Cumulative Percent

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Valid	Strongly Disagree	21	5.5	5.5	5.5
	Disagree	9	2.3	2.3	7.8
	Neutral	56	14.5	14.5	22.3
	Agree	101	26.2	26.2	48.6
	Strongly Agree	198	51.4	51.4	100.0
	Total	385	100.0	100.0	
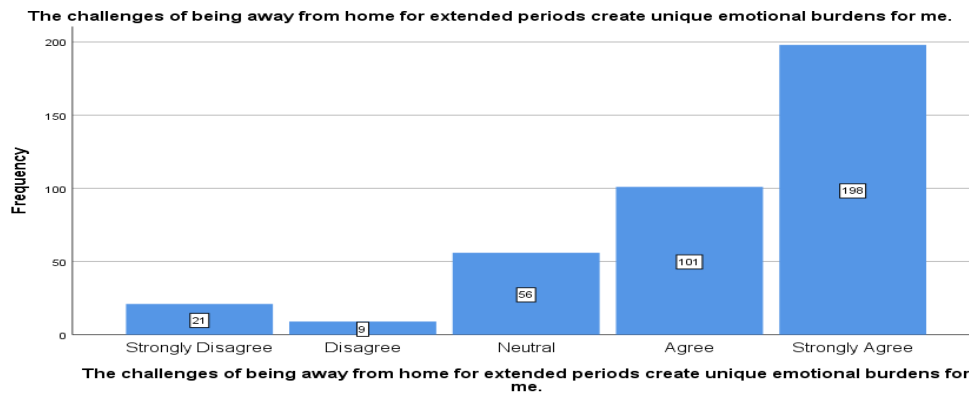
Figure 4.45 The challenges of being away from home for extended periods create unique emotional burdens for me.

"Table 4.61 and the bar chart (figure 4.45) provide information about the challenges of being away from home for extended periods create unique emotional burdens for me. Out of the total 385 respondents, 21(5.5%) respondents were Strongly Disagree with the statement, 9(2.3%) respondents were Disagree with the statement, 56(14.5%) respondents were Neutral with the statement, 101(26.2%) respondents were Agree with the statement and 198(51.4%) respondents were Strongly Agree with the statement".

Table 4.62 Coping with the distance from home adds a layer of complexity to my work-life balance.

Coping with the distance from home adds a layer of complexity to my work-life balance.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	1.6	1.6	1.6
	Disagree	13	3.4	3.4	4.9
	Neutral	81	21.0	21.0	26.0
	Agree	179	46.5	46.5	72.5
	Strongly Agree	106	27.5	27.5	100.0
	Total	385	100.0	100.0	
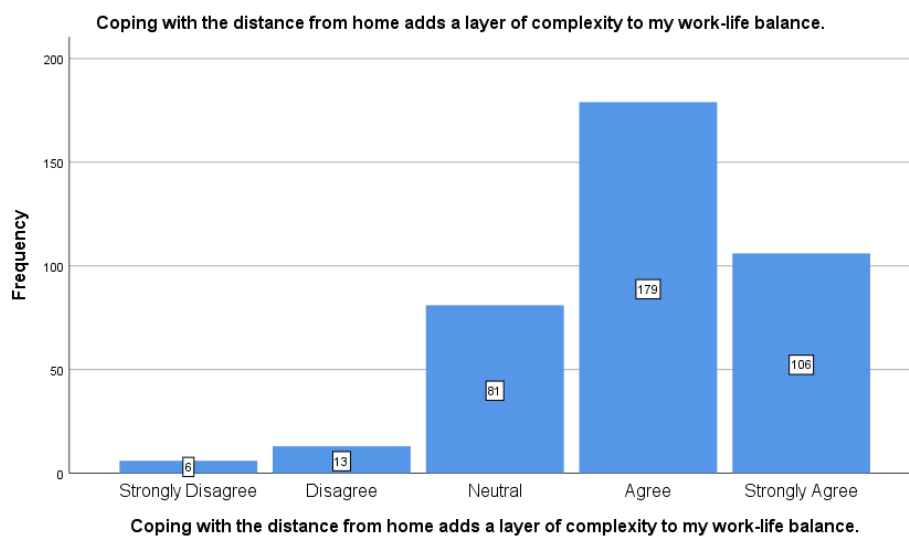
Figure 4.46 Coping with the distance from home adds a layer of complexity to my work-life balance.

"Table 4.62 and the bar chart (figure 4.46) provide information about the Coping with the distance from home adds a layer of complexity to my work-life balance. Out of the total 385 respondents, 6(1.6%) respondents were Strongly Disagree with the statement,

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13(3.4%) respondents were Disagree with the statement, 81(21%) respondents were Neutral with the statement, 179(46.5%) respondents were Agree with the statement and 106(27.5%) respondents were Strongly Agree with the statement".

Table 4.63 The feeling of missing out on important family events or moments impacts my job satisfaction negatively.

The feeling of missing out on important family events or moments impacts my job satisfaction negatively.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	13	3.4	3.4	3.4
	Disagree	18	4.7	4.7	8.1
	Neutral	116	30.1	30.1	38.2
	Agree	87	22.6	22.6	60.8
	Strongly Agree	151	39.2	39.2	100.0
	Total	385	100.0	100.0	

Figure 4.47 The feeling of missing out on important family events or moments impacts my job satisfaction negatively.

"Table 4.63 and the bar chart (figure 4.47) provide information about the feeling of missing out on important family events or moments impacting my job satisfaction negatively. Out of the total 385 respondents,13(3.4%) respondents were Strongly Disagree with the statement, 18(4.7%) respondents were Disagree with the statement, 116(30.1%) respondents were Neutral with the statement, 87(22.6%) respondents were Agree with the statement and 151(39.2%) respondents were Strongly Agree with the statement".

Table 4.64 The company's awareness and support regarding the stressors of separation from home and family are insufficient.

The company's awareness and support regarding the stressors of separation from home and family are insufficient.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	24	6.2	6.2	6.2
	Disagree	34	8.8	8.8	15.1

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	Neutral	235	61.0	61.0	76.1
	Agree	71	18.4	18.4	94.5
	Strongly Agree	21	5.5	5.5	100.0
	Total	385	100.0	100.0	

Figure 4.48 The company's awareness and support regarding the stressors of separation from home and family are insufficient.

"Table 4.64 and the bar chart (figure 4.48) provide information about the company's awareness and support regarding the stressors of separation from home and family are insufficient. Out of the total 385 respondents,24(6.2%) respondents were Strongly Disagree with the statement, 34(8.8%) respondents were Disagree with the statement, 235(61%) respondents were Neutral with the statement, 71(18.4%) respondents were Agree with the statement and 21(5.5%) respondents were Strongly Agree with the statement".

Table 4.65 I believe that addressing the unique stressors related to separation would improve overall employee well-being in this company.

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		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	21	5.5	5.5	5.5
	Disagree	32	8.3	8.3	13.8
	Neutral	213	55.3	55.3	69.1
	Agree	61	15.8	15.8	84.9
	Strongly Agree	58	15.1	15.1	100.0
	Total	385	100.0	100.0	

The table above is headed: **I believe that addressing the unique stressors related to separation would improve overall employee well-being in this company.**

Figure 4.49 I believe that addressing the unique stressors related to separation would improve overall employee well-being in this company.

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"Table 4.65 and the bar chart (figure 4.49) provide information about I believe that addressing the unique stressors related to separation would improve overall employee well-being in this company. Out of the total 385 respondents, 21(5.5%) respondents were Strongly Disagree with the statement, 32(8.3%) respondents were Disagree with the statement, 213(55.3%) respondents were Neutral with the statement, 61(15.8%) respondents were Agree with the statement and 58(15.1%) respondents were Strongly Agree with the statement".

Table 4.66 I have actively sought out strategies or resources to manage the stress of being away from home.

<table>
<tr><td colspan="6">I have actively sought out strategies or resources to manage the stress of being away from home.</td></tr>
<tr><td></td><td></td><td>Frequency</td><td>Percent</td><td>Valid Percent</td><td>Cumulative Percent</td></tr>
<tr><td rowspan="6">Valid</td><td>Strongly Disagree</td><td>10</td><td>2.6</td><td>2.6</td><td>2.6</td></tr>
<tr><td>Disagree</td><td>22</td><td>5.7</td><td>5.7</td><td>8.3</td></tr>
<tr><td>Neutral</td><td>187</td><td>48.6</td><td>48.6</td><td>56.9</td></tr>
<tr><td>Agree</td><td>59</td><td>15.3</td><td>15.3</td><td>72.2</td></tr>
<tr><td>Strongly Agree</td><td>107</td><td>27.8</td><td>27.8</td><td>100.0</td></tr>
<tr><td>Total</td><td>385</td><td>100.0</td><td>100.0</td><td></td></tr>
</table>

I have actively sought out strategies or resources to manage the stress of being away from home.
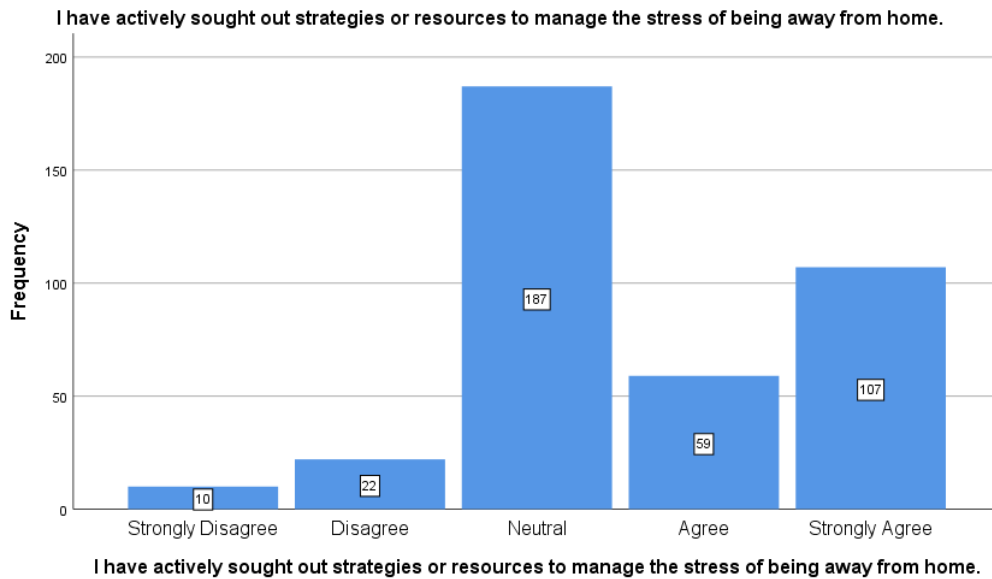
Figure 4.50 I have actively sought out strategies or resources to manage the stress of being away from home.

"Table 4.66 and the bar chart (figure 4.50) provide information about I have actively sought out strategies or resources to manage the stress of being away from home. Out of the total 385 respondents, 10(2.6%) respondents were Strongly Disagree with the statement, 22(5.7%) respondents were Disagree with the statement, 187(48.6%) respondents were Neutral with the statement, 59(15.3%) respondents were Agree with the statement and 107(27.8%) respondents were Strongly Agree with the statement".

4.5 Conclusion

This chapter's analysis of "Psychological Counseling for Workers to Prevent Emotional Distress and Depression in a Manpower Supply Company in Doha, Qatar" shows that workers in this sector have a lot of mental health problems because they are away from their families for long periods of time, have a lot of work to do, and do not know if they will keep their jobs. Counseling programs, such as one-on-one and group therapy meetings, have been shown to help with these mental health problems by giving workers a safe place to talk about their issues and find ways to deal with them. A more focused approach to mental health care leads to fewer absences and turnover, which leads to happier and more efficient workers. The study highlights the lasting advantages of psychological support, emphasizing the need for policies that

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incorporate mental health programs to create a comforting workplace. Overall, the findings contribute to the broader discourse on employee well-being, demonstrating that effective mental health strategies enhance individual lives and organizational efficiency, ultimately benefiting society.

CHAPTER: V

DISCUSSION

5.1 Overview

Psychological counseling may help employees deal with emotional distress and depression, and the results from the previous chapters provide a high-level summary of how this impact changes over time due to different circumstances. It also includes a generational comparison of the interview and survey data. This chapter provides an in-depth review of the results, discussing their significance, limitations, and suggestions for further research. The study focuses on psychological counselling to prevent the mental health of the workers in manpower supply company. This study contains several topics on preventing mental health conditions and the influence of psychological counselling on workers' mental health.

In the past, Qatar has made significant investments in the development of its healthcare system and has successfully reached the same level as industrialized nations in terms of several health indicators. Qatar has made significant investments in enhancing and extending its domestic healthcare services. This growth has a positive impact on mental health care. The healthcare system in Qatar is publicly financed and overseen by the Ministry of Public Health. The provision of health services in the country is carried out by a combination of public, private, and semi-government entities, with the majority of healthcare activities being undertaken by public providers (Khaled et al., 2024).

The manpower supply sector in the large city of Doha, Qatar provides an interesting environment to examine the welfare of workers. The research examines the psychological challenges workers face, including the emotional distress and depression caused by prolonged separation from their loved ones, a common characteristic of this sector (Ghuloum, Bener, and Abou-Saleh, 2011, p.216). Workers often experience high workloads and employment insecurity, both of which may contribute to mental health issues. To address this issue, qualified professionals provide counselling programs that consist of individual and group therapy sessions. These sessions offer protected and safe situations to examine concerns and develop strategies for dealing with them. Placing the highest value on mental health treatment fosters a productive and content work environment, which reduces absenteeism and terminations

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(Kehyayan and Hammad, 2020). Extended periods of separation from family, resulting from the demanding nature of the job, create unique demands that affect one's mental well-being. Considering the significant effect on both the business and its employees over an extended period, it becomes necessary to seek psychological assistance. This research contributes to broader discussions on employee well-being and offers insights to enhance legislation aimed at cultivating a stronger and healthier workforce (Khaled, 2019, p.382-393). Addressing mental health concerns has a positive impact on both individuals and organisations, ultimately benefiting society.

5.2 Discussion of Results

5.2.1 Discussion based on the Demographic profile of the results

The examination of the demographic characteristics of the workers who took part in the survey revealed numerous significant patterns and behaviours that provide insight into the mental well-being of the workers in Qatar.

- Firstly, there is a significant gender disparity, with male respondents making up the majority at 61.8% compared to females at 38.2%. The gender disparity in the data requires attention as it may impact the viewpoints and experiences represented, emphasizing the need to take into account gender-specific dynamics throughout the analysis.

- The data shows a relatively uniform distribution across all age groups, with a slight bias toward younger participants. Significantly, 39.7% of the persons belong to the age group of 26-35 years, indicating an important percentage of individuals in the early to mid-career stage. The allocation of participants among different age groups provides useful insights into generational disparities and their potential impact on attitudes and actions related to the study topic.

- The respondents are distributed depending on their years of experience, with a significant proportion (40.0%) falling into the 1-3 years category, followed by 4-7 years (29.9%). This suggests that the sample consists mostly of individuals in the early stages of their careers, which might affect the extent and range of insights obtained, especially regarding industry expertise and professional perspectives. It is essential to comprehend the distribution of experience levels among respondents to interpret data accurately and

identify possible variations in opinions depending on the length of time individuals have been employed in this industry.

- The respondents' income levels showed variation, with the majority (49.4%) earning between 5,000 QAR and 15,000 QAR each month. The presence of various socioeconomic origins in the sample is crucial for comprehending financial behaviours, preferences, and limitations. It highlights the significance of taking income-related variables into account when examining the study results and their consequences for various demographic groups.

- The distribution of marital status reveals that the majority of respondents (51.9%) are married, while the remaining individuals (48.1%) are unmarried. The marital status of an individual may have a profound impact on several elements of their life, such as their financial choices, the dynamics within their family, and the obligations they have. It is important to acknowledge the variety of marital statuses in the sample to understand their responses to family dynamics, financial planning, and other relevant factors.

- Finally, the allocation of employment roles or positions among participants indicates a substantial percentage in administrative staff jobs (50.1%), followed by management/supervisory roles (33.2%) and skilled worker positions (16.6%). The range of occupations included in the sample indicates that respondents have different degrees of authority, responsibilities, and experience. This might affect how they see and contribute to the research. Gaining a comprehensive understanding of the occupational distribution allows for the proper interpretation of data and the identification of specific areas that may need subgroup analysis or further investigation.

5.2.2 Discussion based on the Hypothesis

Moving to the findings based on hypotheses, the research examines the complex factors that affect the avoidance of distress and depression. The findings indicate a significant correlation between the provision of psychological therapy to workers and the mitigation of emotional discomfort and depression. Specifically, workers who get psychological counseling are less vulnerable to experiencing distress and depression. This study emphasizes the need to use mental health preventive measures to assist employees in overcoming challenges and achieving success in their positions. Moreover, the study demonstrates that motivating factors have a substantial influence on employees' performance, emphasising the crucial role of both

mental well-being assistance and motivation in cultivating an efficient and well-functioning workforce.

Emotional distress and depression are much more common among employees of a labour supply firm in Doha, Qatar, and the frequency of these conditions varies according to the gender of the employees. On average, female workers show a little greater level of emotional distress and depression compared to their male workers. The findings highlight the significance of treating mental health concerns in the workplace and developing treatments that are sensitive to gender to improve the well-being of all workers. The study shows that mental distress and depression have a statistically significant effect on well-being. These results make it clear how important it is to help workers at a supply company in Doha, Qatar who are depressed or experiencing mental problems on an individual level. Such personalised treatments are key parts of larger efforts to improve the health and efficiency of workers at work.

The results show a strong correlation between emotional distress and depression. It was discovered that sadness and emotional distress had a significant impact on efficiency and production, and statistical studies supported the predictive validity of these factors. More specifically, lower productivity and efficiency are linked to higher levels of mental distress and depression. These findings demonstrate how crucial it is to treat mental health concerns in the workplace to preserve and improve employee performance. The research discovered that at a manpower supply company in Doha, Qatar, worker-specific psychological counseling interventions greatly prevent and relieve emotional distress and depression. The findings demonstrate the effectiveness of these treatments, which considerably lower workers' levels of emotional distress and depression. An important factor in enhancing psychological health in the office is the effectiveness of the counseling treatments, which has been demonstrated by statistical analyses.

The study found that workers at a manpower supply company are significantly more stressed when they are away from home and family for long periods. The study found that workers are more stressed when they are away from their families for long amounts of time.

There is also a strong positive connection between the prolonged separation and the unique stressors experienced by workers, indicating that as the time away from home increases, so do the stress levels among workers. The study also shows that psychological therapy has long-lasting benefits on the mental condition and health of individuals who employment for a manpower supply business. While the correlation between counselling interventions and individual well-being is modest, statistical analyses reveal a significant relationship. The regression model suggests that these interventions account for a small but meaningful portion of the variance in individual well-being, with a significant p-value indicating their predictive power. This suggests that workers who get psychological therapy have better long-term mental health outcomes.

Overall, the study shows how important psychological therapy is for lowering distress and depression among workers in a manpower supply company in Doha, Qatar. It highlights differences between men and women in mental health, the connection between mental health and productivity, and the effects of being away from home for a long time. The results show that therapy treatments are good for workers' health in the long run.

5.3   Discussion Based on Research Questions

RQ 01: What is the prevalence and severity of emotional distress and depression among workers in a manpower supply company in Doha, Qatar?

Individual well-being and organisational productivity are seriously threatened by the frequency and intensity of emotional distress and depression among employees of a workforce supply firm in Doha, Qatar. Studies done in related environments shows that a significant percentage of employees show signs of emotional distress and depression. Feelings of sadness, anxiety, and impatience to more serious aspects such as a constant feeling of sadness, a lack of interest in activities, and thoughts of self-harm or suicide, these symptoms may cover a wide range of psychological and emotional experiences.

Emotional distress and depression have an influence on productivity and organisational dynamics in addition to personal well-being. Employees who are dealing with mental health

issues may find it difficult to carry out their jobs, which might result in lower output, more absenteeism, and higher turnover rates. Furthermore, emotional distress and depression at work may create an adverse work environment that lowers morale and affects teamwork. It is important to acknowledge the frequency and gravity of emotional distress and depression among employees of the labour supply firm in order to execute focused treatments and provide support systems. Organisations may develop a work environment that prioritises employee well-being by offering resources including counselling services, employee support programmes, and mental well-being education, and by cultivating a culture of mental healthiness awareness. In addition to helping the mental health of individual employees, emotional discomfort and depression also builds a more resilient, effective, and vibrant workplace culture.

RQ 02: How does emotional distress and depression on individual well-being within the context of the workforce?

The study explores the complex interplay of emotional distress, depression, and personal well-being in the context of the workplace. Depression and emotional distresst may have a substantial effect on the physical, emotional, social, and technical aspects of an individual's well-being. First of all, physical symptoms like fatigue, headaches, tense muscles, and irregular sleep patterns might be indicators of mental discomfort and depression. These physical symptoms may make it more difficult for a person to perform at their best at work, which might result in less productivity and more absenteeism.

Second, emotional distress and depression may negatively impact an individual's emotional health by producing negative emotions including depression, sadness, nervousness, and frustration. These emotional difficulties may have an impact on employees' and managers' interpersonal connections, which may result in conflicts and stressful conversations at work. Additionally, social well-being may be harmed as people who are depressed or in emotional distress may avoid social situations and feel isolated from others. The feeling of being alone may be made worse by this feeling of isolation, which also negatively affects overall health.

Emotional discomfort and depression can have an important effect on occupational well-being. People could feel less motivated, have less work satisfaction, and have trouble focusing on tasks. In the end, this may have an effect on overall work happiness, career advancement, and job performance. Emotional distress and depression may also lead to low self-esteem and a negative self-perception, which further compromises an individual's well-being. These mental health issues may also prevent people from growing personally and from performing to the best of their abilities at work. In conclusion, emotional distress and depression have a variety of consequences on workers' well-being, affecting social, emotional, physical, and occupational domains. It is important to acknowledge and tackle these obstacles in order to foster a successful and healthy work environment. The harmful impacts of emotional distress and depression on work health may be significantly reduced by placing interventions like mental health support programs, counseling services, and friendly workplace cultures.

RQ 03: In what ways do emotional distress and depression affect productivity and efficiency among workers in the manpower supply company?

Employee productivity and efficiency at a labour supply firm may be severely restricted by emotional discomfort and depression in several ways. First of all, people who are dealing with these mental health issues often have less attention and concentration, which makes it difficult to do activities precisely and effectively. Furthermore, emotional distress and depression have been linked to higher rates of absenteeism because they make it harder for people to handle their work-related obligations, which disrupts productivity and lowers production overall. Interpersonal problems brought on by these mental health concerns, such as disagreements and poor relationships with others, may also cause problems for teams and cooperation, which further reduces productivity at work.

All things considered, managing emotional distress and depression is essential to creating a positive work atmosphere that supports staff wellbeing and increases productivity. Employers can mitigate the detrimental effects of mental health issues on output and efficiency by putting in place policies to promote mental health and offering resources like counseling services. This ultimately leads to a happier and more productive workforce.

RQ 04: - How effective are psychological counselling interventions tailored to the needs of workers to prevent and alleviate emotional distress and depression?

In a personnel supply firm in Doha, Qatar, psychological therapy therapies tailored to workers' requirements have shown efficacy in both preventing and mitigating emotional distress and depression. According to studies, these treatments provide people with a secure and encouraging environment in which to discuss and manage their mental health issues, which promotes better-coping mechanisms and increased resilience. By providing personalized counseling sessions, employers may provide focused assistance that targets employees' specific needs and encourages self-management of their mental health. Furthermore, therapy treatments provide people with useful skills and strategies to more effectively manage workplace pressures and challenges, thereby fostering a better work-life balance.

Additionally, studies demonstrate the long-term advantages of psychological counselling treatments in maintaining workers' favourable mental health outcomes. The chance of relapse and recurrence of emotional distress and depression is decreased by counselling therapies, which provide continuous support and guidance and enable permanent changes in coping strategies and emotional regulation. Furthermore, these treatments are beneficial for workplace dynamics as a whole, encouraging a culture of transparency, support, and empathy towards mental health challenges, in addition to improving individual well-being. All things considered, worker-specific psychological counselling treatments show a great deal of efficacy in preventing and resolving emotional distress and depression, which promotes a stronger and more resilient workforce.

RQ 05: - What are the unique stressors associated with prolonged separation from home and family among workers in the manpower supply company?

Prolonged separation from home and family creates particular challenges for employees at a personnel supply firm in Doha, Qatar. First of all, the lack of family support networks may lead to feelings of isolation and loneliness, aggravating the difficulties of transitioning to a new environment or dealing with work-related pressures. Workers may feel disconnected from their loved ones, which causes emotional pressure and makes it harder to

manage their mental health efficiently. Furthermore, the inability to participate in regular family activities or execute family responsibilities owing to geographical distance may lead to feelings of regret and inadequacy, exacerbating workers' stress levels.

Second, prolonged separation from home and family may disrupt social networks and interpersonal interactions, reducing employees' feelings of belonging and social support at work. The absence of intimate family relationships may result in a lack of emotional support and understanding from colleagues and coworkers, making it difficult for workers to seek help or openly express their issues. Furthermore, time spent away from home may cause strained relationships with family members, since communication obstacles and limited chances for meaningful engagement may lead to misunderstandings and conflict. These social pressures may have a significant impact on workers' mental health and individual well-being, emphasizing the significance of developing methods to address the issues connected with extended separation from home and family in the labor supply company.

RQ 06: - What are the long-term effects of psychological counselling interventions on the mental health and well-being of workers?

Psychological therapy treatments have had a major long-term impact on the mental health and well-being of employees in a labour supply organisation. According to research, these approaches not only reduce severe symptoms of emotional distress and sadness, but they also promote long-term gains in mental health. Counselling treatments promote resilience and empower employees to handle workplace pressures and adversity by giving them with the skills and coping techniques they need to successfully manage their mental health difficulties.

Furthermore, psychological therapy therapies help to avoid relapse and recurrence of emotional distress and depression by addressing underlying causes and encouraging good behavioural adjustments. Workers discover essential abilities for maintaining good mental health and successfully dealing with future issues through constant support and guidance. Furthermore, the benefits of counselling treatments go beyond individual well-being to improve entire workplace dynamics, promoting a culture of mental health awareness and support. By investing in psychological counselling solutions suited to workers' needs, the

manpower supply firm may foster a healthier and more resilient staff, eventually increasing productivity, happiness, and overall organisational effectiveness.

RQ 07: What practical insights can be provided for policy development and organizational practices aimed at preventing and addressing emotional distress and depression among workers?

In order to prevent employees from suffering emotional stress and depression, comprehensive mental health policies need to be implemented by companies. These will comprise setting up confidential counseling centers known as Employee Assistance Programs (EAP), conducting routine training programs aimed at creating awareness on mental wellbeing and providing flexible working schedules in order to facilitate good home–work life harmony. It is important that regular mental health check-ins and stress management resources that include workshops on mindfulness and relaxation techniques are available. It is vital to promote open discussion and create a positive work atmosphere since they can greatly lower workplace stress. By encouraging an active perspective on mental health, these procedures improve workers' productivity and well-being in the workplace as a whole.

RQ 08: "How can psychological counselling strategies be utilized for promoting mental health in the workforce, particularly in the context of manpower supply companies in Doha, Qatar?"

In Doha, Qatar's manpower supply companies, psychological counselling strategies can significantly encourage mental health. Offering confidential support are EAPs that provide counselling services. Workshops on mental health maintain motivation and productivity which create awareness among employees about how to deal with stress as well as emotional distress. In order to provide a supportive working atmosphere, it is vital to be flexible with work schedules and ensure that we carry out regular mental checks. Furthermore, encouraging employees to seek help can be achieved through talking openly while at same time fighting discrimination against individuals with mental health problems. By following such procedures, many emotional sufferings can be avoided leading to lowered incidence rates for depressive

disorders among other things including increased efficiency at the workplace and improved employee contentment.

CHAPTER: VI

CONCLUSION

6.1 Overview

The study provides an overview and final thoughts on the extensive study conducted for the chapter "Psychological Counseling for Workers to Prevent Emotional Distress and Depression in a Manpower Supply Company in Doha, Qatar." The aim of the research was to offer further evidence that psychotherapy may reduce the likelihood of mental health issues including depression and emotional discomfort. Emotional pain, depression, treatments, psychotherapy, and coping mechanisms were probably only a few of the many topics covered in the research.

The study found several factors that greatly affect how well the manpower supply business keeps employees from getting stressed out or depressed. The study explores the psychological difficulties encountered by workers, namely the emotional distress and depression brought on by extended separation from their loved ones, which is a typical feature of the sector. High workload and job uncertainty are two pressures that workers face, and which might cause mental health problems. In order to deal with this, licensed experts offer counselling programs, which include sessions of individual and group therapy. The study's result also highlighted the general conversations about employee well-being and provided information to guide laws with the goal of producing a more robust and healthier workforce. Taking care of mental health issues benefits society at large by improving individual lives as well as organizational results. The results provide practical suggestions for improving the mental health of the workers through effective psychological counselling. The last part goes into enormous detail about the important factors that affect how psychological therapy helps keep individuals working in manpower supply companies from getting depressed and emotionally upset.

6.2 Summary of the Chapters

Chapter 1- Introduction

Chapter 1 provides a thorough introduction to the research, outlining the importance of psychological counselling and how it might help prevent depression and emotional distress. A few of the elements that show how excellent psychological counselling helps to prevent the mental health of the manpower supply firm include emotional discomfort and depression,

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coping mechanisms, and psychological counselling. The chapter placed a strong emphasis on the value of psychological counselling in protecting employees' mental health. The evaluated issue statement for the chapter, which calls for an investigation of important variables preventing emotional distress and depression, was further addressed in this chapter. The first part of the chapter sets the context for the balance of the chapters.

Chapter 2- Review of Literature

The chapter titled "Review of Literature" included a comprehensive overview of previous academic publications that were significant to the subject matter under inquiry. The relevance of the chosen research subject was highlighted in the opening introduction to the larger field of study. The evaluations included a wide variety of important topics, such as coping mechanisms, psychological counselling, emotional discomfort and depression, and the mental health of the workers. They were organized thematically. The literature study looked at the challenges, opportunities, and factors affecting the success of businesses. By highlighting gaps in the corpus of literature, the chapter's last section sets the tone for the present research. The framework was established by the literature study, which offered perspectives, conceptual frameworks, and empirical data that enhanced comprehension of the intricate connection between psychological counselling and the employees' emotional discomfort and distress.

Chapter 3- Research Methodology

The research methodology chapter provides a systematic approach to doing research, serving as a guide for the study. There was an introduction at the outset that included fundamental information about the chosen strategy. To guarantee a shared understanding, operational terminology such as "emotional distress, depression, interventions, psychological counselling, and coping strategies" were specified precisely. The chapter proceeded to illustrate the significance of the examination by outlining the study's objectives and presumptions and offering a rational method for conducting it. A conceptual framework that emphasized the interrelated components of the study was offered. The following elaboration of the research methodology includes a detailed discussion of the methods and strategies used in data collecting and analysis. Throughout the chapter, the random sampling approach is explained and employed as a crucial indicator to guarantee methodological correctness. The chapter acknowledged the limitations and outlined the scope of the research in order to give an honest and comprehensive approach to researching important factors influencing the prevention of emotional distress and depression.

Chapter 4- Data Analysis and Interpretation

The fourth chapter, "Data Analysis and Interpretation," starts by outlining the essential components that keep the employees from experiencing emotional distress and depression. To provide a framework for an in-depth analysis, the chapter begins with an explanation of the key factors affecting these dynamics. Demographic profiling provides essential context and background information and allows for a detailed characterization of the participants. Strong methods for checking dependability are used in this chapter to make sure that the data collected is correct and consistent. This step is important for figuring out how reliable and consistent the study's results are. Indexing techniques are also used to improve speed and accuracy by simplifying the evaluation procedure. Carefully stated, the results derived from the proposed hypotheses provided valuable insights into the problems with the study. Following a careful examination of each participant's response, a complete grasp of their viewpoints was acquired. The chapter looked at the intricate relationships between coping mechanisms, psychological counselling, and preventing depression and emotional suffering. It used data analysis and interpretation with great care to give the main factors preventing the workers' mental health.

Chapter 5- Discussion

In Chapter 5, "Discussion," we go over an overview of how psychological counselling helps a manpower supply company's employees deal with emotional distress and depression and how this impact changes over time due to different circumstances. It also includes a generational comparison of the interview and survey data. This chapter provides an in-depth review of the results, discussing their significance, limitations, and implications for further investigation. The study emphasizes the significance of psychological counselling in managing workers' mental health. Numerous links on mental health in the workplace, employee counselling, and the avoidance of emotional distress and depression are included in this body of research. This chapter provides a framework for critically examining the study's results and presents several viewpoints on the complex relationship between psychological counselling and workers' mental health. This chapter contributes to our knowledge of how psychological counselling impacts workers' mental health by analyzing their emotional distress, depression, and overall mental health. This provides new chances for research and growth in this critical field of study.

6.3   Findings Based on the Demographic Profile of the Respondents

- **Respondents were categorized by gender**

"It was observed that out of 385 respondents selected for the study, in the sample surveyed, most of the respondents are male, which is about 61.8%, and the rest are female, which is about 38.2%".

- **Respondents were categorized by age.**

"It was observed that out of 385 respondents selected for the study, in the sample surveyed, most respondents are the age of between 26 and 35 years, which is about 39.7% of the workers who are working in manpower supply company".

- **Experience level of the respondents**

"It was observed that out of 385 respondents selected for the study, in the sample surveyed, most respondents had experienced between 1 to 3 years, which is about 40% of respondents".

- **The income level of the respondents**

"It was observed that out of 385 respondents selected for the study, in the sample surveyed, most respondents had earned between 5000QAR to 15000QAR per month, which is about 49.35% of respondents".

- **Marital status of the respondents**

"It was observed that out of 385 respondents selected for the study, in the sample surveyed, most respondents are married, which is about 51.9%".

- **Respondents were categorized by job roles.**

"It was observed that out of 385 respondents selected for the study, in the sample surveyed, most respondents are administrative staff, which is about 50.1% of the workers who work in the manpower supply company".

6.4 Findings Based on Hypothesis

H0: There is no significant prevalence of emotional distress and depression among workers in a manpower supply company in Doha, Qatar, and this varies by gender.

H1: There is a significant prevalence of emotional distress and depression among workers in a manpower supply company in Doha, Qatar, and this varies by gender.

"It was observed that the significant difference in the variable between the two groups of Emotional Distress and Depression, the mean score for emotional distress and depression for

males is 33.1303 whereas emotional distress and depression for females is 34.0204. Therefore, there was a significant difference in the variable between the two groups of Emotional Distress and Depression. Hence, the alternative hypothesis was accepted".

H0: Emotional distress and depression do not have a significant impact on individual well-being within the context of the workforce.

H2: Emotional distress and depression have a significant impact on individual well-being within the context of the workforce.

"It was observed that the significant value is 0.008 for the individual well-being, which is less than 0.05, the R-value for the simple correlation is 0.135, which reflects how much of the overall variance in the dependent variable, the individual well-being, the independent variable can be used to explain the results and, therefore, there was a statistically significant impact on the individual well-being. Hence, the alternative hypothesis was accepted".

H0: Emotional distress and depression do not affect productivity and efficiency among workers in the manpower supply company.

H3: Emotional distress and depression affect productivity and efficiency among workers in the manpower supply company.

"It was observed that the significant value is 0.000 for productivity and efficiency among workers in the manpower supply company, which is less than 0.05, the R-value for the simple correlation is 0.538, which reflects how much of the overall variance in the dependent variable, the productivity and efficiency, the independent variable can be used to explain the results and, therefore, there was a statistically significant impact on the productivity and efficiency. Hence, the alternative hypothesis was accepted".

H0: Psychological counselling interventions tailored to the needs of workers do not prevent or alleviate emotional distress and depression significantly.

H4: Psychological counselling interventions tailored to the needs of workers prevent or alleviate emotional distress and depression significantly.

"It was observed that the significant value is 0.000 for Emotional Distress and Depression, which is less than 0.05, the R-value for the simple correlation is 0.258, which reflects how much of the overall variance in the dependent variable, the Emotional Distress and Depression, the independent variable can be used to explain the results and, therefore, there was a statistically significant impact on the Emotional Distress and Depression. Hence, the alternative hypothesis was accepted".

H0: Prolonged separation from home and family does not contribute significantly to unique stressors among workers in the manpower supply company.

H5: Prolonged separation from home and family contributes significantly to unique stressors among workers in the manpower supply company.

"It was observed that the significant value is 0.000 for the relationship between Prolonged separation from home and family and the unique stressors, which is less than 0.05. The mean score for unique stressors is 21.9532, whereas the score for the prolonged separation is 29.2649. Therefore, there was a statistical correlation between prolonged separation from home and family and the unique stressors in the manpower supply company. Hence, the alternative hypothesis was accepted".

H0: Psychological counselling interventions do not have long-term effects on the mental health and well-being of workers.

H6: Psychological counselling interventions have long-term effects on the mental health and well-being of workers.

"It was observed that the significant value is 0.044 for Individual well-being, which is less than 0.05, the R-value for the simple correlation is 0.103, which reflects how much of the overall variance in the dependent variable, the Individual well-being, the independent variable can be used to explain the results and, therefore, there was a statistically significant impact on the Individual well-being. Hence, the alternative hypothesis was accepted".

6.5 Conclusion

The study on psychological counselling for workers in a manpower supply company in Doha, Qatar, underscores its critical role in preventing emotional distress and depression among employees. The results show that significant amounts of work, employment instability, and extended time away from family are among the variables that greatly impact mental health problems. According to the study, specialized counselling interventions—such as individual and group therapy sessions—are successful in resolving these issues. By implementing comprehensive mental health programs, organizations can significantly enhance employee well-being, reduce absenteeism, and improve overall productivity. In addition to complying with international labour standards, the proactive integration of mental health support into workplace rules promotes a healthy organizational culture and increases the company's attraction as an employer.

The study also shows that sustaining workers' long-term mental health depends critically on raising awareness of mental health issues and promoting a healthy lifestyle. Regular mental health assessments and robust emergency support services ensure that employees have continuous access to necessary resources and interventions. Collectively, these measures help employees build resilience and coping strategies, which is advantageous both to the company as well as to the individuals. The positive effect extends beyond the workplace, improving societal stability and establishing a standard that other businesses may follow. The research offers insightful analysis and useful suggestions for enhancing mental health among employees, leading to a more healthy, effective, and long-term business environment.

6.6   Implications of the Study

The introduction of psychological counselling for workers at a workforce supply firm in Doha, Qatar, has significant effects in several areas. Because it eliminates emotional distress and prevents depression, it improves mental health outcomes and produces a more resilient and productive workforce. A good business environment is fostered by this proactive support, which also lowers turnover rates and absenteeism and increases work satisfaction. Being familiar with ethical and labour norms across the world enhances the company's standing nationally and internationally, attracting workers. Economically, it yields long-term cost

savings and boosts profitability by reducing healthcare expenses and minimizing productivity losses. In addition, it supports adherence to local regulations and demonstrates a commitment to the dignity and well-being of workers. On a personal level, counselling facilitates the development of resilience and coping strategies, thereby fostering personal and professional development. Furthermore, it assures that mental health programs adapt to the requirements of the workforce by enabling continuous improvement through data-driven insights. The overall result of such an initiative is a more sustainable, productive, and healthier organizational environment.

6.7 Limitations

- "Workers may be biased in their views, which cannot be eliminated".

- "The study was limited to 385 participants".

- "The study was limited to workers employed by the Manpower Supply company in Doha, Qatar".

6.8 Suggestions and Recommendations

1. **Develop a Comprehensive Mental Health Program:** Establish a comprehensive mental health program that incorporates regular counselling sessions to address individual concerns, stress management seminars to provide employees with effective coping strategies, and resilience training to develop long-term mental health.

2. **Regular Mental Health Assessments:** To assess employee well-being and identify early signs of emotional distress or depression, conduct periodic mental health assessments. To ensure that employees feel secure and are motivated to participate without fear of stigma or consequences, these assessments should be conducted appropriately.

3. **Promote Mental Health Awareness:** The goal is to reduce stigma and boost awareness of mental health issues by launching ongoing educational campaigns. Create an environment in which employees are at ease discussing their mental health without fear of judgment and where open communication about mental health is encouraged.

4. **Integrate Counselling with Workplace Policies**: Integrate mental health support within the structure of the existing workplace policies. Establish a welcoming workplace where mental health is valued and included in regular procedures, and make

sure staff members are aware of how to access mental health resources and support when needed.

5. **Emergency Support Services:** Establish comprehensive crisis intervention services to provide immediate help in cases of mental health emergencies. Provide workers with a dependable resource for prompt mental health support by providing helplines and telephone lines that are open 24/7, ensuring they have a reliable resource for immediate mental health assistance.

6. **Encourage a Healthy Lifestyle:** Encourage all-encompassing wellness initiatives that emphasize the link between physical and mental health. These programs need to include chances for exercise, nutrition guidance, and relaxation techniques like yoga or meditation. Encourage staff members to lead healthy lifestyles that promote their mental and physical well-being.

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Questionnaire

Dear Sir/Madam

As part of my PhD research thesis, I am conducting a survey that investigates the "***Psychological Counselling for Workers to Prevent Emotional Distress and Depression in a Manpower Supply Company in Doha, Qatar***". Your assistance in completing this survey would be greatly appreciated as your views can help me to complete my research work more appropriately. If you have any inquiries, please feel free to mail on ………………………………………………….

Please express the degree to which you feel the following emotions using a five-point Likert scale ranging from 1-5, where 1=Strongly Disagree (SD), 2=Disagree (D), 3=Neutral (N), 4= Agree (A), and 5=Strongly Agree (SA).

Your participation in this study will be highly appreciated, and the information you provide will be used for academic purposes only.

- **Demographic Profile**
  1. **Gender:**
  a) Male
  b) Female
  2. **Age:**
  a) Less than 25 years
  b) 26-35 years
  c) 36-45 years
  d) 46 and more
  3. **Years of Experience:**
  a) Less than 1 year
  b) 1-3 years
  c) 4-7 years
  d) 8 years and more
  4. **Income Level:**

a) 2,000 QAR to 5,000 QAR p\m

b) 5,000 QAR to 15,000 QAR p\m

c) 15,000 QAR p\m

5. Marital Status:

a) Married

b) Unmarried

6. Job Role/Position:

a) Administrative staff

b) Skilled worker (e.g., technician, engineer)

c) Management/Supervisory role

- **Emotional Distress and Depression**

Please give a response regarding the Emotional distress and depression.

S No.	Emotional Distress and Depression	SA	A	N	D	SD
1.	Feeling overwhelmed or stressed by workload is a regular occurrence for me.					
2.	Difficulty concentrating on tasks due to emotional issues is a frequent challenge for me.					
3.	Feeling isolated or lonely at work is something I often experience.					
4.	Managing work-related stressors on my own is challenging.					
5.	I receive adequate support from colleagues and supervisors when facing job-related difficulties.					
6.	Physical symptoms such as headaches or fatigue related to work stress occur frequently for me.					
7.	My work-life balance in the company is generally satisfactory.					
8.	Feeling irritable or easily agitated at work is a regular occurrence for me.					

| 9. | Feeling emotionally drained affects my ability to engage effectively at work. | | | | | |

- **Individual well-being**

Please give a response regarding the Individual well-being.

S No.	Individual well-being	SA	A	N	D	SD
1.	Coping with emotional challenges impacts my daily functioning and productivity.					
2.	My emotional well-being significantly influences my overall quality of life.					
3.	Balancing work responsibilities and personal life is more difficult when experiencing emotional distress and depression.					
4.	My relationships with colleagues and family are affected by my emotional well-being.					
5.	Taking care of my mental health is a priority for maintaining my overall well-being.					

- **Productivity and Efficiency among Workers**

Please give a response regarding the productivity and efficiency among workers.

S No.	Productivity and Efficiency among Workers	SA	A	N	D	SD
1.	Emotional distress and depression negatively impact my overall productivity at work.					
2.	Emotional difficulties lead to delays or inefficiencies in completing job responsibilities.					
3.	My work performance suffers when I am experiencing emotional distress and depression.					

4.	Managing time effectively at work is more difficult when dealing with emotional challenges.					
5.	Emotional well-being influences my ability to meet deadlines and goals.					
6.	I feel less motivated to perform well when struggling with emotional distress and depression.					
7.	Collaborating effectively with colleagues becomes harder during episodes of emotional difficulty.					
8.	I find it challenging to maintain a consistent level of productivity due to emotional issues.					

- **Psychological Counselling Interventions**

Please give a response regarding the psychological counselling interventions.

S No.	Psychological Counselling Interventions	SA	A	N	D	SD
1.	Psychological counselling sessions were tailored to address my specific emotional needs.					
2.	The counselling interventions effectively reduced my feelings of emotional distress.					
3.	I believe that psychological counselling has improved my ability to cope with work-related stress.					
4.	I feel more supported by the company after receiving psychological counselling.					
5.	The counselling interventions have positively impacted my overall mental well-being.					
6.	I would recommend psychological counselling to my colleagues who are experiencing emotional distress.					

S No.		SA	A	N	D	SD
7.	I am more confident in my ability to handle work challenges after receiving counselling.					
8.	Psychological counselling has reduced the frequency and severity of depressive symptoms which I experience.					

- **Prolonged separation from home and family**

Please give a response regarding the prolonged separation from home and family.

S No.	Prolonged separation from home and family	SA	A	N	D	SD
1.	I often experience sadness or homesickness due to being away from my family for extended periods.					
2.	I find it challenging to maintain a healthy work-life balance because of the prolonged separation from my family.					
3.	The lack of regular contact with my family increases my stress levels while working here.					
4.	I feel that the company's support or resources for managing separation-related stress are inadequate.					
5.	I believe that addressing the challenges of separation from home and family is important for overall employee morale and mental health.					
6.	I have developed coping mechanisms to deal with the emotional strain of prolonged separation from home and family.					
7.	I often find myself preoccupied with thoughts of home and family during work hours.					
8.	I think that initiatives or programs aimed at reducing the impact of separation from home and family would be beneficial for workers' well-being.					

- **Unique Stressors among Workers**

Please give a response regarding the unique stressors among workers.

S No.	Unique Stressors among Workers	SA	A	N	D	SD
1.	The challenges of being away from home for extended periods create unique emotional burdens for me.					
2.	Coping with the distance from home adds a layer of complexity to my work-life balance.					
3.	The feeling of missing out on important family events or moments impacts my job satisfaction negatively.					
4.	The company's awareness and support regarding the stressors of separation from home and family are insufficient.					
5.	I believe that addressing the unique stressors related to separation would improve overall employee well-being in this company.					
6.	I have actively sought out strategies or resources to manage the stress of being away from home.					

I sincerely appreciate your time and cooperation.

Please check to make sure that all the questions are answered.

Thank you so much for your contribution.