

Abstract

Anxiety and depressive disorder are significant problems in the working community. However, few studies have been conducted on this population. To better understand their mental health status, the present study aimed to examine the relationship between stress and negative mental well-being, in particular, the mediator role of job satisfaction and coping strategies in this relationship. 430 employees from the general working population in Hong Kong participated in a questionnaire study. Results showed that job satisfaction, adaptive coping and maladaptive coping strategies mediated the relationship between perceived stress and the level of anxiety and depression symptoms fully and independently. The study disclosed the possible alternatives to reduce the effect of stress on mental health. Recommendations on how to improve workers' mental well-being are discussed. Further research should study these mechanisms by interventions that aim at enhancing job satisfaction and encouraging the use of adaptive coping to replace maladaptive coping.

Keywords: job satisfaction, adaptive coping, maladaptive coping, perceived stress, depression, anxiety