

HSB HIGHLIGHTS

Psychometric Assessment on Mental Wellbeing



The coronavirus (COVID-19) pandemic is currently a global health threat attributed to negatively affecting the mental health and well-being of people globally. Recently, Hwa Seng Builder conducted a study to examine the mediating role of optimism and pessimism along with psychological inflexibility in the relationship of coronavirus stress with psychological problems among employees and workers.

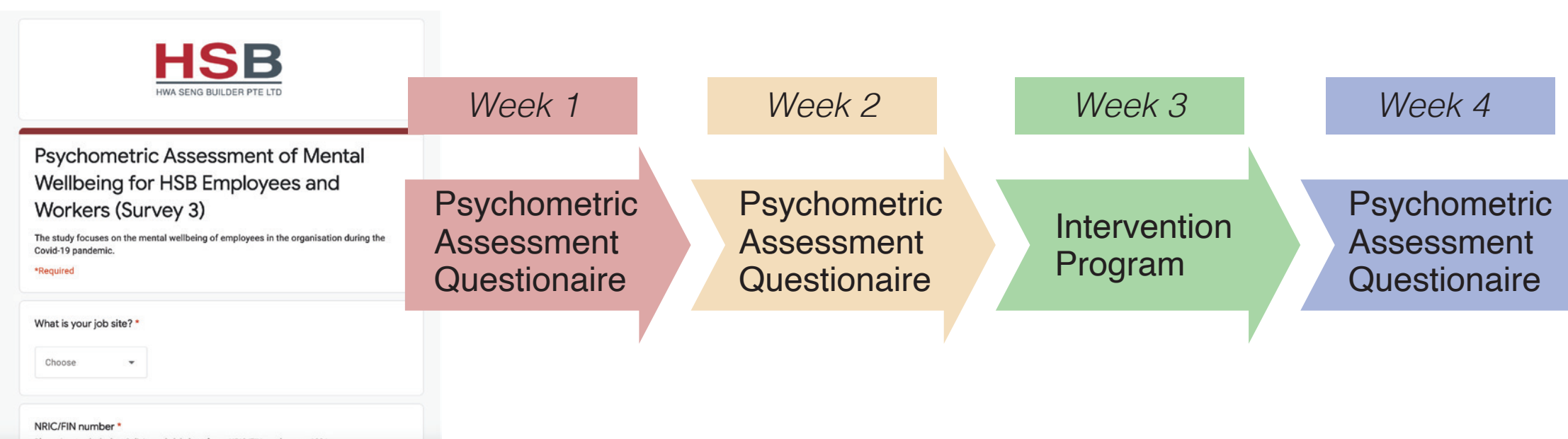
Positive mental wellbeing at work and good management go hand in hand and there is strong evidence that workplaces with high levels of mental wellbeing are more productive. Addressing wellbeing at work increases the productivity and wellness of the employees. With the current pandemic circumstances, employees are exposed to stressors that may contribute to poor mental wellbeing.

Psychometric Assessment

The sample of the study conducted by HSB included 177 workers in the organization and the analysis of qualitative data collected. Participants were asked to complete the Warwick-Edinburgh Mental Wellbeing Scale and overall scores are calculated by summing up the individual responses which ranges from 14-70 points.

The participants consisted of 4 ethnic groups - Chinese, Indian, Bangladeshi and Thai. The key aspect of the study is classified by data gathered based on the mental wellbeing of workers at project site and type of ethnicity. The whole workers population was provided information about the survey. During the study, the response rate from workers is 100% with 177 agreeing in the participation of the mental wellbeing survey.

Stages of Study



HSB HIGHLIGHTS

Factors Contributing to Poor Mental Wellbeing

- **Anxiety** due to constant exposure to news about the increasing number of infections
- **Fear and distress** over uncertainty about the economy and careers
- **Worry** about the health of their loved ones
- **Social isolation** as they have minimal social contact with others

Mediation Model Analysis

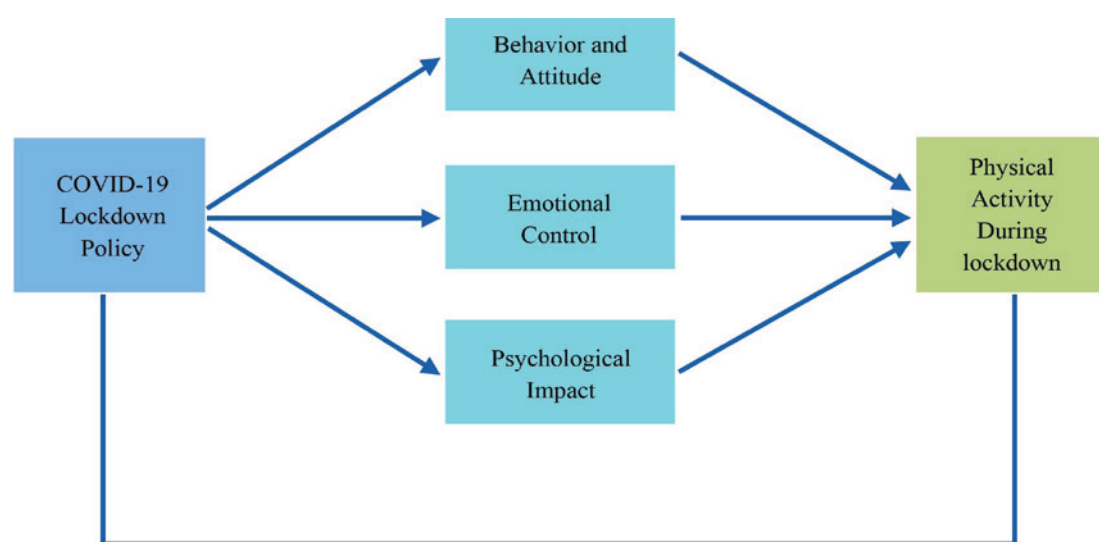


Figure 1: Mediation Model

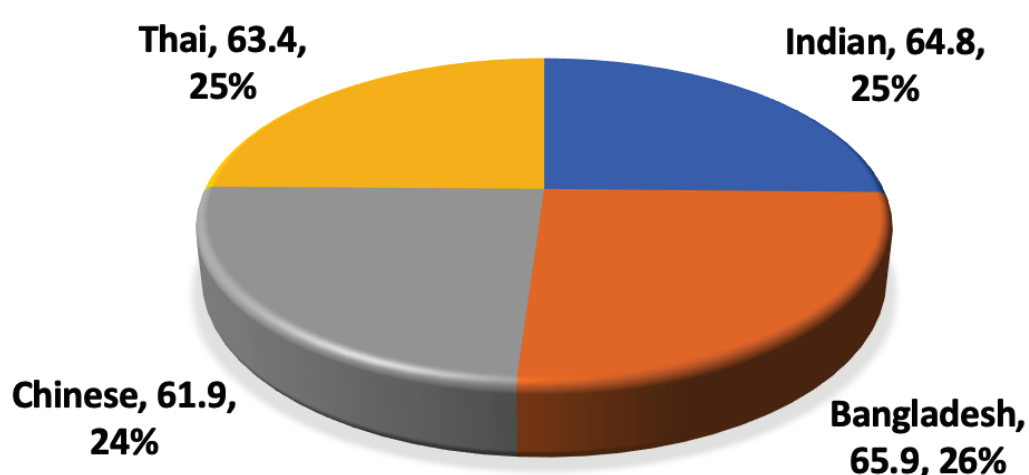
A mediation model indicated that coronavirus stress had a significant predictive effect on the worker's hopefulness and confidence about the future. This is inclusive of the tendency to see the worst aspect of things or believe that the worst will happen. In the same way, individuals may experience psychological inflexibility and psychological problems which subsequently mediated the effect of coronavirus stress on psychological problems within HSB workers.

More importantly, optimism and pessimism predicted the psychological problems of adults through psychological inflexibility. These results would aid our understanding of the role of mediators in coronavirus stress and psychological health problems.

Based on the completed responses received, the organisation overall mental wellbeing assessment score is above the average of the WEMWBS scoring and evaluation guidelines.

The scores from the assessment of mental wellbeing of ethnic groups concluded that all of our workers are faring above average.

ETHNICS AVERAGE SCORE



Level of Mental Wellbeing

46 - 70	Positive Mental Wellbeing
41 - 45	High risk of psychological distress and depression
< 41	High risk of major depression

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Active Living Program

The Active Living program implemented by HSB has improved significantly on the mental wellness of the employees and workers. HSB has provided a program for healthy activities and good food to keep the employees and workers healthy.



Encourage communication between workers and their supervisors



Table tennis game at the level 2 recreational area



Beer day during the workers' off day



Badminton in HQ premises



Provision of special meals once per week for the workers



Having a game of darts with their friends during their off days



Fruits day



Preparation of workers' care pack before Circuit Breaker

In conclusion, the current stature of the mental wellness of workers in the organisation during the pandemic period is concluded as within the high range. The organisation has implemented activities and supported the workers through the difficult times. This has resulted in the workers improvement to their positive perception of the current situation. However, further improvement can be achieved through continual improvements and proactive approaches in the ethnicity scores.

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HSB WSHE PERFORMANCE OF YEAR 2020

IN 2020, **HSB** HAS ACHIEVED

1,542,980

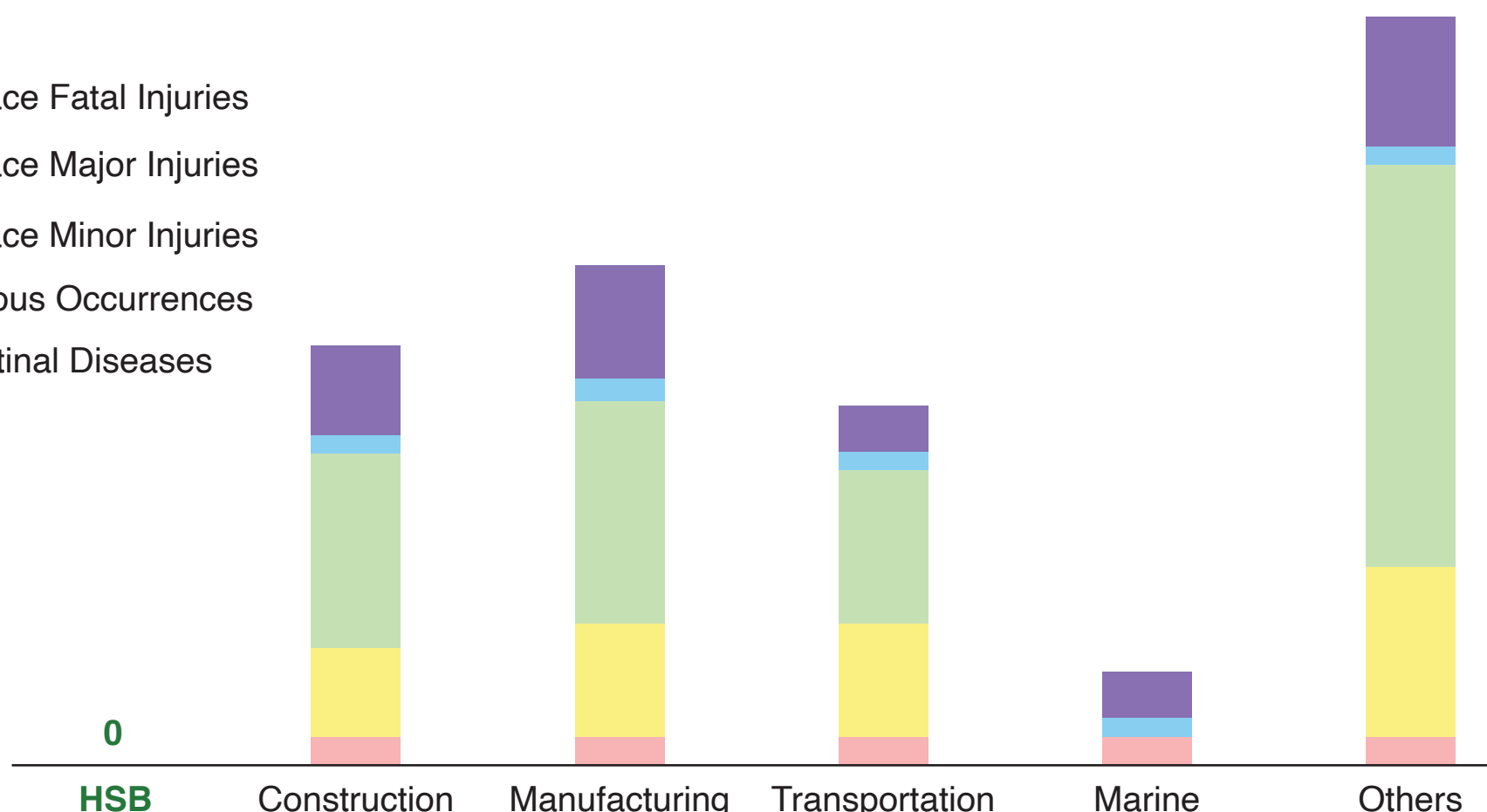
ACCIDENT FREE MAN-HOURS

Comparison Injury Rate Table (as of June 2020)

	HSB	Construction	Manufacturing	Transportation	Marine	Others
HSB ASR (2020)	0					
HSB AFR (2020)	0					
Workplace Fatal Injuries	0	3	3	5	1	4
Workplace Major Injuries	0	26	40	26		74
Workplace Minor Injuries	0	509	971	438		2,172
Dangerous Occurrences	0	1	2	1	0	0
Occupational Diseases	0	26	39	18	8	104

Legend

- Workplace Fatal Injuries
- Workplace Major Injuries
- Workplace Minor Injuries
- Dangerous Occurrences
- Occupational Diseases



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PLAY
AND
WIN

ISSUE #47
WINNERS



1. What are the 2 types of measures?
2. Name 2 adverse effects to the workers during the pandemic.
3. What can cause workers to experience anxiety?

*T&C: Be the first 3 to answer the questions correctly!
Email your answers to yyinxi@hwaseng.com.sg and stand a chance to win a prize!*

1. Indra Afdalash - WSHO
2. Jagannathan Ragavendhiran - WSHO
3. Ms Chan Pek Wai - Contracts (Manager)

Your prizes will be sent to your specific site

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