

# Affective well-being during the COVID-19 pandemic was enhanced when

- Employment roles expanded
- Individuals had greater resilient coping
- COVID case counts declined

Employment role change and resilient coping on affective well-being during the COVID-19 pandemic

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## BACKGROUND

The rapid onset of the COVID-19 pandemic led to unanticipated role changes across life domains, which resulted in significant and disruptive changes to daily living (ILO, 2021; Lui et al., 2021; Vowels et al., 2022). To maintain social distancing, many institutions implemented remote work policies. This resulted in a blurring of lines between work and family roles (Restubog et al., 2020).

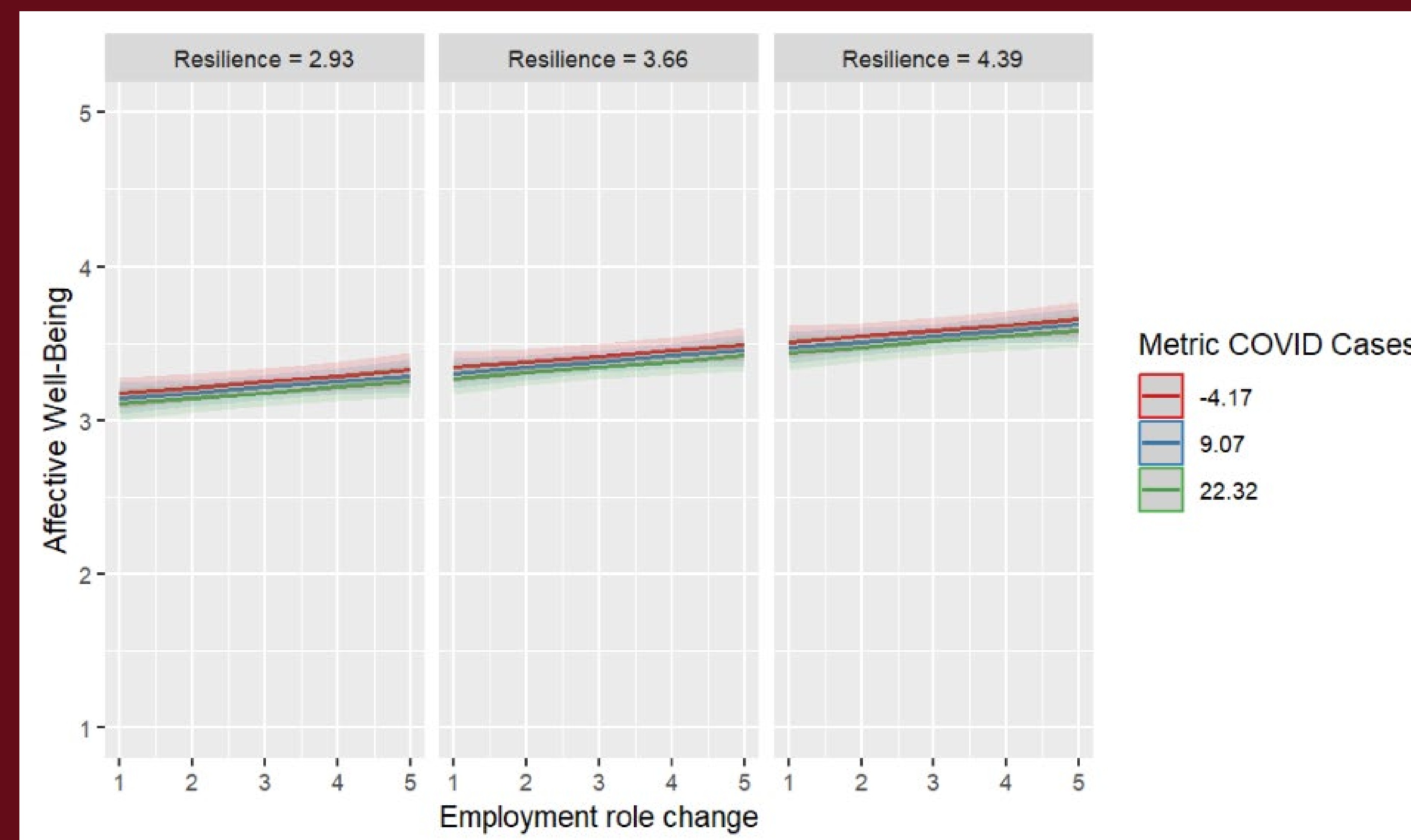
## PURPOSE

Since the effects of these transitions are not well understood, we evaluated the effect of employment role change directly upon affective well-being and indirectly through resilient coping in the first year and a half of the pandemic.

## METHOD

Participants ( $N = 197$ ; 89% female; 85% White) ranged in age from 20-77 ( $M = 48.85$ ,  $SD = 15.28$ ) across 30 states in the United States. Participants completed five online self-report questionnaires:

- **Employment Role Change:** Single item with Likert scaling ranging from “Disappeared altogether” to “Increased a lot.”
- **Affective Well-Being:** Daniel five-factor measure of affective well-being (D-FAW; Russell & Daniels, 2018). Ten items on 5-point Likert scaling with higher scores representing positive affect.
- **Resilient coping:** Brief Resilient Coping Scale (BRCS; Sinclair & Wallston, 2004). Four items on 5-point Likert scaling with higher scores representing greater resilience.
- **Metric COVID-19 case counts:** Obtained from the COVID Act Now website (U.S. COVID Risk & Vaccine Tracker, n.d.).
- **Health Risk Level:** A single item that read, “Do you consider yourself to be at higher risk for severe illness related to COVID-19?” Response options included No (0), Maybe (1), Yes (2).



## RESULTS

Results of multilevel analyses suggested that the direct effect of role change on affective well-being was statistically significant ( $B = 0.037$ ,  $p < 0.024$ ) such that as the employment role increased, so did affective well-being. Although there was a significant effect of resilient coping on affective well-being ( $B = 0.227$ ,  $p < 0.001$ ), the indirect effect passing from employment role change through resilience coping to affective well-being was not statistically significant ( $B = 0.002$ , 95CI(-0.006, 0.010),  $p = 0.574$ ). These effects were over and above the negative effect of weekly metric COVID cases in the respondent’s county of residence ( $B = -0.003$ ,  $p = 0.010$ ) and the non-significant effect of self-reported health risks ( $B = 0.013$ ,  $p = 0.613$ ).

## IMPLICATIONS FOR FUTURE STUDIES

- This study may help scholars and practitioners better understand the impact of employment role changes on mental health.
- Understanding the value of employment roles may be important for designing effective interventions and support systems, especially in times of change.

Predictors	Empty Resilience					Full Resilience					Empty Affective Well-Being					Full Affective Well-Being					
	est	se	B	SE	p	est	se	B	SE	p	est	se	B	SE	p	est	se	B	SE	p	
Intercept	3.622	0.044	-0.051	0.060	<0.001	3.632	0.073	-0.049	0.060	<0.001	3.369	0.041	-0.056	0.061	<0.001	2.454	0.104	-0.041	0.056	<0.001	
Metric COVID Cases																0.003	0.001	0.051	0.021	0.010	
Health Risk Level																0.013	0.026	0.016	0.032	0.613	
Employment Role Change																0.037	0.016	0.040	0.018	0.024	
Resilience																0.227	0.022	0.246	0.021	<0.001	
<b>Random Effects</b>																					
$\sigma^2$		0.17					0.17					0.16				0.15					
$\tau_{00}$		0.34	caseID				0.34	caseID				0.29	caseID			0.24	caseID				
ICC		0.66					0.66					0.65				0.62					
N		197	caseID				197	caseID				197	caseID			197	caseID				
Observations		1676					1676					1676				1676					
Marginal $R^2$ / Conditional $R^2$		0.000 / 0.661					0.003 / 0.662					0.000 / 0.650				0.073 / 0.649					
Deviance		2331.143					2327.392					2144.696				2032.918					
AIC		2341.555					2367.005					2155.260				2081.153					

## LIMITATIONS

- Self-report measures are subjected to social desirability or recall bias. This may impact the accuracy and reliability of the collected data and result in measurement errors in the analysis.
- Potential issues with measurements used may impact the accuracy of the results.
- Sample for this study being mostly a white, female population could be a limitation as well.



Please contact authors for references.