

Abstract

Depression and anxiety are the two most common mental health illnesses all over the world, regardless of settings or backgrounds while higher prevalence rates of 5-8% are found in adults, including employees. Similar phenomenon is also applied in Hong Kong, where the prevalence is 3-7%. Together with the symptomatic employees without diagnosis of depressive disorder and anxiety disorder, it can be imagined how severe the situation can be. There are many factors contributing to the situation and the study aimed to identify both the psychosocial work characteristics and level of hope associated with depression and anxiety among employees. 841 employees participated in the research through Employee Assistance Program (EAP) – an employee benefit programme offered by their employers. Data are collected through questionnaire which depression and anxiety as well as level of hope were measured using Hospital Anxiety and Depression Scale (HADS) and Snyder's Adult Hope Scale (AHS). Questions concerning the total number of aversive/uncertain work environments experienced were asked, and step-wise regression was performed. Anxiety and depression were positively correlated to adverse/uncertain psychosocial factors but negatively associated with hope. The findings further showed pathways thinking, one of the components of hope, had a more statistically significant effect on anxiety. On the other hand, depression was predicted by agency thinking. No significant interaction effect between the two independent variables were observed.