



# Career Stress Precipitate Depression and Anxiety in Young Age Groups

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## I. Introduction

### Stress

Stress is a general term for any type of change that causes discomfort on a physical, emotional, or psychological level. Your body's response to anything that requires your focus or action is stress. Everyone is stressed, at least to some extent. However, your general wellbeing is significantly impacted by how you handle stress. Stress is any demand placed on your physical or mental faculties. Any event or environment that makes you feel irritated or afraid can set it off.

Stress is frequently connected to a particular situation. Your tension will decrease once the situation is resolved.

Stress arises when people believe they are unable to cope with the demands placed on them or the risks to their wellbeing. R.S. Lazarus in 1966. Stress management techniques and coping mechanisms. NYC's McGraw-Hill.

Stress results from an imbalance between demands and available resources. R.S. Lazarus and S. Folkman (1984). Stress, evaluation, and coping. New York: Springer.

Stress happens when demands are greater than your capacity to handle them.

### Causes of Stress

The main cause of stress, according to a study, is stress at work. Other sources of stress include a lack of support, health issues, unemployment, marital issues, and work-related pressure.

### Anxiety

The body's natural response to stress is anxiety. It is apprehension or unease about what lies ahead. A job interview or giving a speech on the first day of school, for instance, may cause some people to feel anxious and uncomfortable. Anxiety is characterized as a feeling of fear, worry, or unease. It may develop as a result of stress, but it can also happen for no apparent reason.

Typically, the signs of stress and anxiety are the same. For instance, trouble sleeping, digestive

issues, attention issues, tension in the muscles, impatience, or aggression.

But there is a big difference between stress and anxiety.

### Depression

Depression is a mental illness characterized by persistent melancholy and interest loss. It can cause a variety of mental and physical problems and has an impact on how you feel, think, and behave. Major depressive disorder is another name for it.

S. Palmer (1999). Depression is a mood or emotional disorder that is characterized by feelings of guilt or low self-worth and a reduced ability to enjoy life.

Depression in young adults is a major concern nowadays, that causes constant feeling of discouragement and lack of attention in almost all activities. Problems such as peer pressure, academic expectations, family issues etc. can affect the mental health of young aged adults.

### Theories

William James and Carl Lange, two theorists, may have independently proposed their theories on the relationship between stress and emotion in 1884 and 1885, but they shared a common understanding of this relationship: emotions do not immediately follow the perception of the stressor or the stressful event; they become present after the body's response to the stress. For instance, when you see a growling dog, your breath quickens, your eyes open wide, and your heart begins to beat quickly. According to James and Lange, it is only after experiencing these physical changes that you will feel fear or any other emotion. Accordingly, emotional behaviour cannot happen unless a person's brain is connected to it.

### Theory of behaviourism

The environment's significance in influencing behaviour is emphasized by behaviourism. Focus is placed on observable behaviour and the circumstances under which people pick up new behaviours, specifically classical conditioning, operant conditioning, and social learning theory.



Therefore, a person's interaction with their environment plays a role in the development of depression.

For instance, according to classical conditioning, one can learn depression by associating particular stimuli with unfavourable emotional states. According to the social learning theory, behaviour is learned through imitation, reinforcement, and observation.

#### Conditional Operation

According to operant conditioning, depression is brought on by the absence of supportive factors in the environment (Lewinsohn, 1974). Because they diminish opportunities for positive reinforcement from others (like being around people you get along with), certain events, like losing your job, can lead to depression.

People who are depressed typically engage in much less social activity. Additionally, unintentional reinforcement of depressed behaviour by others can contribute to depression.

For instance, losing a loved one also means losing a significant source of encouragement. This results in inaction. The sympathy and interest of friends and family are now the primary sources of reinforcement.

#### Variables

Stress, Anxiety, and Career.

## II. Review of literature

1. Chowdhury.et.al, (2022) conducted a research on depression and stress regarding future career among university students during COVID-19 pandemic. The aim of this study is to inquire about the amplitude of depression and stress among university students during the COVID-19 pandemic regarding their future careers and to identify the factors associated with this depression and stress. 516 students at various universities participated in this cross-sectional survey. Conclusion states that there is an increasing prevalence of depression and stress among students, particularly among female students and those who do not receive job-related facilities from their institutions or who are unskilled.

2. Zhou (2022) conducted a research on influence of career planning education on relieving college students employment anxiety. The purpose of this study is to analyse the impact of students' learning psychology on educational development. Participants were 120 chemistry college students. Results states that the mastery of students' psychological demands, we can optimize the teaching path and constantly improve the teaching methods.

3. Qayyum.et.al, (2022) conducted a research on academic stress and career anxiety: mediating role of social competence among students of public institutions. The aim of this study is to investigate the mediating role of social competence in relationship between academic stress and career anxiety among students studying in public institutions. There were 100 participants from 4 different public institutes in Lahore, Pakistan. Results states that social competence negatively predicts career anxiety and academic stress found a significant positive predictor of career anxiety.

4. Mahmud.et.al, (2021) conducted a research on an empirical investigation considering depression from COVID-19 as a mediator. The purpose of this study is to identify whether 'Fear of COVID-19' impacted on future workforces' career anxiety at the first place and whether depression from COVID-19 has any indirect effect on 'Fear of COVID-19' and future workforces' career anxiety. Result of the study reveals that, due to the outbreak of COVID-19 fear, the future workforce is getting anxious about their future career. They concluded that the concepts of fear and depression with career anxiety in a pandemic situation like COVID-19, and also assists future researchers in many folds.

5. Sprung.et.al, (2021) conducted a research on work-life balance as a predictor of college student anxiety and depression. The purpose of this study was to examined how work-life balance may influence college student mental health. Participants were 111 students from a private Midwestern college and a cross sectional survey was used as a method for this study. The results states that the work-life balance was negatively related to students' perceived stress, general anxiety, and depressive symptoms. They concluded that work-life balance is an important antecedent of college students' mental health.

6. Chan.et.al, (2021) conducted a research on Irrational beliefs, depression, anxiety, and stress among university students in Hong Kong. The aims of this study were to examine the relationship of irrational beliefs with emotional disturbances in university students. Data was collected from 655 local Hong Kong university students. Results states that university students having higher levels of irrational beliefs were more likely to have depression, anxiety, and stress.

7. Hamzah.et.al, (2021) conducted a research on the mediating role of career decision self-efficacy on the relationship of career emotional intelligence and self-esteem with career adaptability among university students. The



purpose of this study was to investigate whether career decision self-efficacy (CDSE) could mediate the relationships of career adaptability with emotional intelligence and with self-esteem among university students. Participants were 205 university students aged 22 to 24 years. The results suggest that undergraduate students' emotional intelligence, self-esteem and CDSE are substantially associated with career adaptability, which plays an important role in workforce efficiency and graduates' employability.

8. Magnano.et.al, (2021) conducted a research on courage, career adaptability, and readiness as resources to improve well-being during the University-to-Work Transition in Italy. The aim of this study was to examine the role of courage, career adaptability, and professional readiness as protective factors toward life satisfaction and flourishing during the university-to-work transition. Participants were 352 Italian university students aged from 21 to 29 years. The result States that courage plays a mediating role between career transition readiness and career adaptability, on one hand, with well-being indicators as outcomes.

9. Takil.et.al, (2021) conducted a research on trait anxiety vs career anxiety in relation to attentional control. The aim of this study is to examine the role of flexible use of attentional resources when the threat is rather likely to happen (career anxiety) or unlikely to happen (trait anxiety). There were 93 participants in this study. Results showed that trait anxiety, but not career anxiety, was negatively associated with the attentional control.

10. Parmentier.et.al, (2021) conducted a research on career adaptability profiles and their relations with emotional and decision-making correlates among Belgian undergraduate students. The purpose of this study is to investigate university students' profiles of career adaptability and determine whether different combinations of concern, control, curiosity, and confidence could be identified. Participants were 307 university students. The results highlight that differentiating profiles of career adaptability provide insights for the design and the implementation of career-related interventions among university students.

11. Arbona.et.al, (2021) conducted a research on intolerance of uncertainty, anxiety, and career indecision. The purpose of this study is to examine the role of anxiety as a mediator in the relation of IU and rumination to three dimensions of career decision making difficulties among college students. Participants were 678 college

students. Results suggested that career choice interventions may be enhanced with a targeted emphasis on coping with the uncertainty involved in career decision making among college students.

12. Fiorilli.et.al ,(2020) conducted a research on trait emotional intelligence and school burnout: the mediating role of resilience and academic anxiety in high school. The aim of the study was to investigate the role of trait emotional intelligence (TEI) in preventing students' school burnout directly and indirectly via anxiety and academic resilience. The data were derived from a sample of 1235 high school students. Results states that the need and potential for scientifically driven interventions to enhance emotional adjustment at school and in life.

13. Ma.et.al, (2020) conducted a research on effects of perceived overqualification on career distress and career planning. The purpose of this study was to examine how perceived overqualification influences employees' career distress and career planning. The participants were 220 supervisor-subordinate dyads from 50 groups. Results states that that perceived overqualification can have positive effects on employees and organizations under appropriate management conditions.

14. Downing.et.al, (2020) conducted a research on fear of negative evaluation and student anxiety in community college active-learning science courses. The purpose of this study is to identify what factors increase and decrease student anxiety in the context of active-learning science courses at community colleges. The participants were 29 students who had attended community college classes at nine different institutions. The results states that active learning decreases anxiety in active-learning courses because it perceive that active learning enhances performance.

15. Boo.et.al, (2020) conducted a research on career indecision and coping strategies among undergraduate students. This study aimed at advancing the literature in the field of career indecision by enhancing the understanding of the association between career indecision and strategies for coping with career indecision. Participants were 321 undergraduate students enrolled in hospitality courses. Results states that Students had greater difficulty in the category lack of readiness followed by inconsistent information, and then lack of information.

16. Dahanayake.et.al, (2020) conducted a research on undecided careers among agriculture undergraduates. The purpose of this study is to examine the level and differences in career



indecision by evaluating the impact of self-efficacy, career counseling opportunities, family support and personality on career indecision using big five trait model. Participants were consisted of third year male and female Agriculture undergraduates of University of Peradeniya. The results indicated that there was a statistically significant negative impact of self-efficacy, career counseling opportunities, family support and conscientiousness while there was a negative impact of extraversion, agreeableness and openness to experience in career indecision.

17. Wickramasinghe.et.al, (2019) conducted a research on depression and stressful life events among medical students during undergraduate career. The aim of this study was to assess the prevalence of depression among medical undergraduates in a medical faculty in Sri Lanka. Participants were 300 undergraduate medical students of the University of Colombo, Sri Lanka. The results states that extracurricular activities tend to decrease depression among students, it also showed that students living in rented places are more into depression than those who are living at home and hostels.

18. Franco.et.al, (2019) conducted a research on acculturative stress, social support, and career outcome expectations among international students. The purpose of this study is to examined relationships between acculturative stress, social support from the host country, and career outcome expectations among international students in the United States of America. There were 555 participants involved in this study. Results indicated that acculturative stress was negatively related to social support and career outcome expectations.

19. Thompson.et.al, (2019) conducted a research on college student psychological distress: Relationship to self-esteem and career decision self-efficacy beliefs. The purpose of this study was to extend understanding of the nature of the relationships among psychological distress, self-esteem, and career decision self-efficacy (CDSE) beliefs. Participants were 292 undergraduate students. Results highlight the importance of attending to student psychological distress in the provision of career counseling services.

20. Brandmo.et.al, (2019) conducted a research on social and personal predictors of test anxiety among Norwegian secondary and postsecondary students. The purpose of this study is to examined predictors of test anxiety. Participants were 2528 Norwegian upper-

secondary and postsecondary students Results showed that personal goals related to career and grades positively predicted test anxiety, whereas self-efficacy beliefs were a negative predictor of test anxiety.

21. Muzika.et.al,(2019) conducted a research on social class fragility and college students' career decision-making at a private university. The purpose of this study is to examined the role of social class in the career decision-making of undergraduate students attending a private university. Participants were 21 undergraduate students in this study. Results are discussed in terms of career interventions with college students attending universities that encapsulate upper middle-class norms.

22. Finklea.et.al, (2019) conducted a research on understanding the relationship between commitment anxiety and career tension. The aim of this study is to examined the relationship between commitment anxiety, as defined by cognitive information processing theory, and career tension. Participants were 101 undergraduate students. The results suggest that commitment anxiety and career tension are distinct but related constructs and that career counselors can help clients by reducing and managing these emotional concerns that often accompany career concerns.

23. Shin.et.al, (2019) conducted a research on self-Focused attention and career anxiety. The purpose of this study was to examine how 2 forms of self-focused attention, self-reflection and self-rumination, influence career anxiety. The participants were 326 undergraduate students in South Korea. The results of this study supported the hypothesized mediation model by indicating significant indirect effects of self-reflection and self-rumination on career anxiety via career adaptability.

24. Gerreth.et.al, (2019) conducted a research on self-evaluation of anxiety in dental students. The aim of the study was to analyze anxiety in female and male dental students related to their first procedure performed on a pediatric patient as part of their study curriculum. Participants were 84 3<sup>rd</sup> year dental students aged 22–28 years. The results show that the anxiety level during clinical classes is relatively high in the studied population of students.

25. Grace, (2018) conducted a research on depressive symptoms, burnout, and declining medical career interest among undergraduate pre-medical students. The purpose of this study is to investigate the relationship between mental health issues and medical career interest among





undergraduate premedical students, and to explore whether this association varies by gender. Data were collected from 390 respondents via an online questionnaire. Results states that depressive symptoms were associated with steeper declines in medical career interest among women compared to men. They concluded that the negative association between depressive symptoms and medical career interest was even more pronounced among premedical women compared to men.

26. Hu.et.al, (2018) conducted a research on career goal importance as a moderator in the relationship between career feedback and career-related stress. The purpose of this study is to examine the relationship between negative career goal feedback and career-related stress. Participants were 317 health profession university students. Results states that discrepancy was higher at higher levels of negative feedback for those with higher goal importance, and the indirect effect of negative feedback on stress through discrepancy increased with increasing goal importance.

27. Yousef.et.al,(2017) conducted a research on association between depression and factors affecting career choice among Jordanian nursing students. The aim is to investigate factors that influence career choice among nursing students and their possible association with depressive symptoms. Participants were 150 nursing students randomly selected from each academic year at the Nursing College/Jordan University of Science and Technology (JUST). Results states that Students ranked the most important three factors influencing their career selection as family decision, religious factors, and the desire to care for others. This study concluded that the main factors associated with depression among this sample of nursing students were pressure from their family to choose a nursing career and having no other career or employment opportunities.

28. Pizarik.et.al, (2017) conducted a research on a phenomenological study of career anxiety among college students. The purpose of this study is to explore the phenomenon of career anxiety through a qualitative investigation of the experiences of college students. Participants were 7 undergraduate college students. The results states that the implementation of interventions for reducing anxiety associated with career choice and development.

29. Dyrbye.et.al, (2014) conducted a research on burnout among US medical students, residents, and early career physicians relative to the general US population. The purpose was to compare the prevalence of burnout and other forms of distress

across career stages and the experiences of trainees and early career (EC) physicians versus those of similarly aged college graduates pursuing other careers. Participants were medical students, residents/fellows, and EC physicians. The results states that medical students and residents/fellows were more likely to exhibit symptoms of depression than the population control samples. This study concluded that training appears to be the peak time for distress among physicians, but differences in the prevalence of burnout, depressive symptoms, and recent suicidal ideation are relatively small.

30. Bertoch.et.al, (2014) conducted a research on goal instability in relation to career thoughts, decision state, and performance in a career course. The purpose of this study is to investigate Goal instability and its relation to career thoughts, decision state, and performance in an undergraduate career course in a large university. Results of the study suggests that goal instability may serve as an initial global screening measure of readiness for career exploration in a classroom environment.

#### Key Learnings

According to surveys, the majority of the youthful population has work stress as a result of pressure from their families, religious obligations, and a desire to take care of others, which makes them depressed. Women experience greater levels of professional stress than males do because they are more reliant on their families. It demonstrated how expectations for job outcomes and social support were inversely correlated with stress. Unsupported career ambitions by the family are a key cause of stress and the problems it causes. After the COVID-19 pandemic, the notions of professional stress and sadness also spread rapidly among young adults, which causes them to worry about their future careers. Social intervention is essential as well.

According to studies, participation in extracurricular activities is likely to reduce depression or career stress among young adults, according to studies. Some career counselling services might help clients avoid problems brought on by job stress. Stress can be significantly reduced by managing one's emotional and psychological well-being and receiving support from friends, family, and teachers. Active learning programmes and career flexibility improve employees' performances while lowering associated stress.



### III. Conclusion

Numerous studies conducted over the past ten years with a variety of psychological and physical conditions support the idea that young adults experience career stress for a variety of reasons, including family expectations that conflict with their own personal goals and religious factors, which can cause depression and anxiety. The vast majority of studies revealed that women are more commonly impacted than men. Thus, we can draw the conclusion that professional counselling and psychiatric assistance can help to lessen career stress and despair.

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