



KEMENTERIAN SAINS,
TEKNOLOGI DAN INOVASI
MINISTRY OF SCIENCE, TECHNOLOGY AND INNOVATION



TARIKH	SABTU, 3 JUN 2023
AKHBAR	THE STAR
TAJUK ARTIKEL	WORPLACE STRESS AND ANXIETY
M/S	13
BIDANG	MANAGEMENT
KATA KUNCI	MANAGEMENT

STARBUZEEK, SATURDAY 3 JUNE 2023

Infographics 13

Workplace stress and anxiety

Compiled by B.K. SIDHU
bksidhu@thestar.com.my

HARASSMENT seems to be at a high level in the workplace as three-in-five Gen Zs and nearly half of millennials surveyed have experienced it and microaggressions in the past 12 months. This is in the form of inappropriate emails and physical advances, while physical contact is the most common harassment.

Exclusion, gender-based undermining and unwanted jokes are the common microaggressions.

Eight-in-10 respondents have reported harassment, but a third of the Gen Zs and a quarter of millennials think that the issues were not handled effectively. These are the findings of Deloitte's 2023 Gen Z and millennial survey. The feedback was gathered from 22,000 Gen Z and millennial respondents in 44 countries.

Burnout due to work pressure, financial, health and welfare of families are cited as the top stress drivers. This is causing the two generations to review their career. While work is central to their identity, work/life balance is crucial and this is the No. 1 trait they admire in their peers.

It is also their top consideration when choosing a new employer. The cost-of-living crisis looms large for them and other genera-

tions. Half of the respondents say they live from salary to salary.

They worry that a potential economic recession may cause employers to backtrack on climate actions.

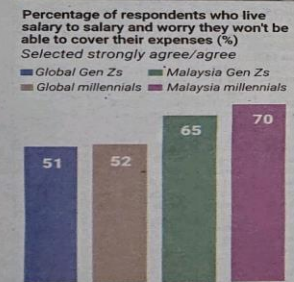
It will hamper their ability to ask for pay increases, push for flexibility or to find a new job.

Malaysian respondents, in particular, cited difficulties in buying a house and finding a new job in the current economic climate, it adds.

Top five issues of greatest concern (%)



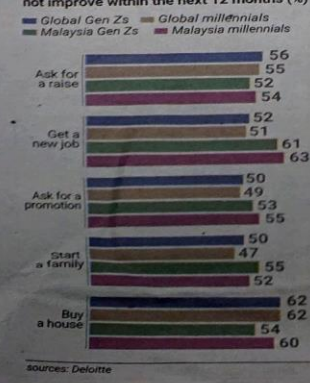
Cost of living



Top five factors selected as the things that impress them the most about peers (%)



Percentage of respondents who say that it will become harder or impossible to achieve the following if the economy does not improve within the next 12 months (%)

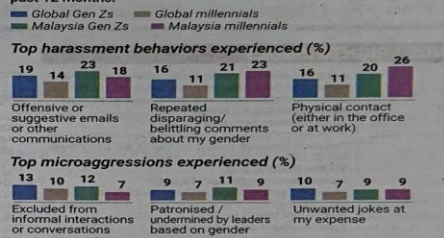


Factors which are preventing respondents from taking advantage of flexible work, or from reducing their hours (%)

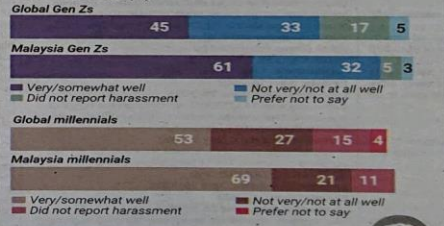


Workplace harassment and microaggressions

70% of Gen Zs and 61% of millennials in Malaysia have experienced harassment or microaggressions at work in the past 12 months.



Percentage of respondents who said they reported the harassment that they experienced, and how their organisation handled the issue (%)



Stress and burnout

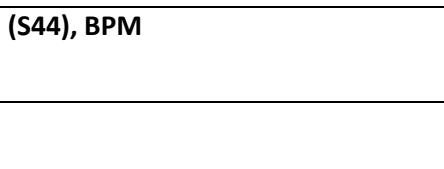
Percentage of respondents who say they feel anxious or stressed all or most of the time:



Percentage of respondents who feel burned out due to the intensity/demands of their workloads (strongly/somewhat agree):



Percentage of respondents who say the following contribute a lot to their feelings of anxiety or stress* (%)



Workplace mental health

Percentage of respondents who say that mental health support and policies are very/somewhat important when considering a potential employer:



Percentage of respondents who would not feel comfortable speaking openly with their direct manager about stress, anxiety, or other mental health challenges:



Percentage of respondents who have taken time off work due to feelings of anxiety or stress but gave their employer a different reason:



sources: Deloitte

TheStargraphics

DISEDIAKAN OLEH	PN NOR SURIANI BINTI MOHD ZIN (S44), BPM
-----------------	--