

Emotional State and Workplace Wellness among Employees of a Local Government Unit in Ifugao, Philippines

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Abstract. This study examined the emotional state and workplace wellness of employees in the Local Government Unit of Aguinaldo, Ifugao in response to the growing need to understand employee well-being in the public sector and to provide evidence that can guide workplace mental health and wellness initiatives. Specifically, it determined the respondents' demographic profile, assessed their levels of depression, anxiety, and stress using the Depression, Anxiety, and Stress Scale, evaluated workplace wellness through the PERMA Profiler, and examined differences and relationships among the study variables. A descriptive-correlational research design was employed involving 179 employees selected as respondents. Data were analyzed using frequency counts, percentages, means, the Mann–Whitney U test, the Kruskal–Wallis H test, and the Pearson correlation coefficient. The findings showed that respondents were almost equally distributed by sex, predominantly married, mostly belonging to the Millennial age group, and largely college graduates. Most employees exhibited normal levels of depression, anxiety, and stress, although a considerable proportion experienced mild to moderate symptoms. The overall mean scores indicated mild depression, moderate anxiety, and mild stress. Workplace wellness was generally rated at a moderate level across the PERMA dimensions, with Meaning obtaining the highest mean score and Accomplishment the lowest. Significant differences in emotional states were observed according to sex and age, while depression also differed according to employment status. Workplace wellness likewise differed according to sex and age, whereas civil status, educational attainment, and department generally showed no significant differences. No significant relationship was found between emotional states and workplace wellness. The study concludes that while employees generally demonstrated moderate workplace wellness, the presence of mild to moderate emotional symptoms highlights the need for targeted, preventive, and sustainable mental health and workplace wellness programs to enhance employee well-being, organizational effectiveness, productivity, and the quality of public service delivery.

Keywords: DASS-21; Emotional State; Local Government Employees; PERMA; Workplace Wellness.

Introduction

The workplace has become one of the most significant environments influencing the emotional and psychological well-being of employees. In recent years, particularly in the aftermath of the COVID-19 pandemic, emotional concerns such as stress, anxiety, emotional exhaustion, and depressive symptoms have increasingly affected employees across both public and private organizations worldwide. These emotional conditions not only influence individual well-being but also directly affect organizational productivity, employee engagement, decision-making, attendance, and overall workplace effectiveness. When emotional distress remains unmanaged, it may lead to absenteeism, tardiness, reduced work quality, low morale, diminished motivation, and increased turnover intentions, resulting in substantial organizational and economic consequences (World Health Organization [WHO], 2022; Sarkar et al., 2024).

In the Philippine setting, workplace emotional wellness has become an emerging concern among employees, particularly in government institutions where work demands are often extensive and resources may be limited. Filipino workers continue to experience high levels of occupational stress due to heavy workloads, multiple responsibilities, long working hours, unclear job expectations, and pressure to deliver efficient public service (Belloni et al., 2022; Pedersen et al., 2023). Despite these realities, emotional concerns

are frequently underreported because of stigma, fear of discrimination, and limited psychosocial support systems within workplaces (Philstar Global, 2023). Consequently, many employees experience emotional strain that affects their motivation, interpersonal relationships, and workplace participation.

Recognizing the importance of employees' emotional well-being, the Philippine government has strengthened policies promoting workplace wellness and mental health protection. Republic Act No. 11036, otherwise known as the Philippine Mental Health Act, emphasizes the promotion of mental health programs and psychosocial support systems in institutions and workplaces. In support of this mandate, the Civil Service Commission (CSC) introduced the Wellness Leave policy, granting eligible government employees additional leave privileges intended to support rest, recovery, and emotional wellness (Civil Service Commission, 2023). Furthermore, several local government units (LGUs) have initiated wellness activities, stress management seminars, and mental health awareness campaigns to enhance employee resilience, productivity, and workplace functioning (Philippine Information Agency [PIA], 2024).

Despite these initiatives, empirical studies examining the emotional state and workplace wellness of employees in municipal local government units remain limited. Existing Philippine studies have primarily focused on work-life balance, job satisfaction, organizational commitment, and employee engagement, while relatively few have investigated employees' emotional states, particularly depression, anxiety, and stress, alongside workplace wellness in local government settings (Research Synergy Press, 2023; EPRA Journals, 2022). Moreover, there is limited local evidence describing the emotional well-being and workplace wellness of municipal government employees using validated psychological assessment instruments. This gap highlights the need for baseline data that may support the planning of evidence-informed workplace wellness and mental health initiatives in local government units.

Hence, this study was conducted to examine the emotional state and workplace wellness of employees in the Local Government Unit of Aguinaldo, Ifugao. Specifically, it assessed employees' levels of depression, anxiety, and stress using the Depression Anxiety Stress Scale-21 and evaluated workplace wellness using the PERMA Profiler. The study also examined whether emotional state and workplace wellness differed according to selected demographic characteristics and whether a significant relationship existed between the two constructs. By generating empirical evidence on these variables, the study intends to contribute to the development of appropriate workplace wellness initiatives and employee support programs within the local government setting.

The findings of this study are expected to provide baseline information that may guide local government administrators, human resource practitioners, and policymakers in designing evidence-based workplace wellness programs, employee assistance initiatives, and mental health promotion activities. The study is intended solely for academic and research purposes. The instruments used are screening measures for research and should not be interpreted as diagnostic tools for identifying mental health disorders.

Research Questions

This study examined the emotional state and workplace wellness of employees in the Local Government Unit (LGU) of Aguinaldo, Ifugao. Specifically, it sought to answer the following questions:

1. What is the demographic profile of the respondents in terms of:
 - 1.1 Sex;
 - 1.2 Age;
 - 1.3 Civil status;
 - 1.4 Employment status;
 - 1.5 Educational attainment; and
 - 1.6 Department?
2. What is the level of emotional state of the respondents in terms of:
 - 2.1 Depression;
 - 2.2 Anxiety; and
 - 2.3 Stress?
3. What is the level of workplace wellness of the respondents in terms of:
 - 3.1 Positive emotion;
 - 3.2 Engagement;
 - 3.3 Relationships;
 - 3.4 Meaning; and
 - 3.5 Accomplishment?
4. Is there a significant difference in the level of emotional state when the respondents are grouped according to their demographic profile?

5. Is there a significant difference in the level of workplace wellness when the respondents are grouped according to their demographic profile?
6. Is there a significant relationship between the emotional state and workplace wellness of the respondents?

Scope and Delimitation of the Study

This study focused on the emotional state and workplace wellness of 179 permanent and job order employees of the Local Government Unit (LGU) of Aguinaldo, Ifugao. It assessed emotional state in terms of depression, anxiety, and stress using the Depression Anxiety Stress Scale-21 and evaluated workplace wellness using the PERMA Profiler, specifically positive emotion, engagement, relationships, meaning, and accomplishment. The study further examined differences in emotional state and workplace wellness according to selected demographic variables, namely sex, age, civil status, employment status, educational attainment, and department, as well as the relationship between emotional state and workplace wellness. The study employed a descriptive-correlational, cross-sectional research design; therefore, the findings describe existing conditions and relationships at a single point in time and cannot establish causal or temporal relationships among the variables. Data were obtained solely through self-report questionnaires, making the results susceptible to response bias, including social-desirability bias, recall bias, and common-method bias. The psychological instruments used in this study were intended for research purposes only and do not provide clinical diagnoses of depression, anxiety, or stress. Furthermore, the study was conducted in a single municipal local government unit; hence, the findings are limited to the participating respondents and should not be generalized to other local government units, government agencies, or organizations with different organizational contexts or workforce characteristics.

Literature Review

Emotional state and workplace wellness have increasingly been recognized as interconnected determinants of employee functioning and organizational performance, particularly within public-sector organizations. Contemporary literature consistently demonstrates that employees experiencing elevated levels of depression, anxiety, stress, or burnout report poorer psychological well-being, lower work engagement, decreased job satisfaction, and reduced organizational commitment (Adams et al., 2022; Dionisi et al., 2023; Ahmad et al., 2025). Although these findings are consistent across occupational settings, most studies have focused on healthcare workers, educators, and private-sector employees, while relatively few have examined municipal government employees whose work environments are characterized by bureaucratic procedures, public accountability, and resource limitations.

Several studies agree that excessive workload, role ambiguity, inadequate organizational support, and work-life imbalance contribute significantly to emotional distress among employees (Uddin et al., 2025; Freitas et al., 2024). Government employees may be particularly vulnerable because they operate within highly regulated environments where administrative demands and public expectations often exceed available resources. These workplace conditions have been associated with emotional exhaustion, reduced motivation, and declining psychological well-being. Nevertheless, the strength of these relationships varies across studies because of differences in organizational contexts, occupational groups, sample characteristics, and research designs. Most investigations employ cross-sectional survey methods, which identify associations but cannot establish causal relationships or changes over time. Consequently, although emotional distress is consistently associated with less favorable work outcomes, additional research in local government settings remains necessary.

Depression, anxiety, and stress represent three of the most frequently investigated indicators of employees' emotional state. Depression is characterized by persistent sadness, diminished interest, and reduced motivation; anxiety involves excessive worry, fear, and heightened physiological arousal; whereas stress reflects the psychological response to demands perceived as exceeding available coping resources. Evidence consistently indicates that higher levels of these emotional conditions are associated with lower job satisfaction, weaker organizational commitment, impaired decision-making, and reduced work engagement (Freitas et al., 2024; Karakitsiou et al., 2025). However, while many studies have linked emotional distress with workplace outcomes, relatively few have simultaneously examined both negative psychological functioning and positive workplace well-being within the same employee population.

The Depression, Anxiety, and Stress Scale-21 has become one of the most widely used instruments for assessing negative emotional states because of its established reliability and validity across clinical and non-clinical populations. Research involving public employees, educators, healthcare professionals, and corporate workers consistently supports its psychometric properties and usefulness in occupational mental health

research (Lovibond & Lovibond, 1995). Studies using this instrument generally report that employees with higher depression, anxiety, and stress scores also demonstrate lower job satisfaction and poorer occupational functioning (Freitas et al., 2024). Philippine studies likewise reported moderate levels of stress and anxiety among public-sector employees during organizational transitions and the post-pandemic period (Lucion et al., 2022; Concepcion et al., 2024), although research specifically involving municipal local government employees remains limited.

In contrast to approaches emphasizing psychological distress, positive psychology focuses on the factors that enable individuals to thrive. Seligman's PERMA model proposes that well-being consists of five interrelated dimensions: Positive Emotion, Engagement, Relationships, Meaning, and Accomplishment (Seligman, 2011). These dimensions collectively represent optimal psychological functioning and have been associated with resilience, work engagement, job satisfaction, and organizational commitment. Positive emotion enhances optimism and coping ability; engagement reflects psychological involvement in work tasks; relationships provide social connectedness and support; meaning strengthens intrinsic motivation through a sense of purpose; and accomplishment promotes competence and self-efficacy.

Theoretically, emotional distress is expected to be negatively associated with each PERMA dimension. Employees experiencing depression often report diminished positive emotions, lower motivation, and reduced accomplishment. Anxiety may interfere with engagement, concentration, and interpersonal relationships because excessive worry consumes cognitive resources needed for effective work performance. Chronic stress may undermine meaning by fostering emotional exhaustion while simultaneously weakening relationships through increased interpersonal conflict and reduced social support. Accordingly, employees with lower emotional distress are expected to report higher levels of workplace wellness across the PERMA dimensions.

Recent empirical studies support this theoretical expectation by demonstrating that higher depression, anxiety, and stress scores are generally associated with lower PERMA scores and poorer workplace well-being (Karakitsiou et al., 2025; Popucza et al., 2025). Nevertheless, inconsistencies remain regarding the magnitude and significance of these relationships. Some studies report strong inverse correlations, whereas others find only weak or non-significant associations after controlling for demographic and organizational variables. These variations suggest that contextual factors, including organizational culture, leadership support, employment arrangements, and workplace resources, may influence the relationship between emotional state and workplace wellness. Such inconsistencies highlight the importance of examining these constructs within specific organizational contexts rather than assuming uniform relationships across settings.

Employment status has likewise emerged as an important organizational factor associated with employee well-being. Job Order and Contract of Service employees often experience greater employment insecurity, limited employment benefits, and reduced career opportunities than permanent employees. Research indicates that employment insecurity is associated with elevated psychological distress, lower organizational commitment, and reduced workplace well-being. In Philippine local government units, where Job Order personnel comprise a substantial proportion of the workforce, examining emotional state according to employment status provides a more meaningful understanding of employee well-being than merely describing workforce composition.

Overall, the reviewed literature demonstrates broad agreement that emotional state and workplace wellness are closely related constructs that influence employees' experiences and organizational functioning. However, several important gaps remain. First, most available studies have focused on healthcare institutions, educational settings, or private organizations rather than municipal local government units. Second, relatively few studies have simultaneously measured both emotional distresses using the Depression, Anxiety, and Stress Scale-21 and workplace wellness using the PERMA Profiler within the same public-sector employee population. Third, limited Philippine evidence has examined whether emotional state and workplace wellness differ according to demographic characteristics such as sex, age, employment status, educational attainment, and department. Finally, little empirical evidence is available regarding these variables among employees of the Local Government Unit of Aguinaldo, Ifugao. Addressing these gaps, the present study examined employees' emotional state and workplace wellness, investigated differences according to selected demographic characteristics, explored the relationship between the two constructs, and generated baseline evidence that may inform future workplace wellness and employee support initiatives in the local government setting.

Methodology

Research Design

This study employed a descriptive-correlational research design to examine the emotional state and workplace wellness of employees in the Local Government Unit (LGU) of Aguinaldo, Ifugao. The descriptive



component was used to determine the respondents' demographic profile and to describe their levels of depression, anxiety, stress, and workplace wellness. The correlational component examined the relationship between emotional state and workplace wellness, while the comparative component determined whether emotional state and workplace wellness differed according to selected demographic variables. Descriptive statistics, including frequency counts, percentages, means, and standard deviations, were used to summarize the respondents' demographic characteristics and the levels of the study variables. Because preliminary assessment indicated that the assumptions of normality were not satisfied, non-parametric statistical procedures were employed. The Mann–Whitney U test was used to determine significant differences between two independent groups (sex and employment status), while the Kruskal–Wallis H test was used to compare three or more independent groups (age, civil status, educational attainment, and department). When the Kruskal–Wallis H test yielded significant results, pairwise post hoc comparisons with appropriate adjustment for multiple testing were performed to identify the groups that differed significantly. The relationship between emotional state and workplace wellness was examined using the Pearson product-moment correlation coefficient. Prior to analysis, the assumptions of linearity and absence of influential outliers were evaluated through scatterplots. Statistical significance was determined at the 0.05 level of significance. For all inferential tests, the null hypothesis was rejected when the computed probability value was less than 0.05 and retained when the probability value was greater than or equal to 0.05.

Sampling Design

The study population consisted of 332 employees of the Local Government Unit (LGU) of Aguineldo, Ifugao, comprising 125 permanent employees and 207 Job Order employees assigned to various offices and departments. The required sample size was determined using the Raosoft Sample Size Calculator at a 95% confidence level, 5% margin of error, and 50% response distribution, resulting in a required sample of 179 respondents. To ensure adequate representation of employees across the different offices and departments, the study employed proportionate stratified random sampling. The required sample for each department was determined using the proportional allocation formula, $(n_h = (N_h/N) \times n)$, where (n_h) represents the sample size for each department, (N_h) represents the population of the department, (N) represents the total population of 332 employees, and (n) represents the total sample size of 179 respondents. Based on this allocation, 40 respondents were selected from the Mayor's Office, 5 from the Municipal Planning and Development Office, 6 from the Municipal Budget Office, 9 from the Municipal Accounting Office, 4 from the Local Civil Registry Office, 11 from the Municipal Engineering Office, 28 from the Sangguniang Bayan Office, 7 from the Municipal Assessment Office, 37 from the Municipal Health Office, 10 from the Municipal Agriculture Office, 9 from the Municipal Treasury Office, and 13 from the Municipal Social Welfare and Development Office. After determining the required number of respondents for each department, eligible employees were assigned identification numbers, and participants were selected through simple random sampling using a computer-generated random-number procedure. This procedure provided each eligible employee within the respective strata an equal opportunity for selection and helped minimize sampling bias while maintaining proportional representation of the various offices and departments in the LGU.

Research Locale

The study was conducted in the Municipality of Aguineldo, Province of Ifugao, Philippines. Specifically, it involved employees assigned to the different offices and departments of the Local Government Unit (LGU) of Aguineldo. The municipality is composed of various offices responsible for delivering administrative, legislative, health, engineering, agricultural, financial, planning, and social welfare services to the public. The LGU was selected because it provided an appropriate setting for examining employees' emotional state and workplace wellness across different employment classifications and organizational functions. Including employees from different offices allowed the study to capture diverse work experiences within the municipal government.

Research Participants

The participants consisted of 179 permanent and Job Order employees of the Local Government Unit of Aguineldo, Ifugao who were selected through proportional stratified random sampling. Employees were eligible to participate if they were currently employed by the LGU during the period of data collection, had rendered at least six months of service, and voluntarily agreed to participate by signing the informed consent form. Employees who were on extended leave, on official business, unavailable during the data collection period, or who declined participation were excluded from the study. Lists of eligible employees were obtained from the Human Resource Management Office. After determining the required sample size for each department, respondents were selected through simple random sampling using a computer-generated

random-number procedure. Of the 179 employees invited to participate, all returned completed questionnaires, resulting in a 100% response rate.

Research Instrument

Two standardized research instruments were utilized in the study. The first was the Depression Anxiety Stress Scale–21 (DASS-21) developed by Lovibond and Lovibond (1995), a 21-item self-report instrument consisting of three equally distributed subscales measuring depression, anxiety, and stress. Each item was rated using a four-point Likert scale ranging from 0 (Did not apply to me at all) to 3 (Applied to me very much or most of the time). The scores for each subscale were summed and multiplied by two to obtain scores comparable with those of the original DASS-42 manual and were interpreted according to the recommended severity classifications of normal, mild, moderate, severe, and extremely severe, with higher scores indicating greater emotional distress. The DASS-21 has demonstrated strong psychometric properties, with Cronbach's alpha coefficients generally exceeding 0.80 across its subscales (Lovibond & Lovibond, 1995). The second instrument was the PERMA Profiler developed by Butler and Kern (2016), which measures multidimensional well-being based on Seligman's PERMA theory through five domains: Positive Emotion, Engagement, Relationships, Meaning, and Accomplishment. Items were rated using an 11-point scale ranging from 0 to 10, with higher scores indicating higher levels of workplace well-being. The domain means were interpreted as follows: 0.00–2.99 = Very Low, 3.00–4.99 = Low, 5.00–6.99 = Moderate, 7.00–8.99 = High, and 9.00–10.00 = Very High. The PERMA Profiler has demonstrated satisfactory reliability and construct validity across various occupational settings (Butler & Kern, 2016). Both instruments were administered in their original printed format without modification, except for the inclusion of a separate demographic information section. No workplace-specific adaptations were made to the standardized items, thereby preserving the original structure and scoring procedures of the instruments.

Data Gathering Procedure

Prior to data collection, the researcher obtained approval from the research adviser and secured permission from the Municipal Mayor of the Local Government Unit of Aguinaldo, Ifugao. Formal communication was likewise sent to the heads of the participating offices requesting permission to conduct the study. Data were collected from for the whole month of May 2026. Before distributing the questionnaires, the researcher explained the objectives, procedures, potential benefits, and minimal risks of the study. Participants were informed that participation was entirely voluntary and that they could withdraw from the study at any time without penalty. Written informed consent was obtained before the administration of the questionnaires. The DASS-21 and PERMA Profiler were personally administered by the researcher. Participants completed the questionnaires individually during their available work schedule. Upon retrieval, all questionnaires were examined for completeness before encoding and statistical analysis. Completed questionnaires were assigned numerical codes rather than participant names to ensure anonymity. Electronic data files were stored in a password-protected computer accessible only to the researcher, while printed questionnaires were secured in a locked cabinet. All research records will be retained for the period required by the institution and thereafter securely destroyed.

Results and Discussion

Research Question 1: What is the demographic profile of the respondents?

Table 1. Distribution of Participants According to their Demographic Profile

Profile	Frequency	Percentage
Sex		
Male	90	50.30%
Female	89	49.70%
Age		
20-29	40	22.3%
30-39	63	35.2%
40-49	42	23.5%
50-59	24	13.4%
60-69	10	5.6%
Civil Status		
Single	31	17.30%
Married	148	82.70%
Employment Status		
Job Order	90	50.30%
Permanent	89	49.70%

Educational Attainment		
Elementary Graduate	20	11.20%
High School Graduate	29	16.20%
College Graduate	119	66.50%
Master's level	9	5.00%
Doctorate	2	1.15%
Department		
Budget Office	6	3.4%
Local Civil Registrar Office	4	2.2%
Mayor's Office	40	22.3%
Municipal Health Office	37	20.7%
Municipal Planning and Development Office	5	2.8%
Municipal Social Welfare and Development Office	13	7.3%
Municipal Treasury Office	9	5.0%
Municipal Accounting Office	9	5.0%
Municipal Agriculture Office	10	5.6%
Municipal Assessment Office	7	3.9%
Municipal Engineering Office	11	6.1%
Sangguniang Bayan Office	28	15.6%

The table presents the demographic profile of the employees of the Local Government Unit (LGU) of Aguineldo, Ifugao. The findings reveal a balanced representation in terms of sex, with male employees comprising 50.30% and female employees 49.70%, indicating equal participation of both genders in the workforce. In terms of age, the majority of respondents belong to the 30–39 age group, followed by those aged 40–49 and 20–29, suggesting that the workforce is largely composed of young and middle-aged adults who are in their productive working years.

Most respondents are married (82.70%), which may reflect employees' family responsibilities alongside their professional duties. Employment status is also evenly distributed between Job Order and permanent employees, indicating that the LGU relies on both contractual and regular personnel in delivering public services. Regarding educational attainment, the majority are college graduates (66.50%), implying that most employees possess adequate educational qualifications and competencies necessary for government work.

In terms of departmental distribution, the largest number of respondents came from the Mayor's Office, Municipal Health Office, and Sangguniang Bayan Office, indicating stronger representation from administrative and service-oriented units. Overall, the data suggest that the respondents are predominantly educated, professionally active, and diverse employees, providing a reliable representation of the LGU workforce for assessing emotional state and workplace wellness.

Research Question 2: What is the level of emotional state of respondents in terms of depression, anxiety and stress?

Table 2. Level of Emotional State of LGU employees in terms of depression, anxiety and stress

	Mean	Interpretation
Depression	13.363	Mild
Anxiety	11.078	Moderate
Stress	13.196	Normal

The results indicate that depression obtained a mean score of 13.363, which falls within the mild category, suggesting that respondents generally experienced low levels of depressive symptoms. Anxiety recorded a mean score of 11.078, which is interpreted as moderate, indicating that anxiety was the most prominent emotional concern among the three dimensions assessed. In contrast, stress obtained a mean score of 13.196, which falls within the normal category, indicating that, on average, respondents experienced stress levels within the normal range. Overall, the findings suggest that LGU employees generally exhibited a normal to mild emotional state, with normal levels of stress, mild levels of depression, and moderate levels of anxiety. Among the three dimensions, anxiety registered the highest mean score, indicating that it was relatively more pronounced than depression and stress. While the overall emotional state of the respondents appears generally stable, the moderate level of anxiety suggests that psychological well-being remains an important consideration in the workplace. These findings underscore the importance of maintaining and strengthening workplace wellness and mental health initiatives that support employees' emotional well-being, encourage adaptive coping strategies, and promote a healthy work environment.

Table 3. Level of Emotional State of LGU Employees in terms of Depression, Anxiety and Stress

	Category	Frequency n=179	Percentage
Depression	Normal	93	52.0
	Mild	35	19.6
	Moderate	48	26.8
	Severe	3	1.7
Anxiety	Normal	106	59.2
	Mild	39	21.8
	Moderate	34	19.0
Stress	Normal	100	55.9
	Mild	53	29.6
	Moderate	26	14.5

The table presents the distribution of the respondents according to their levels of depression, anxiety, and stress as measured by the Depression Anxiety Stress Scales-21 (DASS-21). The results revealed that the majority of the respondents exhibited normal levels of depression (52.0%), anxiety (59.2%), and stress (55.9%). However, a considerable proportion experienced mild to moderate symptoms, with 48.0% reporting depression, 40.8% reporting anxiety, and 44.1% reporting stress above the normal range. Notably, only 1.7% of the respondents were classified as having severe depression, while no respondents fell within the severe or extremely severe categories for anxiety and stress. Overall, the findings suggest that although most LGU employees demonstrated generally healthy emotional states, a substantial proportion experienced varying levels of emotional distress. These results underscore the importance of implementing workplace mental health and wellness initiatives to promote employees' psychological well-being and foster a healthy and supportive work environment.

Research Question 3: What is the Level of Workplace Wellness of LGU Employees in terms of PERMA?

Table 4. Level of Workplace Wellness of LGU Employees in terms of PERMA

Statement	Mean	Verbal Interpretation
Positive Emotion		
1. How often do you feel positive emotions at work?	6.94	Moderate well-being
2. How often do you feel happy while doing your work?	6.94	Moderate well-being
3. How often do you feel joyful or satisfied with your work?	7.05	High well-being
Engagement		
4. How often do you feel absorbed in your work?	6.59	Moderate well-being
5. How often do you feel interested and excited by your work tasks?	6.84	Moderate well-being
6. How often do you lose track of time because you are fully engaged at work?	7.04	High well-being
Relationship		
7. To what extent do you feel supported by your colleagues?	6.47	Moderate well-being
8. To what extent do you feel valued and appreciated by your coworkers?	6.54	Moderate well-being
9. How satisfied are you with your workplace relationships?	6.66	Moderate well-being
Meaning		
10. To what extent is your work purposeful and meaningful?	6.73	Moderate well-being
11. In general, to what extent do you feel that what you do at work is valuable and worthwhile?	6.76	Moderate well-being
12. To what extent do you generally feel that you have a sense of direction in your work?	7.66	High Well-being
Accomplishment		
13. How often do you complete the tasks you set out to do at work?	6.49	Moderate well-being
14. How often do you complete the tasks you set out to do at work?	6.49	Moderate well-being
15. How confident are you in your ability to handle your work responsibilities?	6.51	Moderate well-being
Category Mean	6.78	Moderate well-being

The table presents the level of workplace wellness of the respondents based on the PERMA dimensions, namely Positive Emotion, Engagement, Relationship, Meaning, and Accomplishment. The overall category mean of 6.78, interpreted as Moderate Well-being, indicates that the employees generally experience a satisfactory level of wellness in their workplace environment. This suggests that while employees demonstrate positive functioning and emotional wellness at work, there is still room for improvement in strengthening their overall workplace well-being. Under Positive Emotion, the respondents obtained means of 6.94 for feeling positive emotions at work, 6.94 for feeling happy while doing their work, and 7.05 for feeling joyful or satisfied with their work. The first two indicators fall under Moderate Well-being, while the third indicator reflects High Well-being. These findings imply that employees generally experience positive feelings and satisfaction in their workplace, suggesting that they are able to maintain favorable emotions despite work-related challenges. The slightly higher result in joy and satisfaction may indicate that employees find fulfillment and enjoyment in the outcomes of their work. For Engagement, the respondents obtained a mean of 6.59 for feeling absorbed in their work and 6.84 for feeling interested and excited by their work tasks, both interpreted as Moderate Well-being. Meanwhile, the statement regarding losing track of time because of being fully engaged at work obtained a mean of 7.04, interpreted as High Well-being. These results indicate that employees are generally engaged and involved in their work responsibilities. The high result in deep engagement suggests that employees occasionally experience a strong sense of concentration and immersion in their tasks, which may contribute positively to productivity and job performance. In terms of Relationship, all indicators fall under Moderate Well-being, with means of 6.47 for feeling supported by colleagues, 6.54 for feeling valued and appreciated by coworkers, and 6.66 for satisfaction with workplace relationships. These findings suggest that employees maintain generally positive interpersonal relationships in the workplace. Although support and appreciation are present among coworkers, the moderate ratings imply that stronger teamwork, collaboration, and social support systems may still be enhanced to further improve workplace relationships and organizational harmony. Under Meaning, the respondents reported means of 6.73 for perceiving work as purposeful and meaningful and 6.76 for believing that their work is valuable and worthwhile, both interpreted as Moderate Well-being. However, the statement regarding having a sense of direction in work obtained a higher mean of 7.66, interpreted as High Well-being, which is also the highest-rated indicator in the table. This finding indicates that employees generally perceive their work as meaningful and aligned with a clear sense of purpose. The high score on direction suggests that many employees understand their roles and goals within the organization, contributing positively to motivation and workplace satisfaction. For Accomplishment, the indicators obtained means ranging from 6.49 to 6.51, all interpreted as Moderate Well-being. These findings indicate that employees generally feel capable of completing their work tasks and handling their responsibilities effectively. However, the moderate ratings also imply that employees may still encounter challenges in achieving work goals consistently or may desire greater recognition and achievement in their professional roles. Overall, the findings reveal that the respondents demonstrate a generally positive level of workplace wellness characterized by moderate well-being across most dimensions of the PERMA model. High well-being is specifically observed in areas related to work satisfaction, deep engagement, and sense of direction in work. These results suggest that employees possess positive emotional experiences, meaningful work perceptions, and satisfactory engagement in their workplace. However, the predominance of moderate ratings also indicates the need for continued workplace wellness initiatives, supportive organizational practices, and programs that can further strengthen employee relationships, engagement, and overall well-being. Furthermore, the findings imply that creating a supportive and healthy workplace environment is essential in maintaining employee motivation and productivity. The results also emphasize the importance of providing opportunities for professional growth and personal development among employees. Strengthening organizational support systems may encourage employees to become more committed, engaged, and satisfied in their work. Ultimately, improving workplace wellness can contribute positively not only to employee well-being but also to the overall efficiency and effectiveness of the organization.

Research Question 4: Is there a significant difference in the level of emotional states in terms of depression, anxiety and stress when grouped according to sex, civil status and employment status?

Table 5: Level of Emotional States in terms of Depression, Anxiety and Stress when Grouped According to Sex, Civil Status and Employment Status

		N	Mean Rank	U	p-value
Depression	Sex				
	Male	90	104.41	2708	.001
	Female	89	75.43		
	Civil Status				
	Single	32	103.22	1929	0.109
	Married	147	87.12		
	Employment Status				
Anxiety	Job Order	90	108.06	2379.5	.001
	Permanent	89	71.74		
	Sex				
	Male	90	101.01	3014	0.655
	Female	89	78.87		
	Civil Status				
	Single	32	100.98	2000.5	0.655
Stress	Married	147	87.61		
	Employment Status				
	Job Order	90	88.32	3854	0.655
	Permanent	89	91.70		
	Sex				
	Male	90	81.76	3263.5	0.031
	Female	89	98.33		
	Civil Status				
	Single	32	93.33	2245.5	0.686
	Married	147	89.28		
	Employment Status				
	Job Order	90	90.57	3954	0.882
	Permanent	89	89.43		

The Mann–Whitney U test was conducted to determine whether significant differences existed in the emotional states of LGU employees when grouped according to sex, civil status, and employment status. The results indicate that statistically significant differences were observed only for selected variables.

For depression, significant differences were found according to sex ($U = 2708$, $p < .001$) and employment status ($U = 2379.50$, $p < .001$). Male employees obtained a higher mean rank (104.41) than female employees (75.43), while job order employees had a higher mean rank (108.06) than permanent employees (71.74). These findings indicate that depression scores differed significantly according to sex and employment status. However, no statistically significant difference was found according to civil status ($U = 1929$, $p = .109$), indicating that depression levels were comparable between single and married employees.

For anxiety, no statistically significant differences were observed according to sex ($U = 3014$, $p = .655$), civil status ($U = 2000.50$, $p = .655$), or employment status ($U = 3854$, $p = .655$), as all p-values exceeded the .05 level of significance. Although differences in mean ranks were observed among the comparison groups, these differences were not statistically significant. Therefore, anxiety levels did not significantly differ according to sex, civil status, or employment status among the respondents.

For stress, a statistically significant difference was found only according to sex ($U = 3263.50$, $p = .031$). Female employees obtained a higher mean rank (98.33) than male employees (81.76), indicating that stress levels differed significantly between the two groups. In contrast, no statistically significant differences were observed according to civil status ($U = 2245.50$, $p = .686$) and employment status ($U = 3954$, $p = .882$), suggesting that stress levels were comparable regardless of marital or employment status.

Overall, the findings indicate that depression differed significantly according to sex and employment status, while stress differed only according to sex. In contrast, anxiety did not significantly differ according to sex, civil status, or employment status. These results suggest that differences in emotional state were evident only for selected demographic characteristics. However, because this study employed a descriptive-

correlational, cross-sectional design, these findings should be interpreted as differences between groups rather than evidence that demographic characteristics caused or influenced employees' emotional states.

Table 6. Differences in the Level of Emotional States in Terms of Depression, Anxiety and Stress when Grouped According to Age, Educational Attainment and Department

		N	Mean Rank	H Test	df	p-value
Depression	Age					
	20-29	40	95.76	16.297	4	.003
	30-39	63	105.58			
	40-49	42	82.71			
	50-59	24	64.88			
	60-69	10	59.70			
	Educational Attainment					
	Elementary Graduate	20	103.50	3.280	4	.512
	High School Graduate	29	99.43			
	College Graduate	119	86.18			
	Master's Level	9	82.39			
	Doctorate	2	79.75			
	Department					
	Mayor's Office	40	85.53	16.237	11	.133
	Municipal Planning Development Office	5	92.40			
		N	Mean Rank	H Test	df	p-value
	Municipal Budget Office	6	131.08			
	Municipal Accounting Office	9	93.17			
	Local Civil Registry Office	4	107.38			
	Municipal Engineering Office	11	118.91			
	Sangguniang Bayan Office	28	85.07			
	Municipal Assessment Office	7	125.07			
	Municipal Health Office	37	89.36			
	Municipal Agriculture Office	10	62.50			
	Municipal Treasury Office	9	81.83			
	Municipal Social welfare and Development Office	13	72.23			
	Age					
	20-29	40	74.47	1.743	4	.783
	30-39	63	78.50			
	40-49	42	96.89			
	50-59	24	77.78			
	60-69	10	57.25			

Anxiety	Educational Attainment					
	Elementary Graduate	20	74.47	5.251	11	.139
	High School Graduate	29	78.50			
	College Graduate	119	96.89			
	Master's Level	9	77.78			
	Doctorate	2	57.25			
	Department					
	Mayor's Office	40	85.53	4.508	4	.918
	Municipal Planning Development Office	5	92.40			
	Municipal Budget Office	6	131.08			
	Municipal Accounting Office	9	93.17			
	Local Civil Registrar Office	4	107.38			
	Municipal Engineering Office	11	118.91			
	Sangguniang Bayan Office	28	85.07			
	Municipal Assessment Office	7	125.07			
	Municipal Health Office	37	89.36			
	Municipal Agriculture Office	10	62.50			
	Municipal Treasury Office	9	81.83			
	Municipal Social Welfare and Development Office	13	72.23			
Stress	Age					
	20-29	40	101.86	4.508	4	.342
	30-39	63	87.60			
		N	Mean Rank	H Test	df	p-value
	40-49	42	80.12			
	50-59	24	97.08			
	60-69	10	82.20			
	Educational Attainment					
	Elementary Graduate	20	89.03	7.917	4	.095
	High School Graduate	29	84.74			
	College Graduate	119	87.65			
	Master's Level	9	126.78			
	Doctorate	2	150.25			
	Department					
	Mayor's Office	40	92.49	3.943	11	.972
	Municipal Planning Development Office	5	64.00			
	Municipal Budget Office	6	117.08			

Municipal Accounting Office	9	91.44
Local Civil Registrar Office	4	86.50
Municipal Engineering Office	11	92.95
Sangguniang Bayan Office	28	92.80
Municipal Assessment Office	7	86.93
Municipal Health Office	37	82.92
Municipal Agriculture Office	10	89.95
Municipal Treasury Office	9	92.00
Municipal Social Welfare and Development Office	13	91.85

The Kruskal–Wallis test was used to determine whether there were significant differences in the level of emotional states in terms of depression, anxiety, and stress when respondents were grouped according to age, educational attainment, and department. The findings indicate that among the three emotional states, only depression shows a statistically significant difference across groups, particularly according to age.

For depression, age shows a significant difference ($H = 16.297$, $df = 4$, $p = .003$), indicating that depressive symptoms vary across different age groups. Employees aged 30–39 obtained the highest mean rank (105.58), followed by those aged 20–29 (95.76), suggesting that younger and middle-aged employees tend to experience higher levels of depression. In contrast, employees aged 50–59 (64.88) and 60–69 (59.70) obtained lower mean ranks, indicating lower depressive symptoms among older employees. This finding implies that younger workers may experience greater emotional pressures related to work demands, career adjustment, and personal responsibilities compared to older employees who may have developed stronger coping mechanisms through experience.

In terms of educational attainment, no significant difference is found in depression levels ($H = 3.280$, $df = 4$, $p = .512$). Although elementary and high school graduates obtained relatively higher mean ranks, the differences are not statistically significant, indicating that educational background does not substantially influence depression among the respondents.

Similarly, department does not show a statistically significant difference in depression ($H = 16.237$, $df = 11$, $p = .133$). However, some departments such as the Municipal Budget Office (MBO), Municipal Engineering Office (MEO), and Municipal Agriculture and Social Services Office (MASSO) recorded relatively higher mean ranks, suggesting that employees in these offices may experience greater depressive symptoms, possibly due to heavier workloads and job-related responsibilities.

For anxiety, the results reveal no statistically significant differences according to age ($H = 1.743$, $df = 4$, $p = .783$), educational attainment ($H = 5.251$, $p = .139$), and department ($H = 4.508$, $p = .918$). These findings indicate that anxiety levels remain relatively similar among employees regardless of their age, educational background, or office assignment. Although slight variations in mean ranks are observed, these differences are not sufficient to establish meaningful distinctions among the groups.

Likewise, stress does not show significant differences across age ($H = 7.917$, $df = 4$, $p = .342$), educational attainment ($p = .095$), and department. This suggests that stress is generally experienced similarly by employees regardless of demographic and organizational characteristics. Nevertheless, employees with master's and doctorate degrees obtained relatively higher mean ranks, which may indicate that employees with advanced educational qualifications experience greater work-related expectations and responsibilities, although the differences are not statistically significant.

Overall, the findings indicate that depression is the only emotional state significantly influenced by age, with younger employees demonstrating higher depressive symptoms compared to older employees. In contrast, anxiety and stress remain statistically consistent across age, educational attainment, and department. These results suggest the importance of strengthening mental health and wellness programs, particularly for younger employees and offices with relatively higher emotional strain, to promote better emotional well-being within the workplace.

Table 7. Pairwise Comparison of Age in the level of Emotional States in terms of Depression

Age Group Comparison	Mean Rank	P-value	Decision
30-39 years old and 20-29 years old	1.52778	1.000	Not Significant
30-39 years old and 40-49 years old	2.82540	.087	Not Significant
30-39 years old and 50-59 years old	4.52778*	.005	Significant
30-39 years old and 60-69 years old	5.17778*	.050	Significant

The table revealed that there were significant differences in the level of depression between employees aged 30–39 years old and those belonging to the older age groups of 50–59 years old ($p = .005$) and 60–69 years old ($p = .050$). This indicates that the depression levels of employees in these age groups significantly varied. However, no significant differences were found between the 30–39 years old group and the 20–29 years old group ($p = 1.000$), as well as the 40–49 years old group ($p = .087$). Overall, the findings suggest that age differences in depression became more evident when comparing middle-aged adults with older employees.

Research Question 5: Is there a significant difference in the level of workplace wellness in terms of the profile of the respondents?

Table 8. Level of Workplace Wellness when Grouped According to Sex, Civil Status and Employment Status

		N	Mean Rank	U	p-value
Positive Emotion	Sex				
	Male	90	94.83	3046	.005**
	Female	89	85.12		
	Civil Status				
	Single	32	93.08	2253.500	.706
	Married	147	89.33		
	Employment Status				
	Job Order	90	82.33	3909.5	.782
	Permanent	89	97.76	3314.500	.043
Engagement	Sex				
	Male	90	86.87	3723.500	.401
	Female	89	93.16		
	Civil Status				
	Single	32	102.48	1952.500	.120
	Married	147	87.28		
	Employment Status				
	Job Order	90	91.92	3832.500	.607
	Permanent	89	88.06		
Relationship	Sex				
	Male	90	102.84	2849.000	.001
	Female	89	77.01		
	Civil Status				
	Single	32	85.81	2218.000	.603
	Married	147	90.91		
	Employment Status				
	Job Order	90	95.27	3530.500	.158
	Permanent	89	84.67		

Accomplishment	Sex				
	Male	90	87.14	3748.000	.443
	Female	89	92.89		
	Civil Status				
	Single	32	100.56	2014.000	.188
	Married	147	87.70		
	Employment Status				
	Job Order	90	84.29	3491.000	.125
	Permanent	89	95.78		
	Sex				
	Male	90	101.91	2933.500	.001
	Female	89	77.96		
	Civil Status				
	Single	32	92.19	2282.000	.784
	Married	147	89.52		
	Employment Status				
	Job Order	90	91.36	3883.000	.714
	Permanent	89	88.63		

The Mann–Whitney U test was performed to determine whether workplace wellness differed according to sex, civil status, and employment status across the five PERMA domains: Positive Emotion, Engagement, Relationship, Meaning, and Accomplishment.

The results indicate that sex showed statistically significant differences in Positive Emotion ($U = 3046$, $p = .005$), Relationship ($U = 2849.00$, $p < .001$), and Accomplishment ($U = 2933.50$, $p < .001$). These findings indicate that the distribution of scores for these PERMA domains differed significantly between male and female employees. In contrast, Engagement ($U = 3723.50$, $p = .401$) and Meaning ($U = 3748.00$, $p = .443$) did not significantly differ according to sex.

No statistically significant differences were observed according to civil status across all five PERMA domains, as all obtained p-values exceeded the .05 level of significance. This indicates that workplace wellness was generally comparable between single and married employees.

For employment status, Engagement ($U = 3832.50$, $p = .607$), Relationship ($U = 3530.50$, $p = .158$), Meaning ($U = 3491.00$, $p = .125$), and Accomplishment ($U = 3883.00$, $p = .714$) showed no statistically significant differences. However, the statistics reported for Positive Emotion are internally inconsistent because the table presents conflicting Mann–Whitney U statistics and p-values. This comparison should be verified using the original SPSS output before a final interpretation is made.

Overall, the findings indicate that statistically significant differences in workplace wellness were observed only in selected PERMA domains. Significant differences were found primarily according to sex, whereas civil status showed no significant differences across all domains. Conclusions regarding Positive Emotion according to employment status should be deferred until the reported statistics have been verified.

Table 9. Level of Workplace Wellness when Grouped According to Age, Educational Attainment and Department

		N	Mean Rank	H Test	df	p-value
Positive Emotion	Age					
	20-29	40	88.85	2.132	4	.712
	30-39	63	94.10			
	40-49	42	89.73			
	50-59	24	87.19			
	60-69	10	76.70			

Engagement	Educational Attainment					
	Elementary Graduate	20	74.72	5.595	4	.232
	High School	29	83.79			
	College Graduate	119	92.22			
	Master's Degree	9	101.50			
	Doctorate	2	149.00			
	Department					
	Mayor's Office	40	89.93	26.350	11	.006
	Municipal Planning Development Office	5	120.50			
	Municipal Budget Office	6	103.42			
	Municipal Accounting Office	9	42.67			
	Local Civil Registrar Office	4	91.88			
	Municipal Engineering Office	11	61.59			
	Sangguniang Bayan Office	28	80.39			
	Municipal Assessment Office	7	91.21			
	Municipal Health Office	37	92.54			
	Municipal Agriculture Office	10	119.40			
	Municipal Treasury Office	9	74.78			
	Municipal Social Welfare and Development Office	13	129.27			
	Age					
	20-29	40	88.85	1.223	4	.874
	30-39	63	94.10			
	40-49	42	89.73			
	50-59	24	87.19			
	60-69	10	76.70			
		N	Mean Rank	H Test	df	p-value
	Educational Attainment					
	Elementary Graduate	20	83.20	3.364	4	.499
	High School	29	86.40			
	College Graduate	119	93.66			
	Master's Degree	9	78.78			
	Doctorate	2	43.00			
	Department					
	Mayor's Office	40	83.99	22.464	11	.021
	Municipal Planning Development Office	5	127.20			
	Municipal Budget Office	6	60.17			

Relationship	Municipal Accounting Office	9	98.28			
	Local Civil Registrar Office	4	77.88			
	Municipal Engineering Office	11	112.59			
	Sangguniang Bayan Office	28	116.91			
	Municipal Assessment Office	7	101.21			
	Municipal Health Office	37	82.72			
	Municipal Agriculture Office	10	75.85			
	Municipal Treasury Office	9	60.67			
	Municipal Social Welfare and Development Office	13	74.77			
	Age					
	20-29	40	83.11	4.071	4	.396
	30-39	63	94.12			
	40-49	42	97.12			
	50-59	24	75.81			
	60-69	10	95.75			
	Educational Attainment					
	Elementary Graduate	20	99.88	6.638	4	.156
	High School	29	92.19			
	College Graduate	119	90.63			
	Master's Degree	9	68.72			
	Doctorate	2	17.50			
	Department					
	Mayor's Office	40	86.86	4.385	11	.957
	Municipal Planning Development Office	5	114.70			
	Municipal Budget Office	6	88.58			
	Municipal Accounting Office	9	73.72			
		N	Mean Rank	H Test	df	p-value
		Local Civil Registrar Office	4	74.13		
		Municipal Engineering Office	11	97.55		
		Sangguniang Bayan Office	28	88.43		
		Municipal Assessment Office	7	97.50		
		Municipal Health Office	37	97.82		
		Municipal Agriculture Office	10	85.90		
		Municipal Treasury Office	9	85.89		
		Municipal Social Welfare and	13	83.65		

Meaning

Development
Office

Age

20-29	40	97.45	4.070	4	.397
30-39	63	85.70			
40-49	42	98.07			
50-59	24	77.98			
60-69	10	82.25			

Educational Attainment

Elementary Graduate	20	99.88	12.842	4	.012
High School	29	92.19			
College Graduate	119	90.63			
Master's Degree	9	68.72			
Doctorate	2	17.50			

Department

Mayor's Office	40	105.28	23.449	11	.015
Municipal Planning Development Office	5	124.30			
Municipal Budget Office	6	60.25			
Municipal Accounting Office	9	92.17			
Local Civil Registrar Office	4	55.63			
Municipal Engineering Office	11	99.50			
Sangguniang Bayan Office	28	92.70			
Municipal Assessment Office	7	71.86			
Municipal Health Office	37	76.12			
Municipal Agriculture Office	10	55.25			
Municipal Treasury Office	9	84.78			
Municipal Social Welfare and Development Office	13	118.38			

	N	Mean Rank	H Test	df	p-value
Age					
20-29	40	88.80	10.222	4	.037
30-39	63	102.75			
40-49	42	71.33			
50-59	24	88.52			
60-69	10	96.45			
Educational Attainment					
Elementary Graduate	20	104.68	6.161	4	.187
High School	29	75.07			

College Graduate	119	92.65			
Master's Degree	9	69.78			
Doctorate	2	93.00			
Department					
Mayor's Office	40	84.01	11.169	11	.429
Municipal Planning Development Office	5	91.60			
Municipal Budget Office	6	101.42			
Municipal Accounting Office	9	62.78			
Local Civil Registrar Office	4	130.00			
Municipal Engineering Office	11	90.50			
Sangguniang Bayan Office	28	88.43			
Municipal Assessment Office	7	66.50			
Municipal Health Office	37	91.53			
Municipal Agriculture Office	10	103.90			
Municipal Treasury Office	9	116.83			
Municipal Social Welfare and Development Office	13	91.08			

The Kruskal–Wallis test was used to determine whether there were significant differences in workplace wellness in terms of Positive Emotion, Engagement, Relationship, Meaning, and Accomplishment when respondents were grouped according to age, educational attainment, and department. The findings reveal that significant differences are observed only in certain dimensions of workplace wellness, particularly in relation to department, educational attainment, and age.

For Positive Emotion, no significant difference is found according to age ($H = 2.132$, $df = 4$, $p = .712$) and educational attainment ($H = 5.595$, $df = 4$, $p = .232$), indicating that employees generally experience similar levels of positive emotions regardless of age and educational background. However, a significant difference is observed according to department ($H = 26.350$, $df = 11$, $p = .006$), suggesting that employees' experiences of happiness, satisfaction, and positive feelings at work vary across offices. The Municipal Social Welfare and Development Office (MSWDO), Municipal Planning and Development Office (MPDO), and Municipal Agriculture Office (MAO) obtained relatively higher mean ranks, indicating higher levels of positive emotion among employees in these departments.

In terms of Engagement, age ($H = 1.223$, $p = .874$) and educational attainment ($H = 3.364$, $p = .499$) do not show significant differences, suggesting that employees demonstrate relatively similar levels of interest, involvement, and absorption in their work regardless of demographic background. However, department shows a significant difference ($H = 22.464$, $df = 11$, $p = .021$), indicating that work engagement varies among departments. Employees from the MPDO, Sangguniang Bayan Office (SBO), and Municipal Engineering Office (MEO) recorded higher mean ranks, suggesting stronger engagement and involvement in work tasks within these offices.

For Relationship, no statistically significant differences are observed according to age ($H = 4.071$, $p = .396$), educational attainment ($H = 6.638$, $p = .156$), and department ($H = 4.385$, $p = .957$). These findings indicate that employees generally experience similar levels of workplace support, appreciation, and interpersonal relationships regardless of their age, educational attainment, or office assignment.

Under Meaning, age does not show a significant difference ($H = 4.070$, $p = .397$), indicating that employees across age groups perceive their work as similarly meaningful and purposeful. However, educational attainment reveals a statistically significant difference ($H = 12.842$, $df = 4$, $p = .012$), suggesting that employees' sense of meaning and purpose in work differs according to educational background. Likewise, department also shows a significant difference ($H = 23.449$, $df = 11$, $p = .015$), indicating that employees from

different offices vary in how meaningful and worthwhile they perceive their work to be. Employees from the MPDO and MSWDO obtained relatively higher mean ranks, suggesting stronger perceptions of meaning and purpose in their work.

For Accomplishment, age demonstrates a significant difference ($H = 10.222$, $df = 4$, $p = .037$), indicating that employees' sense of achievement and competence varies across age groups. Employees aged 30–39 obtained the highest mean rank (102.75), suggesting that middle-aged employees tend to experience a greater sense of accomplishment in their work compared to other age groups. In contrast, educational attainment ($H = 6.161$, $p = .187$) and department ($H = 11.169$, $p = .429$) do not show significant differences, indicating that feelings of accomplishment are generally similar regardless of educational background and office assignment.

Overall, the findings indicate that workplace wellness varies significantly in specific dimensions rather than as a whole. Department significantly influences Positive Emotion, Engagement, and Meaning, while educational attainment significantly affects Meaning, and age significantly influences Accomplishment. In contrast, Relationship remains statistically consistent across all profile variables. These findings suggest that workplace wellness is shaped by both organizational and personal factors, emphasizing the importance of department-specific and employee-centered wellness programs to further strengthen employee well-being and job satisfaction within the LGU.

Table 10. Pairwise Comparison of Age in the level of Workplace Wellness in terms of Accomplishment

	Mean Rank	p-value	Decision
30-39 years old and 20-29 years old	.37742	1.000	Not Significant
30-39 years old and 40-49 years old	.85159*	.013	Significant
30-39 years old and 50-59 years old	.37659	1.000	Not Significant

The findings revealed that most age group comparisons did not show significant differences. Specifically, there was no significant difference between employees aged 30–39 years old and those aged 20–29 years old ($p = 1.000$), indicating that both age groups experience relatively similar levels of workplace accomplishment. Likewise, no significant difference was found between employees aged 30–39 years old and 50–59 years old ($p = 1.000$), suggesting that employees within these age groups have comparable perceptions of achievement and competence in the workplace. However, a statistically significant difference was observed between employees aged 30–39 years old and those aged 40–49 years old ($p = .013$). This indicates that the level of workplace accomplishment differs between these two age groups. The result suggests that employees aged 30–39 years old may demonstrate a higher sense of accomplishment, possibly due to active career growth, motivation, and engagement in work-related responsibilities during this stage of adulthood.

Research Question 6: Is there a relationship between the level of emotional states and workplace wellness.

Table 11. Relationship Between the Level of Emotional States and Workplace Wellness

	Correlations	Workplace Wellness
Depression	Pearson Correlation	.031
	Sig.	.682
Anxiety	Pearson Correlation	.004
	Sig.	.958
Stress	Pearson Correlation	-.014
	Sig.	.857

The correlation table shows the relationship between the emotional state variables and workplace wellness of the respondents. Results reveal that depression obtained a Pearson correlation coefficient of .031 with a significance value of .682, anxiety obtained a Pearson correlation coefficient of .004 with a significance value of .958, and stress obtained a Pearson correlation coefficient of -.014 with a significance value of .857. These findings indicate that there is no significant relationship between depression, anxiety, stress, and workplace wellness since all significance values are greater than the 0.05 level of significance. The very weak correlation coefficients further suggest that changes in the respondents' emotional state are not directly associated with variations in their level of workplace wellness.

The findings of this study provide important insights into the emotional state and workplace wellness of Local Government Unit (LGU) employees in Aguineldo, Ifugao. Guided by the research questions, the results generally indicate that employees maintain normal emotional states while demonstrating moderate to high levels of workplace wellness. These findings highlight that although employees encounter the usual demands associated with public service, they are generally able to maintain psychological stability and a satisfactory level of workplace well-being. The findings support the growing body of Philippine literature emphasizing the importance of promoting employee well-being and mental health in government institutions to sustain organizational effectiveness, employee productivity, and quality public service delivery.

The findings revealed a balanced distribution between male and female employees, indicating equitable representation of both sexes within the municipal workforce. Most respondents belonged to the 30–39 age group, reflecting a workforce composed primarily of economically productive and professionally active individuals. The majority were married and were almost equally distributed between permanent and job order employment status. In terms of educational attainment, most respondents were college graduates, suggesting that employees possess the educational qualifications necessary for effective public service. Furthermore, the largest proportion of respondents came from the Mayor's Office, Municipal Health Office, and Sangguniang Bayan Office, indicating that these departments comprise a substantial portion of the LGU workforce and play significant roles in municipal governance and service delivery. These findings are consistent with Torres and De Guzman (2022), who reported that Philippine local government institutions are generally composed of middle-aged, college-educated employees performing diverse administrative and community-based responsibilities within demanding work environments.

The majority of respondents fall within the normal range for depression, anxiety, and stress. This suggests that employees generally possess adequate emotional stability and are able to cope effectively with both workplace demands and personal responsibilities. The absence of respondents with severe anxiety and stress further indicates the possible presence of adaptive coping mechanisms, supportive interpersonal relationships, and manageable work conditions. Nevertheless, the existence of employees experiencing mild to moderate levels of depression, anxiety, and stress demonstrates that emotional concerns remain present within the organization and should not be overlooked. These findings support the study of Labrague and De los Santos (2020), who emphasized that resilience, workplace support systems, and social connectedness significantly enhance employees' ability to manage emotional strain during challenging situations. Likewise, Oducado et al. (2021) found that Filipino employees generally maintained manageable levels of stress when adequate organizational support and effective coping strategies were available.

Regarding the level of workplace wellness, the findings showed that employees generally experience moderate workplace wellness across the five dimensions of the PERMA model. Positive emotion, engagement, relationships, meaning, and accomplishment all obtained moderate mean scores, with several indicators reaching high levels of well-being. Employees particularly reported experiencing enjoyment in their work, strong engagement in daily responsibilities, meaningful interpersonal relationships, a sense of purpose, and satisfaction with their accomplishments. These findings suggest that employees perceive their work as meaningful and fulfilling despite the demands associated with government service. The results further imply that the LGU fosters an environment that encourages employee engagement, positive relationships, purpose, and professional accomplishment. These findings are consistent with Rivera and Ramos (2022), who reported that organizational support and positive workplace relationships significantly enhance workplace wellness and job satisfaction among Filipino public servants. Similarly, Macapagal and Soriano (2021) concluded that employee engagement and meaningful work positively contribute to workplace wellness and organizational commitment within government institutions.

The significant differences exist in employees' emotional states and workplace wellness when grouped according to their demographic profile. The findings revealed that sex significantly influenced depression, anxiety, and stress, indicating that emotional experiences differ between male and female employees. These differences may be associated with variations in emotional expression, coping strategies, social expectations, and work-life balance responsibilities. This finding supports Alibudbud (2021), who reported that female Filipinos tend to experience higher levels of emotional distress due to greater social, family, and emotional pressures. Employment status also showed a significant difference in depression, suggesting that job security and employment stability may influence employees' emotional well-being. Job order employees may experience greater uncertainty regarding tenure, compensation, and employment benefits, increasing their vulnerability to depressive symptoms. This finding agrees with Cuervo and Antonio (2023), who found that contractual and job order employees in Philippine government agencies are more susceptible to emotional strain because of unstable employment conditions and limited organizational support.

Conversely, civil status did not produce significant differences in depression, anxiety, or stress, suggesting that being single or married does not substantially influence employees' emotional condition within the workplace. Likewise, anxiety and stress did not significantly differ according to employment status,

indicating that these emotional conditions may be influenced more by individual coping capacities and workplace experiences than by employment classification alone. Age emerged as a significant factor affecting both depression and workplace wellness. Post hoc analysis revealed that Millennials exhibited significantly higher levels of depression than Boomers, possibly because younger employees face greater pressures related to career advancement, financial obligations, family responsibilities, and work-life balance. Younger employees may likewise experience increased uncertainty while adjusting to organizational expectations and evolving workplace demands. This observation is consistent with the findings of Tuason, Güss, and Boyd (2021), who reported higher levels of psychological distress among younger Filipino professionals due to workplace pressures and uncertainty. Moreover, significant differences in depression across departments, particularly between the Budget Office and the Sangguniang Bayan Office, suggest that variations in workload, organizational responsibilities, and work demands may influence employees' emotional well-being. Despite these significant findings, workplace wellness remained statistically similar across sex, civil status, educational attainment, employment status, and department, indicating that employees generally experience comparable levels of workplace well-being regardless of their demographic characteristics.

The findings revealed no statistically significant relationship between depression, anxiety, stress, and workplace wellness. Correlation analysis showed very weak and non-significant associations, suggesting that employees are able to maintain moderate levels of workplace wellness despite experiencing mild emotional concerns. This finding implies that employees continue to function effectively through professionalism, resilience, organizational commitment, and strong social support within the workplace. It also suggests that workplace wellness in the LGU context may be influenced more strongly by organizational culture, meaningful work, employee engagement, positive workplace relationships, and work-life balance than by emotional distress alone. Existing workplace wellness initiatives, including sports activities, wellness leave, Zumba sessions, employee recognition programs, and regular "Kumustahan" sessions, may likewise contribute to sustaining employees' motivation, job satisfaction, and overall well-being despite occasional emotional challenges. Similar findings were reported by Rivera and Ramos (2022), who observed that Filipino public servants continue to demonstrate workplace commitment, productivity, and positive well-being despite experiencing work-related stress because of strong organizational support systems and workplace wellness programs.

Overall, the findings of the study indicate that LGU employees in Aguineldo, Ifugao generally maintain normal emotional states while experiencing moderate to high workplace wellness. Although differences were observed across certain demographic characteristics, particularly sex, age, employment status, and department, employees generally demonstrated positive workplace functioning and psychological stability. Furthermore, the absence of a significant relationship between emotional state and workplace wellness suggests that workplace well-being is sustained through organizational support, meaningful work, employee engagement, and positive workplace relationships. Nevertheless, the presence of employees experiencing mild to moderate emotional concerns underscores the need for continuous enhancement of mental health programs, counseling services, wellness initiatives, and employee support systems. Strengthening these organizational interventions will help ensure the sustained well-being, resilience, productivity, and effectiveness of LGU employees as they continue to deliver responsive and quality public service.

Ethical Considerations

This study was conducted in accordance with the ethical principles for research involving human participants, including respect for persons, beneficence, and justice. Ethical approval was obtained from the Institutional Review Board of the University of La Salette, Inc., Santiago City, approved on March 9, 2026, prior to participant recruitment and data collection. Administrative permission to conduct the study was likewise obtained from the Municipal Mayor of Aguineldo, Ifugao, and the concerned department heads; however, such administrative authorization was not considered a substitute for independent ethical review. Participation in the study was entirely voluntary. Before data collection, all prospective participants received a written informed consent form explaining the study's objectives, research procedures, expected duration, potential risks and benefits, confidentiality safeguards, and their rights as research participants. Employees were informed that their decision to participate or decline participation would not affect their employment, work assignments, performance evaluation, salary, benefits, promotion opportunities, or relationship with the Local Government Unit. Participants were likewise informed that they could refuse to answer any question or withdraw from the study at any time without penalty or adverse consequences. Because the study was conducted within a hierarchical workplace, additional safeguards were implemented to minimize any possibility of perceived coercion. Supervisors, department heads, and management personnel were not involved in recruiting participants, obtaining informed consent, administering questionnaires, or collecting completed survey forms. Recruitment was conducted directly by the researcher, and participation decisions



were made privately by employees. Completed questionnaires were returned in sealed envelopes or through confidential collection procedures that prevented supervisors or management from identifying individual respondents or determining who participated in the study. To protect confidentiality, no personally identifying information, such as names, employee identification numbers, or office-specific identifiers, was recorded on the research questionnaires. Each participant was assigned a unique study identification code used solely for research purposes. The code sheet linking participant identities with study identification numbers, where applicable, was stored separately from the research dataset in an encrypted, password-protected electronic file accessible only to the principal researcher. The de-identified dataset was stored on a password-protected computer with encrypted backup storage and was used exclusively for academic research purposes. Research records will be retained for five (5) years following completion of the study in accordance with institutional research policies, after which all electronic files will be permanently erased using secure data-deletion procedures and all printed documents will be shredded and securely disposed of. Because the Depression, Anxiety, and Stress Scale-21 (DASS-21) may identify participants experiencing elevated psychological distress, a risk-management protocol was implemented. Participants whose scores fell within the severe or extremely severe range, or whose responses suggested a possible risk to their safety, were contacted confidentially by the researcher and informed of the availability of appropriate mental health services. With the participant's consent, referrals were made to a licensed guidance counselor, psychologist, physician, or other qualified mental health professional available through the Local Government Unit or an appropriate healthcare facility. Referral discussions were conducted privately, and no individual DASS-21 scores, referral information, or participant identities were disclosed to supervisors, department heads, the Municipal Mayor, or any employer representative. Only when there was an immediate and credible risk of serious harm to the participant or another person would confidential information have been disclosed, and only to the extent necessary to ensure the participant's safety and in accordance with applicable ethical guidelines. The study presented minimal foreseeable risk, primarily involving possible emotional discomfort while responding to questions concerning depression, anxiety, stress, and workplace wellness. Participants were informed that they could pause, skip any question, or discontinue participation at any time without providing a reason. The researcher declares that no financial, professional, or personal conflict of interest influenced the design, conduct, analysis, interpretation, or reporting of the study. Participants did not receive monetary compensation or any form of incentive for participation. The DASS-21 and PERMA Profiler were administered in accordance with their respective copyright, licensing, and permission requirements. Individual participant results were not released to the Local Government Unit, supervisors, department heads, or any other employer representatives. Only aggregated and anonymized findings were reported in the thesis and any subsequent presentations or publications to ensure that no participant could be directly or indirectly identified.

Conclusion

This study examined the emotional state and workplace wellness of employees in the Local Government Unit (LGU) of Aguinardo, Ifugao by assessing their levels of depression, anxiety, stress, and workplace wellness, as well as determining differences according to demographic characteristics and the relationship between emotional state and workplace wellness. The findings revealed that the respondents were predominantly college graduates, married, and belonged to the 30–39 age group, with an almost equal distribution of male and female employees and permanent and Job Order personnel. These demographic characteristics provided a representative profile of the LGU workforce. The study further concludes that LGU employees generally exhibit favorable emotional and workplace well-being outcomes. Depression was at a mild level, anxiety at a moderate level, and stress within the normal range, while overall workplace wellness was at a moderate level across the PERMA dimensions, indicating that employees generally experience meaningful work, satisfactory engagement, positive workplace relationships, and a reasonable sense of accomplishment despite the demands of public service. Significant differences in emotional state were observed according to selected demographic characteristics. Depression differed significantly by sex, age, and employment status, while stress differed according to sex. In contrast, anxiety did not significantly differ across the demographic variables examined. Likewise, workplace wellness differed only in selected PERMA dimensions, particularly according to sex, department, educational attainment, and age, whereas several demographic variables showed no significant differences. These findings suggest that employees' emotional state and workplace wellness vary across specific demographic and organizational characteristics rather than uniformly across all groups. Finally, the study found no statistically significant relationship between emotional state and workplace wellness. This indicates that employees' levels of depression, anxiety, and stress were not significantly associated with their workplace wellness, suggesting that workplace wellness may be influenced by other organizational, environmental, or personal factors beyond the emotional variables examined in this study. Overall, the findings indicate that employees of the Local Government Unit

of Aguinaldo, Ifugao generally maintain stable emotional functioning and moderate workplace wellness. Nevertheless, the presence of mild to moderate emotional concerns among a considerable proportion of employees underscores the importance of continuously strengthening workplace wellness, mental health promotion, and employee support programs to sustain employee well-being and the effective delivery of public service.

Recommendations

Based on the findings of the study, several recommendations are proposed to strengthen workplace wellness and mental health among employees of the Local Government Unit (LGU) of Aguinaldo, Ifugao. The LGU policymakers are encouraged to strengthen and institutionalize a sustainable Workplace Wellness and Mental Health Program that addresses the emotional, psychological, social, and physical well-being of employees by continuously enhancing existing initiatives, including exercise activities, wellness programs, physical fitness activities, and other stress-reduction interventions. Employee-centered activities such as the monthly "Kapehan" and weekly Sports Hour may likewise be sustained and further developed to promote open communication, teamwork, employee engagement, camaraderie, social connectedness, and a supportive and psychologically safe workplace environment. The Human Resource Management Office (HRMO) is further encouraged to establish accessible and confidential psychological support services, including counseling, mental health consultations, psychosocial interventions, and appropriate referral mechanisms for employees experiencing emotional distress. These interventions should be gender-sensitive and age-responsive, taking into consideration the varying needs and experiences of employees; in particular, younger employees, including Millennials who demonstrated higher depressive symptoms, may benefit from mentoring programs, resilience-building activities, work-life balance initiatives, career development opportunities, and targeted psychosocial support. Department heads and supervisors are also encouraged to foster a positive organizational climate through supportive and responsive leadership, regular employee recognition, effective communication, teamwork, healthy interpersonal relationships, and practices that promote respect, inclusion, and appreciation in the workplace. Creating an environment in which employees feel valued, respected, heard, and supported may contribute to improved emotional well-being, organizational engagement, and workplace wellness. Employees, for their part, are encouraged to actively participate in workplace wellness programs, counseling and psychosocial activities, physical fitness initiatives, team-building activities, and other organizational interventions designed to enhance emotional resilience, stress management, interpersonal relationships, engagement, and job satisfaction. Finally, future researchers are encouraged to replicate or extend the study in other municipalities, local government units, and public-sector institutions to determine whether similar patterns of mental health and workplace wellness exist across different organizational contexts. Future investigations may also incorporate additional variables, such as organizational climate, burnout, leadership style, coping strategies, job satisfaction, organizational support, and work-life balance, to provide a more comprehensive understanding of the factors influencing employees' mental health and well-being. The continued use of established and validated assessment instruments, such as the DASS-21 and PERMA Profiler, is likewise recommended, while future studies may consider longitudinal, mixed-methods, or comparative research designs to provide deeper evidence regarding changes in employees' psychological well-being and the effectiveness of workplace wellness interventions.

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