

Effect Of Situational Depression And Stress On Job Performance Of Rescue 1122 Workers; A Socio-Cultural Perspective In Punjab, Pakistan

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Abstract

This research aims to gauge the level of situational depression and stress on rescue 1122 workers and its effects on their job performance. Total 300 rescue workers were selected from three big cities (Bahawalpur, Multan and Dera Ghazi Khan) of South Punjab by using purposive sampling technique. The present research was carried out as quantitative research and cross-sectional research design was used. To measure the data, two questionnaires were used in this research; Depression, Anxiety and Stress (Lovibond & Lovibond, 1995) and Job Performance (Janssen, 2000). The collected data were analyzed through SPSS (23 version). The results of bivariate correlation found that situational depression and stress were significantly and negatively correlated with job performance among rescue 1122 officers. The results of linear regression found that situational depression and stress has significantly negative effect on job performance of rescue 1122 workers. The result of independent sample t-test was found the significant marital status differences in terms of situational depression, stress and job performance. While, situational depression and stress were higher among married respondents as compared to unmarried respondents, whereas, job performance was higher among unmarried respondents than married respondents. The limitations and future avenues of this research have also been furnished.

Key words: Situational depression; Situational Stress; Job Performance.

Introduction

At the level of government there is eternally main organization for the service of humanity that is the Punjab emergency service (Rescue-1122), this service is providing facilities during any danger situation like flood, earth quick, and storm and also for human made calamities. It deals with all kinds of emergency situations. Round about three point fifty-nine million targets of emergency have deal through this service very successfully. Not only in Punjab, this service is

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also working in all the provinces of Pakistan like Sindh, Baluchistan, Sarhad and Gilgit Baltistan as well. It is additionally guaranteeing its excellent execution by keeping up its normal reaction time of 7 minutes (Yasien, Nasir, & Shaheen, 2016).

Whereas helping peoples they unprotected to and observed them which are suffering in pain, sorrows, injuries, those whose are the victims of natural disasters like flood, earth quick, storms and so forth and those peoples who became the victims of terrorism like bomb blast, target killing, accidental situations and fires that could be enhance the susceptibility of mental illness and stress. A research demonstrated that 32.6% and 45.7% of save specialists of 1122 are encountering serious to amazingly extreme dimension of burdensome and nervousness manifestations (Ahmad, Arshad, & Kausar, 2015). Employers of rescue team are concealed casualties of distressing events (Dyregrov, Kristoffersen, & Gjestad, 1996), which may imperil their mental prosperity. Mental distress is individual state which effect the person subjective and professional life on the both levels of cognitive and behavior. The symptoms of depression and anxiety were categorized by Mirowsky and Ross (2002) in mental distress. They found the high risk of mental disasters in the employers of rescue whose face the disasters and threatening life circumstances normally. For instance, they have found with the problems of anxiety especially with the symptoms of Post-Traumatic Stress Disorder and depression (Alvarez & Hunt, 2005; Sakuma, et al., 2015).

Depression

Persistent depressive disorder and its subcategories are thoroughly classified in the Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition (DSM-5; American Psychiatric Association, 2013). Psychological illnesses including dysthymia, bipolar disorder, cyclothymia, major depressive disorder, and other associated illnesses are prevalent. A decrease in interest in once-enjoyable activities, changes in sleeping and eating patterns, variations in body weight (either gain or loss), and suicidal thoughts are characteristics of depression (Sawangchai et al., 2022). It's possible that the pain will last for at least two weeks. The substantial strain placed on a person's usual functional level distinguishes this from the underlying feeling of distress (Nawaz et al., 2021). Daily tasks like brushing their teeth or even getting out of bed can be quite difficult for people who suffer from the aftereffects of a very stressful circumstance. Their daily lives are unavoidably affected by the severity of their symptoms, which leaves them feeling generally unfulfilled. The American Psychiatric Association (2013) reports that during the previous year, there was a 7% increase in the overall population's incidence of major depressive illness. The rate rose to 20.8% after accounting for the lifetime prevalence of people who had dealt with a mental disorder (Kessler, Berglund, Demler, Jin, Merikangas, & Walters, 2005). Anyone who works in the mental health field should be terrified by these frightening numbers. According to Byers et al. (2011), households with a history of depression are more likely to pass it on to subsequent generations. A range of 31% to 42% is estimated as the heritability rate for depression by Sullivan, Neale, and Kendler (2000). Since the area of heredity studies is still in its infancy, there is still a great deal of academic research to be done. However, we also recognize that traits are dynamic and shaped by interactions with one's immediate surroundings rather than being static. Even if these characteristics really exist, there is no guarantee that people will voluntarily reveal them in order to take on a difficult task.

Situational Depression

Reactive depression, another name for situational depression, is a type of depression characterized by irritation and short fuse. This kind of issue could surface after a series of upsetting events. A particular kind of adjustment disorder is typified by symptoms of depression. It could be challenging to get back into your regular routine after a stressful occurrence. Reactive depression is another term used by (Coryell et al., 1994) to characterize it. Stress has negative effects on one's body, mind, and behavior when it necessitates a large physical effort (Sulsky and Smith, 2005). When their demands are not met and they continue to be unfulfilled for a long time, they get more stressed. Job-related stress, as defined by the World Health Organization, is the reaction people have to pressures and demands at work that don't match their skills and expertise and make it harder for them to handle. "Allostatic stack" describes the amount of energy required daily or monthly to carry out fundamental life cycle functions, such reproduction. An individual has "allostatic over-burden" when their condition is no longer providing the necessary dynamic information. "Terrible pressure" or "problem" refers to allostatic overload, which is harmful and can have negative effects on health, but "great pressure" or eustress can have a variety of uses (McEwen & Wingfield, 2003; McEwen, McKay, & Larsen, 2005). In this context, we will focus mostly on the unhappy state, which we will refer to as "stretch" from now on.

Situational Stress

When someone is in a terrible circumstance over which they have no control, they are said to be experiencing situational stress. This might be a serious emergency. However, the majority of the time, there is disagreement involved, or a drop in the group's standing or recognition. For example, situational stress may arise from being let go or from embarrassing oneself in front of a manager at work (Mikolajczak & Luminet, 2006).

Job Performance

Work performance refers to the execution of tasks and obligations assigned to individuals in the context of their work (Williams & Anderson, 1991). One of the most frequently reported negative effects of stress is a decline in work performance (Maslach, 1982; Halbesleben & Buckley, 2004). According to Wright and Bonett (1997), there has been a need for more accurate research to examine the relationship between burnout and work performance. In addition, they conducted a comprehensive study that discovered a detrimental correlation between emotional exhaustion and job performance (Leiter, Harvie, & Frizzell, 1998; Vahey, Aiken, Sloane, Clarke, & Vargas, 2004; Wright & Cropanzano, 1998). The decline in work performance is dependent on the result of burnout, which is an often experienced and inherently negative phenomenon (Maslach, 1982). The ability to perform tasks and overcome obstacles is a fundamental and uncommon capability that is present in every individual (Erdoğan, 1991). In this specific context, performance can be defined as the boundary, potential, and capacity to enhance a task (Ivancevich, 2005). Similarly, execution can be defined by the specific quantitative and individual characteristics of products and services, developed in particular conditions and time (Kozłowski & Bell, 2003). Typically, execution refers to the successful accomplishment of desired goals, while job performance refers to the actions of personnel working together to reach work targets (Büte, 2011; Demirtaş, et al., 2014).

Over the years, the rising occurrences of terrorism, targeted killings, security breakdowns, and societal violence, as well as bad political events, have been significant factors contributing to the growing mental health issues (Gadit, 2005; Khalily, 2011). The dissemination of thought-

provoking or challenging events in society that instill fear and insecurity has led to an increase in mental illness among individuals (Khalily, Fooley, Hussain, & Bano, 2011). However, one group that is particularly impacted by the impact of terrorism is the rescue group (Razik, Ehring, & Emmelkamp, 2013). The occupation of rescue workers is highly perilous and they are more susceptible to the adverse effects of damaging events compared to other individuals. Their occupation is characterized by significant levels of stress (Beaton, Murphy, Pike, & Corneil, 1997; Cardozo et al., 2012).

Over the previous years, near 3 billion workers are experiencing enormous job stress at their working environment and it affect generally on the profession schedule (Bickford, 2005). If the stress is positive and has positive consequence, then it can be handled and does not affect the employer it helps indicate positive impacts just as by means of lessening the negative side of either emerging. It is subsequently, essential that they have to assume an enormous job in guaranteeing that they make a solid workplace, rehearsing a useful protective principle in the association, growing production that could ultimately reactions to better economy development and influences fineness 'worker performance' completely (International Labor Office (ILO), 2016).

At the job location or work place the challenges and the tasks which are giving to the workers that create strain and the over-burden of work is also cause stress. The over -powering shipment of each job, unapproachable confinement and long at working time solidify in work over-load. It is our typical observation that if there is a load on our minds, worry of execution from the senior boss by then there is an impact on execution of the laborers and furthermore the organization. This thought of work over-load is used as a piece of past research as a deciding element of job pressure. In a past analyze, in New Zealand the self-regulated Performa's which were distributed among the employers. The examination showed an essential association between execution of workers and part over-load (Rod, Ashill, & Carruthers, 2008).

Scope of Study

Employees often experience significant levels of despair and stress that are directly tied to their job. Rescue 1122 personnel may experience situational sadness and stress, which are psychological reactions to their surroundings. These reactions can impact how individuals perceive and respond to a given situation. Therefore, situational depression and stress are significant elements that can impact rescue 1122 personnel. Job performance often leads to an elevated level of burnout under various circumstances. Hence, it is crucial to consider the impacts of situational sadness and stress and offer practical recommendations for effectively managing rescue 1122 officers. The objective of this study is to quantify the immediate impact of situational sadness and stress on the job performance of rescue 1122 professionals.

Hypotheses

- There would be a negative association between situational depression and job performances among rescue 1122 officers.
- There would be a negative correlation between situational stress and job performances among rescue 1122 officers.
- There would be significant effect of situational depression and stress on job performances among rescue 1122 officers.

- There would be marital status differences in terms situational depression and stress on job performances

Method

Total 300 rescue employees were taken from three cities (Bahawalpur, Multan & D. G. Khan) of South Punjab. The age range of the employees was 22-45 years. Cross-sectional research design with purposive sampling was used in this research. Two scales were administered to collect the data from participants that are Depression, Anxiety and Stress (Lovibond & Lovibond, 1995) and Job Performance (Janssen & Van Yperen, 2004).

Procedure

The total sample size consisted of 300 participants, including both males and females, as determined by A-priori sample size calculations (Soper, 2018). The power and accuracy would be 0.9% and the confidence interval would remain constant at 95%. After obtaining prior permission from the original authors; questionnaires accompanied by informed permission forms were distributed to the participants. Upon receiving all relevant information, the participants returned the questionnaires. Data was obtained from several cities with the authorization of the rescue office.

Data Analysis

The gathered data will be examined using SPSS (version 203. V). For hypothesis testing, it is recommended to use descriptive statistics, bivariate correlation, linear regression, and independent sample T-test.

Results

Table 1

Frequency Distribution of Demographic Variables (N=300)

Respondent's Characteristics		f(%)
Gender	Male	267 (85.7)
	Female	33(14.3)
City	Multan	100 (33.3)
	Bahawalpur	100 (33.3)
	Dera Ghazi Khan	100 (33.3)
Education	Intermediate	15 (5.0)
	Graduation	236 (78.7)
	Master	49 (16.3)

Residence	Rural	77 (24.7)
	Urban	235 (75.3)
Marital Status	Unmarried	139 (46.3)
	Married	161 (53.7)
Socioeconomic Status	Low	159 (53.0)
	Middle	40 (13.3)
	High	101 (33.7)
Duration of Job	1 year	23 (7.7)
	2 year	30 (10.0)
	3 year	121 (40.3)
	4 year	126 (42.0)
Family system	Joint	172 (57.3)
	Separate	128 (42.7)

Note. This table showed the frequency of demographic variables, gender, residence, marital status, education, socioeconomic status, duration of job, and family system were considered as a demographic- variables in this study.

Table 2
Reliability Analysis of all Study's Variables (N=300)

Variables	M	SD	a	Range	
				Potential	Actual
Situational Stress	13.89	8.04	.77	0-42	0-31
Situational depression	13.41	7.44	.80	0-42	1-28
Job – Performance	17.63	3.02	.70	5-25	11-24

Note. The results of table 4.2 showed that all scales of present research were showed acceptable ranges of Cronbach's alpha (.70 to .81) for reliability analysis, whereas, the level of situational depression and stress were at mild level among all respondents but situational stress was higher as compared situational depression. Furthermore, the overall job performance was higher among respondents.

Table 3
For the effect of Situational Depression on Job Performance (N=300)

Job Performance

Predictors	B	95% CI
Constant	20.32**	[19.79 , 20.89]
Situational Depression	-.21**	[-.25, -.17]
R ²	.29	
F	120.20**	

**p<.01; B for Unstandardized regression coefficient; CI for Confidence interval

The result of this table showed that situational depression was found to be a significant predictor ($R^2 = .29$) of job performance. High situational depression decreases the job performance.

Table 4

For the effect of Situational depression on Job Performance (N=300)

Predictors	Job Performance	
	B	95% CI
Constant	20.85**	[20.28 , 21.42]
Situational depression	-.24**	[-.28, -.18]
R ²	.35	
F	159.46**	

**p<.01; B for Unstandardized regression coefficient; CI for Confidence interval

Note. The result of this table showed that situational depression was found to be a significant predictor ($R^2 = .35$) of job performance. High situational depression decreases the job performance.

Table 5

For the effect of Situational Stress on Job Performance (N=300)

Predictors	Job Performance	
	B	95% CI
Constant	20.55**	[19.98 , 21.11]
Situational Stress	-.21**	[-.25, -.17]
R ²	.31	
F	135.13**	

**p<.01; B for Unstandardized regression coefficient; CI for Confidence interval

The result of this table showed that situational Stress was found to be a significant predictor ($R^2 = .31$) of job performance. High situational stress decreases the job performance.

Table 6

Comparison between Marital Status (Married & Unmarried) Sample through Independent Sample t-Test among Situational depression, Stress and Job Performance (N=300)

Variable	Married (n = 139)		Unmarried (n = 161)		95%CI			
	M	SD	M	SD	t	p	LL	UL
Situational Depression	10.97	7.60	14.61	7.57	-4.15	.00	-5.37	-1.92
Situational Stress	12.18	7.95	15.37	7.85	-3.49	.00	-4.99	-1.39
Job Performance	18.41	3.06	16.96	2.83	4.25	.00	.78	2.12

The above table was showed that the married (married & unmarried) differences found significant among situational depression, stress and job performance. While the mean score of situational depression and stress were higher among unmarried respondents as compared to married respondents. Whereas, the mean score of job performance was higher among married respondents than unmarried respondents.

Discussion

This research aims to investigate the level of situational depression and stress on rescue workers and its effects on their job performance. Total 300 rescue employees were taken from three cities (Bahawalpur, Multan and Dera Ghazi Khan) of South Punjab by using purposive sampling technique. The present research carried out quantitative research and cross-sectional research design was used. To measure the data, two Urdu translated questionnaires were used in this research; Depression, Anxiety and Stress (Lovibond & Lovibond, 1995) and Job Performance (Janssen & Van Yperen, 2004).

It is evident from the data in table 4.3 that among rescue 1122 officers, situational depression and work performance are significantly correlated negatively. This result lends credence to the theory that situational sadness and work performance are negatively correlated. While the majority of study has focused on chronic stressors, studies have also examined more ephemeral ones, like events or acute stressors. A few instances of acute stressors are the following: a police officer confronting an armed suspect; a research assistant's computer having to be abruptly shut down; and a nurse's first patient interaction (Khalid et al., 2023). Assessments of events or acute stresses are more likely to be job-specific in both conceptualization and operationalization, even if chronic-acute and generic-job-specific are separate dimensions (Motowidlow, Packard, & Manning, 1986). In contrast, the way chronic stressors are conceptualized and measured is general, meaning it applies to all professions. Additionally, prior studies have shown that employment appears to mitigate anxiety (Jex & Beehr, 1991). Moreover, worry has occasionally been linked to very pertinent organizational outcomes or worker behaviors, like productivity and absenteeism (Raza, Khalique, et al., 2023). We may accept this hypothesis because the results of the current investigation are in line with and substantially supported by the literature that is cited. Based on the study's findings, Table 4.3 indicates that among rescue 1122 officers, situational stress and job performance had a significant negative link. This result validates hypothesis 2. Previous studies have shown a negative relationship between performance and stress at work

(Ravinarayana, 2018). Numerous research have examined the relationship between challenge-prevention pressures, occupational burnout, and performance (LePine, Podsakoff, & LePine, 2005). Numerous studies were also carried out in Malaysia. Ling and Bhatti (2014) did a study on performance and occupational stress in Malaysia's training division. Regarding the board of the association, Yahaya (2009) found issues relating to word-related pressure. Analyze how Malaysians' capacity to achieve a work-life balance is affected by job stress. Ibrahim (2013) concluded a study on the impact of specialized weight hands on electronic assembly performance. Researchers Hamidi and Darvishpour (2015) examined the effects of occupational stress on Malaysian nurses. In 2015, Jamadin, Mohamad, Syarkawi, and Noordin completed their research on work-family conflicts and stress. We may accept this hypothesis because the results of the current investigation are in line with and substantially supported by the literature that is cited. The study's participants reported significantly worse occupational performance when exposed to depressive and stressful situations, supporting hypothesis 3, "there would be a significant effect of situational depression and stress on job performances among rescue 1122 officers," as Table 4.4-6 demonstrates. Numerous analysts' earlier research revealed that position weight has a negative impact on workplace happiness. Iqbal and Waseem (2012) conducted a study on occupational stress and representative fulfillment among air traffic controllers in Pakistan. However, a study conducted in 2015 by Alipour and Kamaee Monfared examined the relationship between professional stress and the duty Iranian emergency clinic nurses have to their employers. In addition, a study on the effect of metal weight on the performance of a representative occupation was carried out in Iran in 2015. Sampson and Akyeampon (2014) also studied anxiety connected to business among Ghanaian modern hotel workers. Ekienabor (2016) also looked into occupational anxiety in Nigeria in relation to responsibility and representative profitability. Furthermore, Rani, Kumar, Lal, and Pant (2014) investigated the effects of worker maintenance in India on the weight of the occupation. Ratnawat and Jha (2014) conducted research on occupation stress and its effects on worker execution in India at about the same period. More recently, Lopes and Kachalia (2016) examined the impact of occupation weight on representative execution in their investigation of India's savings market. Psychological distress is a term used to characterize poor mental health states and is frequently used as an indication of mental health. The premise that psychological distress includes nonspecific symptoms of stress, sadness, and general anxiety symptoms in addition to personality traits, functional limits, and behavioral disorders is supported by literature (Drapeau, Marchand, & Beaulieu-Prevost, 2011). Veit and Ware (1983) defined psychological discomfort as the negative affective states of depression, anxiety, and loss of emotional and behavioral control. Extremely stressful working conditions for emergency rescue workers might result in mental health problems including anxiety and despair. This might then result in psychological distress (Shehata et al., 2023). The results of current research are similar and significantly supported by cited previous literature, so this hypothesis is accepted.

In present study, the results revealed for H₅ "there would be a marital status differences in terms of situational depression, stress and job performances among rescue 1122 officers" in table 4.7 that the showed significant marital status (married & unmarried) differences in situational depression and stress and job performance among rescue 1122 officers. While the mean score of situational depression and stress were higher among married respondents as compared to unmarried respondents. Whereas, the mean score of job performance was higher among unmarried respondents than married respondents. The results of this research are similar with previous study of Husain and Sajjad (2012) that found anxiety and stress were higher among

married police workers as compared to unmarried police workers. Some past studies reported that marriages are sources of mental health, while in other hands many past studies reported that marriages increase the level of anxiety and stress (Aneshensel, 1992; Kessler & McRae, 1984; Menaghan, 1989). The results of current research are similar and significantly supported by cited previous literature, so this hypothesis is accepted.

Conclusion

It is concluded that situational depression and stress inversely associated with job performance among rescue 1122 officers. Situational depression and stress reduce the job performance and significantly effect on job performance among rescue 1122 officers. Overall, situational depression and stress among rescue 1122 officers were reported at mild level but situational stress was higher as compared situational depression. In the differences of marital status, situational depression, stresses were higher among married respondents as compared to unmarried respondents, whereas, job performance was higher among unmarried respondents than married respondents.

Limitation and Strengths

In current study, only rescue 1122 officer from three cities (Bahawalpur, Multan & D G. Khan) of South-Punjab were consider as the sample, so the results of this research cannot claim on the rescue 1122 officer of whole Punjab. So, it is recommended to study on division wise of whole Punjab province of Pakistan to get the clear findings. Situational depression and stress are important predictors of job performance. For upcoming studies, it is suggested to study on situational depression and stress as predictive factors with other decision-making phenomena. It should be custom-made qualitatively as in other problems related to psychology.

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