Anxiety Disorders in the Workplace: How to Deal and Does Anxiety Affect Employee's

Fadillah Ismail[1]*, Adnan Ali Alhosani[2]

[1] *Jabatan Pengurusan Pengeluaran Dan Operasi, Fakulti Pengurusan Teknologi Dan Perniagaan,*
    Universiti Tun Hussein Onn Malaysia, MALAYSIA

[2] *Sharjah Electricity and Water and Gas Authority,*
    Sharjah, Dubai, UNITED ARAB EMIRATES

*Corresponding Author: fadillah@uthm.edu.my
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Abstract

In recent years, mental health disorders are a huge public health problem worldwide, especially anxiety disorders. Anxiety disorders is the extreme worry or fear under the category of psychiatric conditions. To gain a better understanding of the topic of anxiety disorders in the workplace, the researcher conducted a literature review of previous articles to support the objectives of the study. The objectives of the study are to determine the factors of anxiety disorders among employees in the workplace, to determine the ways to manage anxiety disorders for employees, and to examine the impact of anxiety disorders on employee's abilities. A scoping review of the literature was conducted which examined peer-reviewed articles published from Emerald (Management & Education), Labour LawBox, ScienceDirect (Freedom Collection), SpringerLink, Journal Citation Reports (Web of Science). This study elaborated 6 ways for employees to overcome their anxiety disorders in the workplace, such as awareness, having a conversation between employers and employees, supportive family and friends, practicing a healthy lifestyle, mindfulness practicing, and setting deadlines honestly. Moreover, anxiety disorders have reduced of anxiety disorders on the employee's abilities are reduced productivity, employee planning less effectively, less focus on work and have difficulty in listening. Additionally, this study made several recommendations on how employers assist their employees who experience anxiety disorders. Overall, the future researcher needs to be explored the psychological well-being of employees in the workplace in the future in order to stay in a peaceful and harmonious working environment.

1. Introduction

In recent years, mental health disorders are a huge public health problem worldwide (Attridge, 2019). Consequently, employees in different fields face challenging demands and working conditions daily that require a high level of emotional engagement at work. When these demands exceed the organizational or personal resources that employees have and the condition becomes chronic over time, it can lead to the emergence of disorder and symptoms associated with anxiety, depression, and stress. At the workplace, the challenges are neither novel nor avoidable. Everyone is experiencing anxiety and nervousness in life. Most people feel anxious in specific situations especially the employees in the workplace such as dealing with a difficult boss (Mark & Smith, 2018), lack of understanding of the work's purpose (Meyer & Hünefeld, 2018), not having a good

connection with colleagues, need to be accomplishing an urgent project at the specific time, has toxic workplace culture, highly competitive environment and come along with unrealistic expectation (Healthline, 2022).

There are over 300 million people have been affected by a prevalent mental health problem, and 70% of these individuals are employed (Attridge, 2019). People who experience anxiety in the workplace can be positive, motivating, and anxious to survive in a complex world with a significant advantage. However, anxiety also can be weakening for some people in which it will keep worrying and fear that they cannot controllable. Anxiety is a generalized feeling of fear and apprehension that may be related to a particular situation or object. It often accompanied by increasing the psychological arousal. Anxiety usually manifests as a variety of symptoms, including fear, difficulty concentrating, palpitations, respiratory distress, and dizziness.

In 2019, 970 million people, or one in eight people worldwide had suffered from mental disorders. Among the 970 million people who suffered from anxiety disorders, anxiety and depressive disorders are the most common mental disorder in the world in recent years. The number people who suffered from the anxiety disorders and depressive disorders were rising significantly due to the occurrence of COVID-19 pandemic. Initial estimates reveal that anxiety disorders have increased by 26% respectively in just one year. While effective prevention and treatment alternatives exist, most persons with mental problems do not have access to them. All those people are also subjected to discrimination, stigma, and human rights violation (World Health Organization, 2022).

In 2020, due to the COVID-19 pandemic, almost all workers in the different field worldwide were under more stress than ever before (Santomauro et al., 2021). They are more worried about their health and their finances. They are more worried that their employers and supervisors do not empathize with the pressure they feel. During a time when unemployment was high and economic growth was slow, more than half were also actively seeking another work. And when employees feel imprisoned in their positions, productivity in the organization probably suffers (America Mental Health, 2021).

1.1 Overview of Anxiety Disorder

Anxiety disorders refer to extreme worry or fear under the category of psychiatric conditions. Anxiety disorders are the most common mental illness in United Stated which had affected nearly forty millions of age 18 and above's adults or 18 % of the population every year (Anxiety & Depression Association of America, 2022). Anxiety disorders are one of a variety of common mental illnesses. A situation in which a person experiences an anxiety disorder while responding to an object or situation. Usually, people who experience a considerable sense of fear accompanied by changes in physical signs, among other things rapidly and have a sweaty and fast heartbeat (Hospital Sentosa Kuching, 2022). According to World Health Organization (2022), one out of every thirteen persons suffers from anxiety disorders. Anxiety disorder is the most frequent mental condition in the world. There are about 301 million people were living with an anxiety disorder including fifty-eight million children and adolescents 2019. Anxiety disorders are accompanied with by extreme fear and worries, as well as associated behavioural changes. The symptoms are sufficient to cause extensive discomfort or difficulty in functioning.

Moreover, according to the Malaysian Psychiatric Association (2022), anxiety disorder refers to a type of mental illness in which it is characterized by the extreme and uncontrollable anxiety closely linked with worry, fear, nervousness and feel uneasy. It's common to have anxieties in daily life. In workplace, there are several tasks need to accomplish by employees. For instance, these tasks including with when the employee must deal with an issue at work, to make a significant choice, some of them may experience anxious and uncomfortable. But this anxiety sometimes may even be useful for employees because it will help them focus their attention and make them aware of harmful circumstances that can keep them safe.

The anxiety disorders, on the other hand, people would experience go further than the normal nervousness and little fear from time to time. An anxiety disorder can occur once the uncommonly severe is abnormally excessive or prolonged and it can be occurred when there are no stressful conditions. Anxiety also will affect people's ability to function well especially the employees at workplace. Whenever anything triggers the emotions of people with anxiety disorders, they tend to overreact to it. This is because people who is suffering from anxiety disorders lack control over their reactions to the situations (Malaysian Psychiatric Association, 2022).
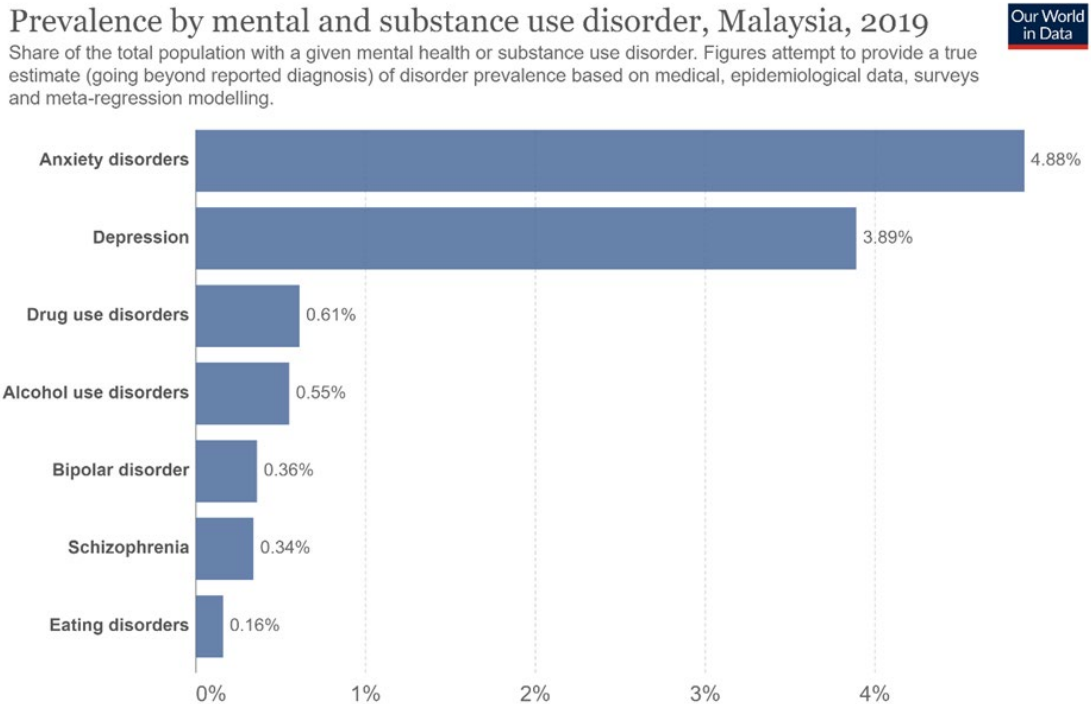
Prevalence by mental and substance use disorder, Malaysia, 2019

Share of the total population with a given mental health or substance use disorder. Figures attempt to provide a true estimate (going beyond reported diagnosis) of disorder prevalence based on medical, epidemiological data, surveys and meta-regression modelling.

Our World in Data

Disorder	Prevalence
Anxiety disorders	4.88%
Depression	3.89%
Drug use disorders	0.61%
Alcohol use disorders	0.55%
Bipolar disorder	0.36%
Schizophrenia	0.34%
Eating disorders	0.16%

Figure 1 *The prevalence of mental and substance use disorder in Malaysia in 2019*
Sources: Our World in Data, 2021 (Dattani et al., 2021)

Figure 1 shows the prevalence of mental and substance disorder in Malaysia in 2019. Based on Figure 1, anxiety disorders are ranked the highest, 4.88 % among the other mental health categories which are depression (3.89 %), drug use disorders (0.61 %), alcohol use disorders (0.55 %), bipolar disorders (0.36 %), and follow by schizophrenia (0.34 %) (Dattani et al., 2021). Subsequently, eating disorders is ranked the lowest rate (0.16 %) among the other mental health categories in Malaysia in 2019. From Figure 1, we can see that anxiety disorders are ranked the highest rate, it requires the public to concern on these issues seriously in order to promote a healthy society.

Brief, Schuler & Van (1981) stated that workplace anxiety is an individual's response to things that happen in the work environment, where it threatens the individual. The individual cannot adapt to the conditions of the work environment. Next Brief et. al (1981) considered anxiety as a condition that arises from the interaction between individuals and careers and is characterized by variables in the individual that force them to deviate from normal or normal functioning. This definition can be well understood when considering that the body and mind are in a balanced state at the beginning of a work experience, but as a result of work-related events, the person's balance is disturbed. In an attempt to recover from a disorder or imbalance, a person will function differently than usual. Salvendy & Smith (1988) stated that the concept of workplace anxiety can be discussed through several angles. First, anxiety resulting from workplace conditions. For example, noise and poor ventilation. This will reduce a person's work motivation. Second, the pressure resulting from two organizational factors, namely involvement in tasks and organizational support.

Workplace anxiety is a condition that arises as a result of human interaction with their work. It is characterized as changes in human beings that cause them to change from functioning normally to abnormally (Rohany & Eda, 2001). Rohany & Eda (2001) define workplace anxiety as a work environment that produces threats to individuals. Threats occur when individuals are unable to meet the demands of the work environment. It can be summarized here that all the definitions relate work pressure exists and various factors whether it is the workplace environment, from a psychological point of view, the individual himself and others.

1.2 The Symptoms of Anxiety Disorders in Workplace

There are several common symptoms of anxiety disorders in workplace. An employee who experiences with the anxiety disorder may have common symptoms such as feeling nervous, increasing of heartbeat, feeling tired all the time even sleep well, difficult to fall asleep, uncontrollable worrying, panic, trembling, difficulty to concentrate and focus on tasks, sometimes feeling their mind is blank, losing interest of work, irritating easily, feeling stress out at work, avoiding situation and people at work, and to avoid things that trigger anxiety. These symptoms of anxiety disorders may affect the performance and ability of employees during their work at the

workplace. Therefore, it is important to know the symptoms of anxiety disorders and take the necessary action and treatment to reduce the impact of anxiety on themselves (Mayo Clinic, 2022).

2. Discussion

Workplace anxiety is a reaction to workplace pressures that manifests as tension symptoms (Jex, 1998) such as tension, discomfort, and concern over work-related performance (Jones, Latreille & Sloane, 2016). Anxiety research has traditionally been conducted mostly in the disciplines of psychology and medicine, with some overlap with work-related psychological health, sick leave, and so on (Linden & Muschalla, 2007; McCarthy, Trougakos & Cheng, 2016). Organisational studies scholars have increasingly advocated for workplace anxiety (Linden & Muschalla, 2007). According to the study conducted by Wang, Lin, and Jiang (2021), present a dual-process model based on social information processing, stating that project leader workplace anxiety is connected to project team member organizational citizenship behavior indirectly through job dissatisfaction and career adaptability. Furthermore, workplace anxiety varies from general trait anxiety in that it is particular to the job and reflects evaluation-based anxiety (Islam, Ahmad & Ahmed, 2023). Furthermore, unlike state-based anxiety, workplace anxiety indicates a long-term experience of work-related stress rather than transient situation-specific elements (Yang, Shao & Jiang, 2023).

Employee performance and behaviours have been found to be influenced by anxiety symptoms, both physical and psychological (Zhang, Powell & Bonaccio, 2022; Wang, Link & Jiang, 2021). Anxiety, on the other hand, reduces employees' ability to deal with unexpected events (Afonso, Fonseca & Teodoro, 2022). Employees suffering from workplace anxiety think that their current situation requires a large amount of effort (time or energy), and as a result, their concentration is diverted from the task at hand (Sackett, Zedeck & Fogli, 1988; Campbell, 1990). As a result, even when environmentally specialised servant leaders react to and nurture these folks, favourable outcomes may be overlooked. Employees cannot be stimulated to have an internal emotional reaction unless they are exposed to pleasant conditions. Previous research has found that individuals with high workplace anxiety view circumstances as frightening (Cheng & McCarthy, 2018; Zhang et al., 2021). making them more attention to threat-related stimuli and less attentive to positive occurrences. Furthermore, individuals with high workplace anxiety are more likely to suffer heightened emotional weariness, and they have difficulty experiencing good emotional reactions to persons and situations (Agyapong, Obuobi-Donkor, Burback & Wei, 2022). As a result, when a person has a high degree of workplace anxiety, it is difficult for them to respond positively to any favourable events (Afonso, Fonseca & Teodoro, 2022).

2.1 Factor of Anxiety Disorder Among Employees in Workplaces

There are various factors can lead employees to have anxiety in the workplaces. One of the most common reasons contributing to anxiety disorder among employees in the workplace is the deadline. According to a poll on workplace stress conducted by the career's website CareerCast, the majority of respondents (38%) identify deadlines as their top source of professional anxiety (Crockett, 2020). In a previous round of the Stressful Jobs Reader Survey by CareerCast, it was discovered that respondents were more terrified of deadlines than they were of passing away at work. Even those who consider themselves to be more relaxed and easy-going occasionally struggle with meeting deadlines. They may lack organisation or have an overly optimistic view of how much they can do in each amount of time. Procrastination is a problem that affects many people and can be deeply entangled with other problems like anxiety, indecision, or fear of failure (Katy, 2021). Employees need to complete the urgent project based on the deadline as schedule by their employer. This is because employee usually will agree to the deadlines of task scheduled by their employer without talk to their employer even though they already know they are unable to complete the task. This situation could cause them to become anxious easily (Jigyasa, 2022). Furthermore, the deadline is important to those who work on a construction site, for example. Construction projects are notorious for having extremely tight timelines. This means that the work teams, whether they be artisans, site teams, supervisors, or technical personnel, are under a lot of pressure from their employers. This might generate anxiety in the worker in addition to stress (Gómez-Salgado et al., 2023).

In addition, workload can lead to anxiety problems in employees. Workload is a task that must be accomplished by an employee within a set time frame through technical analysis of positions or other management tools to learn more about the effectiveness and efficiency of their work (Junaidi et al., 2020). A high workload might cause employees to become stressed and anxious. Workloads, such as working long hours, can put people under stress, leading to more mistakes and decreased productivity. Other than that, unrealistic expectation also contributes to anxiety disorders among employees (Sanfilippo, 2022). For instance, it might be stressful if the employer gives unrealistic expectations of their employees. Employees may experience anxiety as a result of this stressful situation since they will feel as if they are always working and never have time for themselves to relax. Employees will also feel that they lack work-life balance and under the control of the employer, therefore it creates a sense of anxiety among them.

Not only that, job insecurity also is another factor that led the employee to have anxiety disorders. Employees who are overthinking and feeling worried about they will lose their job in future every day, it can lead to increase of stress at work. Thus, they might feel anxiety and experience anxiety disorder if they keep worrying about matter without finding their boss or employer, colleague, friends, or family. According to Sanfilippo (2022), job insecurity has been caused employees which are food delivery personnel to have anxiety during the time of the COVID-19 pandemic. At that time, employees' psychology well-being is truly affected because they feel anxious, worry, fear, and irritate easily on the financial situation. According to prior studies, feeling insecurity about one's job is a factor that is positively connected with poorer mental health in general and anxiety in particular (Cottini & Ghinetti, 2018; Wood & Burchell, 2018). Among instance, Bracci & Riva (2020) discovered that for working poor employees, job insecurity is the single most important predictor of depression symptoms. Additionally, research shows that anxiety of involuntary job loss has a similar effect on mental health as unemployment (Reichert & Tauchmann, 2017).

Furthermore, office politics. In order to get things done or to further one's own goals, office politics refers to behaviours that show the manipulation of power and abuse of authority (Daud et al., 2018). In other terms, it involves "stabbing" or intimidating others in order to further one's own goals. Office politics is the use of one's individual or assigned power inside an employing company for the aim of earning benefits beyond one's rightful authority (strictly speaking, office politics only comprises office employees, although the word is commonly used in a wider sense). Access to material possessions or intangible benefits like social standing that affects other people's behaviour are examples of these advantages (Waddell, 2020). Office politics can be practised both individually and collectively. Because of this, there is always tension in the game of office politics. Office politics can sometimes be mentally draining and anxious at workplace. Employees should be careful if they find themselves involve in the office politics. For instance, there are people trying to get the employees engage in gossip, saying negative thing about the employer and spreading the office rumour. If employees find themselves are becoming completely involve in the office politics without dealing it wisely, it might cause the employees to be suffered from anxiety disorder (Mark & Smith, 2018).

2.2 Ways to Manage Anxiety Disorders for Employee

Anxiety affects every human being if not properly manage. Although some anxiety is normal in response to life challenges and problems, it can be difficult to deal with and could feel overwhelming at times. To cope with the anxiety in workplace, there are several strategies can help employees in the workplace. One of the ways that can help employees to manage their anxiety is awareness. To deal with anxiety at workplace, employees should recognize their anxious patterns of thinking when the anxiety is occurred because it can assist them in managing anxiety as well as reduce them quickly. Anxiety awareness begins with striving to determine the root cause of anxiety and gain a deeper understanding on how anxiety impacts their emotions and behaviours. For instances, the employer gives negative feedback to the employees. It will cause employees to feel they are not doing well enough for their standard and qualification. Therefore, awareness is the best way to relieve anxiety in workplaces (Carter, 2022). An employee should always be aware of his current state. Through awareness of anxiety disorder, especially from colleagues and employers, an employee will be aware of their symptoms when they get feedback from the people around them (Hogg et al., 2022). Awareness is very important in curbing anxiety from continuing to worsen. Therefore, in order to treat anxiety disorder among employees, awareness from various aspects is important to detect any abnormalities among them (Apostolidis et al., 2021). In addition, having a conversation between employer and employee (Muschalla, 2017). Employees can communicate with employer when they need help. Feeling burdened by several deadlines or unsure about what tasks to prioritise are signs that employees may need to reconsider their workload. In this instance, it's critical to have an open talk with your employer about your matter, it maybe can help in lowering your burden. Have a conversation between employer and employee is very important in order to get to know what make employees feel anxious and support each other. Therefore, when employer get to know what make their employee feel stress and anxious, the level of employee's anxiety will be reduce easily.

Encourage your staff to ask questions if you are a manager. Disseminate as much accurate information as you can about what is occurring and what is most likely to occur (Mortensen, 2014). Draw an image that is as exact as you can. Most employees won't look to you for assurances. However, a clearer understanding of the future can allow them to sleep a bit easier at night. Moreover, supportive family and friends also is one of the ways that could help employee to deal with anxiety disorders (Carter, 2022). According to past studies, emotional support by family and friend are the most important element in informal care of people with anxiety and depression (Henry et al., 2019). This is because emotional support can positively influence the anxiety employees and at the same time can reduce the burden of care experienced by the family. Emotional support is used to motivate the anxiety people as well as oneself to continue taking care of the needs of family members in fulfilling their well-being. Therefore, this can help the employees to overcome their anxiety symptoms in them (Fitzgerald & Gallus, 2020). People who have strong relational connections are more likely to be able to fight

with mental illness and physical illness than people who are alone. When we are nervous, our minds may be our biggest enemy, and having a supporting network with whom you can talk and relieve your biggest fears will help prevent worry from overtaking your life. During times of anxiety, find trusted people to whom you can open up and know that they will listen as well as provide supporting feedback on their circumstances. It should be emphasised that selecting the best technique for controlling their anxiety is essential. Sometimes they do not even have schedule "me time" because of your hectic schedule and we need to find another strategy to relieve the anxiety we are experiencing before. If we think you need help determining the best strategy to reduce anxiety, a friend or therapist may be an excellent choice. Thus, employees can use these ways to help reduce the anxiety.

Apart from that, another way to reduce anxiety among employee is to practice healthy lifestyle (Carter, 2022). The behaviours of the employees, such as their eating patterns, physical activity, sedentary time, smoking, and alcohol use, have been linked to mental health, including anxiety and sadness, according to a growing body of research (Cho & Kim, 2022). The Saneei et al. (2016) study also discovered a decreased risk of anxiety and depression in people who follow a healthy diet. A growing body of research suggests that food habits have a big impact on mental health. Suzuki et al. (2013) found that the Japanese food pattern was consistently protective against depressed symptoms, while other dietary patterns were not linked to depressive symptoms in population-based research of approximately 2000 adult Japanese employees. Employee can learn to practise a healthy lifestyle by exercising, eating healthy food, getting enough sleep and rest, and listening to your favourite music. Exercise has been demonstrated to reduce stress hormones, which cause anxiety, as well as enhance the mood. Exercise can also help people to disconnect from worrying and stress and focus on the goal at hand, which is to exercise. Exercises that can be included into people every day routines, such jogging, hiking, and running can help reduce the occurrence of anxiety when it arises. For example, employees are advised to exercise before and after work to reduce stress and anxiety. Besides, a good diet is also helpful for reducing and preventing anxiety. By maintaining a nutritious diet daily, it can truly help people feel more ease on a regular basis, regardless of anxiety symptoms. Moreover, food that can help in reducing anxiety are eggs, dark chocolate, salmon turmeric, green tea, yogurt, almonds, chia seeds, banana, and others. Avoid taking oily, high-fat, sugary and process food. Avoid taking caffeine when feeling anxious.

Apart from that, take enough rest and sleep also can reduce anxiety. Anxiety and stress often associated with sleep in which it can affect your quality of sleep at night. Take time to relax by using some relaxation and meditation techniques before bed. Put all your worries and plans by writing down your fears and plans for the next day before bed. By using all the strategies above, people who struggling with anxiety will be more relax. Thus, employees need to practice healthy lifestyle include exercising, healthy diet, and take enough rest and sleep to overcome anxiety in workplace. Furthermore, mindfulness practicing. Mindfulness is the practice that being conscious and judgement-free in the present moment. The term "mindfulness" refers to a method that promotes openness, curiosity, and acceptance while fostering non-judgmental awareness of the present moment experience, including one's sensations, thoughts, physiological states, consciousness, and environment (Wharton, & Kanas, 2019). Duraimani (2019) made a distinction between two aspects of mindfulness: one that requires the control of one's attention, and the other that includes a present-moment orientation marked by openness, curiosity, and acceptance. The fundamental tenet of mindfulness practises is that by focusing excessively on the past or future when dealing with stressors, depressive and anxious feelings may result. This is because experiencing the present moment in an open, non-judgmental manner can effectively counteract the effects of stressors (Widha et al., 2021).

People with anxiety can practise this method to reduce their anxiety. They could sometimes feel no control to stop their mind from or body from thinking and reacting negatively on themselves when they are feeling worried. They also may believe that worry can cause them to stay on the past mistake or anxiety in future. For instance, meditation and mindfulness yoga can help you become more aware of your surroundings. When someone is feeling over stress and anxious, loss of control is a common sign of anxiety. By putting these techniques into practise, people who experience with anxiety will be able to enjoy your life at the present moment. Thus, employee can practice mindfulness in order to reduce anxiety at the workplace (Carter, 2022). People who experiencing anxiety will sometimes agree to deadline of the tasks or projects scheduled by their employer even though they already know that they will be unable to meet the deadline of the tasks or projects. It is often preferable to talk to the employer if you cannot meet the deadline set by them. It should be better ways rather than apologize with the employer later if you cannot complete the task on time. Not every deadline of the project or tasks can be negotiated but being to talk honestly to the employer might help to save you from hours of anxiety. Therefore, employees can set the deadline of the task honestly and can try to negotiate with your employer if you unable to meet the deadline. By doing this, it will make employees appear much better once they are finishing the task ahead of schedule (Smith, 2020).

2.3 Impacts of Anxiety Disorders on the Employee's Abilities

Based on the factors of anxiety disorder among employees in workplaces discussed above, anxiety disorder is truly affecting the employee's ability in workplace. The following are the impacts of anxiety disorders that will affect negatively to the organization. Employees who experience with anxiety disorders will frequently struggle to focus and concentrate on their work when they are nervous. Anxiety disorders also will cause them lack of interest and attention on their work. They tend to do the work without checking it properly, thus it will become a big problem to an organization. They might become less productive as a result, and their work may fall behind schedule. This situation significantly leads to employment loss. It also can cause them to decrease in job satisfaction thus it can decrease the productivity of the organization (Arlin, 2022). Besides that, mental health problems due to anxiety disorder at work should not be ignored by organizations because it can cause a country's human resources to lose competitiveness. Human resources that often suffer from mental health problems will cause their work performance to be affected (Trougakos et al., 2020). When performance is disrupted, human resources fail to fully utilize their creativity and perform tasks at a minimal level. This phenomenon should be worried in today's business environment full of competition. It can affect the organization's position in maintaining competitive advantage. The problem of mental health does not only affect work performance but is most worried when it can lead to worse work accident problems. This situation can disrupt the operations of the organization and ultimately affect the productivity of the country. Employee who experiences with anxiety disorder without getting any therapy and treatment also can contribute them to make a planning less effectively. For instance, workloads and deadline are the key factor cause employees to have anxiety in workplace. Employees will have the feeling of hopeless and helplessness when they are dealing with the difficult task that need to complete on the specific time scheduled by their employer. Thus, the employees tend to make a planning less effectively (Arlin, 2022).

According to the findings of AIA Vitality's 2018 Malaysia's Healthiest Workplace Survey, on average employers lose 73.1 days of working time per employee due to sickness-related absenteeism and unproductive attendance (AIA Vitality, 2018, March 5). Absenteeism refers to the employee's absence from work due to health problems while unproductive attendance means that employees are present at work but are limited by health problems to carry out their daily tasks. In addition, the loss of working days increased from an average of 67.2 days from the previous year (2017) which makes an estimated loss of RM2.27 million per year for each organization. Malaysian workers are also increasingly affected due to mental health issues including anxiety disorder over the years which can cause employee absenteeism and layoffs which in turn have a negative impact on the company's planning and performance. If not addressed, the performance of both employers and employees will suffer. Employees that are anxious experience distractibility and poor focus, as well as incapacitating intrusive thoughts and sentiments (Korkmaz et al., 2020). Attentional bias for threat has been connected to these symptoms. When doing various attentional activities, employees with anxiety disorders or dispositional anxiety exhibit a predisposition to recognise and analyse information that might be a danger (Adwas et al., 2019). A poor capacity to employ attentional resources (cognitive control) to flexibly change attention in the face of a changing environment, however, may be secondary to or occur in the setting of some of these deficiencies, it has become clearer. As a result, anxiety is characterised by complicated attention issues that may be caused by an imbalance between bottom-up stimulus-driven processing and top-down attention management.

The ability of employees will be affected due to the anxiety has make them less focusing on their job. As the employees who suffer from anxiety disorders, they are always feeling worried and anxious because they cannot control their worried as they lose their ability to concentrate on the job. Thus, employee who experience from anxiety disorders will cause them less focusing during work (Arlin, 2022). It can be difficult to listen to what the other person is saying when the employees are suffered with anxiety disorders. This is because anxiety disorders are often closely related to distracting employees' minds. For instances, it can be difficult to listen and pay attention to what someone is saying if the employees start obsessively focusing on their nonverbal cues or facial expression. Anxiety over the message's content may cause you to concentrate too much on a single word or phrase, which may prevent you from listening other important information that you need to hear in order to respond appropriately. Thus, anxiety disorders can impact on the ability of employees to listen properly (Micah, 2020).

3. Conclusion

We have discussed three main points that are interrelated with the factor of anxiety disorders among the employees in the workplace. To recap, there are several factors that cause employees to have anxiety disorders. The discussion has mentioned about the deadline, workload, unrealistic expectation, job insecurity, and office politics. There are also explanations on the multiple ways that can help to manage anxiety disorders for employees. The ways to help employees to overcome the anxiety disorders are awareness, having a

conversation between employer and employees, supportive family and friends and practicing healthy lifestyle. Other strategies including mindful practicing and set deadline honestly. Apart from that, the impact of anxiety disorders will also affect the ability of employees. The impacts of anxiety disorders on the abilities of employees are less productive, planning less effectively, less focusing on work, and difficulty in listening. Throughout this study, numerous significant strategies are identified in this study to help employees to overcome their anxiety disorders in the workplace. Employer is the one who play an important role to assist their employees who experiences anxiety or anxiety disorders in the workplaces so that their employees will feel more comfortable and calmer at work without worrying anything and at the same time also can help to improve the productivity in the organization. There are four (4) recommendations are recommended to address the issues of anxiety disorders among employees in the workplaces in order to help promote a peaceful and harmonious community.

The mood of employee is always influenced by the workplace environment. Hectic workplaces and undesirable behaviour can lead employees to raise the level of employee's stress and anxiety. Due to this, employer may choose to avoid the undesirable behaviours as they can affect their employee who is experiencing with anxiety disorders. Employers may try to maintain their workplace neat and organised. Moreover, employers can take the opportunity to be more friendly towards employees and avoid using nasty words. Therefore, harmony workplace environment can be formed and at the same time, employees also will be more relax thus can help them to overcome the anxiety disorders. Employer must be aware of and keep the privacy of their employees confidentially and safely. For instances, employer must keep the health condition of their employees who are experiencing with the health problems like anxiety disorders. Employer shall take the appropriate precaution to protect the employee's information stay confidentially. As a result, this will make the employee feel respected and more comfortable while working. Thus, by maintaining the privacy this can help employees.

Employees may be reluctant to disclose information about their mental health in some cases, despite of how friendly a workplace is. Employers who are educated on the characteristics and behaviours that are related to anxiety disorders, such as decreased productivity, stress, and nervous, worry, employer can take action without make the employee trouble in the unpleasant positions. In the Employment Act 1955 has stated that employer can provide paid sick leave for their employee who suffered from anxiety disorders in which he or she is under treatment by a registered medical practitioner as provided under subsection (1A). By providing the paid sick leave to employee who experience from anxiety disorders, employee will feel that their salary can be guaranteed even they are taking sick leave. Therefore, employees will not be worried about their salary will be cut-off and went for treatment with a peace of mind.

Counselling can also be the best way to reduce anxiety or anxiety disorders among employees. To reduce anxiety or anxiety disorders among employees, employees can find a counsellor to talk about their anxiety issues. There are some recommended counselling techniques for people who suffer from anxiety. The technique of cognitive behavioural therapy for anxiety is a good way to manage and deal with mental illnesses such as anxiety or anxiety disorders. For example, people who suffer from anxiety or anxiety disorders have to meet with their counsellor or therapist to break their anxiety issues into smaller ones. Through the counselling session with a counsellor, people who suffer from anxiety would be more comfortable and feel more relaxed because they had spoken out their anxiety problems to the counsellor. Moreover, the counsellor also had given them some advice on dealing with anxiety or anxiety disorders. Therefore, employees can follow up on the counselling session and talk to their trusted counsellor in order to overcome the anxiety from time to time at the same time, employees will know how to deal with anxiety if the anxiety comes to them at the moment.

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