Demographic determinants of stress awareness: A study of female employees at Samsung Display Vietnam

Lieu Xuan Cao [1, *], Hue Bao Nguyen [2], Phuong Thi Duc Dang [3]

[1]Faculty of Educational Psychology, National Academy of Education Management, Hanoi, Vietnam
[2]Thalicedu International Education Company Limited, Hanoi, Vietnam
[3]Faculty of Basic Sciences and Preclinical Medicine, Hanoi Medical College, Hanoi, Vietnam

ABSTRACT

This study explores the level of stress awareness among female employees at Samsung Display Vietnam, focusing on how demographic factors such as age and marital status influence stress experiences. Conducted between May and October 2020, the research used a mixed-method approach, beginning with a preliminary survey to identify key stress-related issues. A structured questionnaire was then developed, incorporating a 5-point Likert scale and the DASS (Depression, Anxiety, and Stress Scale), and was distributed to 300 participants. Data were analyzed using SPSS 20, applying both descriptive and inferential statistical methods. The findings showed that most participants reported occasional stress. Notably, married employees were more likely to experience physical stress symptoms, such as heart palpitations, chest pain, and anxiety, possibly due to added responsibilities related to family life. In contrast, unmarried employees reported higher levels of cognitive stress symptoms, including difficulty making decisions and feelings of paranoia, which may stem from different psychological challenges. These results highlight the importance of considering demographic characteristics in managing workplace stress. The study offers insights for designing targeted interventions that address the specific needs of different employee groups, thereby improving stress management strategies and employee well-being.

1. Introduction

Present workplaces are characterized by a widespread problem of stress that impacts employees in all areas and positions. Comprehensive evidence supports the notion that stress can have adverse effects on both physical and mental well-being, resulting in reduced work productivity, diminished job satisfaction, and higher rates of employee turnover (Dodanwala et al., 2023; Xue et al., 2022). Female employees may experience heightened workplace stress as a result of the complex interaction of several positions and duties. In dynamic emerging economies such as Vietnam, it is crucial to comprehend the particular pressures experienced by female employees in order to establish work cultures that promote employee well-being and organizational efficiency.

Samsung Display Vietnam, a wholly-owned subsidiary of the multinational technology giant Samsung Electronics, works in a very competitive market marked by swift technical progress. The organization's emphasis on innovation and performance fosters a challenging work atmosphere in which employees often face stress-inducing circumstances such as stringent time constraints, elevated performance standards, and continuous technical advancements.

This particular environment provides an optimal framework for investigating the levels of stress and their associated expressions among female employees. Samsung Display Vietnam operates in a fiercely competitive and high-pressure sector, where staff are required to consistently innovate and comply with rigorous performance criteria. The company's work environment is marked by swift technical progress and frequent modifications, which might induce heightened levels of stress among employees. The convergence of job duties and personal obligations might give rise to a multifaceted

stress environment for female employees. The company's emphasis on preserving a competitive advantage in the electronics industry necessitates regular adaptation of personnel to emerging technology and business procedures. The high-stakes nature of this setting can result in heightened levels of stress, especially for those who are managing several jobs and obligations beyond their professional domain. Through an examination of the stress levels experienced by female employees at Samsung Display Vietnam, this study seeks to gain an understanding of the effects of these stressors on various demographic groups and to provide methods for reducing stress.

In order to comprehend the stress encountered by female employees at Samsung Display Vietnam, it is crucial to take into account various theoretical frameworks that elucidate the impact of stress on individuals inside the work environment. According to Knapp and Sweeny (2022), the transactional model of stress and coping highlights the significance of individual perspectives in shaping stress reactions. This concept posits that stress emerges from the interplay between an individual's evaluation of a stressor and their accessible coping mechanisms (Beer et al., 2021; Smallfield and Kluemper, 2022). This perspective emphasizes that stress is not solely a reaction to external circumstances but also relies on how individuals perceive and handle these circumstances (Crum et al., 2020).

Marital status is a crucial demographic variable that shapes the experience and management of stress. Existing research has demonstrated that the marital status of individuals can have varying effects on their stress levels, whether they are married or single. Married employees frequently have distinct difficulties associated with juggling work and family duties, including effectively handling domestic chores, taking care of children, and meeting relationship commitments (King et al., 2012; Shabir et al., 2022; Uddin, 2021). These further obligations can result in elevated levels of physical stress symptoms, such as exhaustion, cardiovascular arrhythmias, and gastrointestinal disturbances. Single employees, on the other hand, may face distinct stressors such as societal constraints associated with professional accomplishments and social performance expectations. Individual female employees may experience stress associated with social isolation, absence of support systems, and the expectation to excel in their careers (Drake et al., 2012). These phenomena can contribute to increased manifestations of cognitive stress, such as anxiety, compromised decision-making, and paranoia. Evaluating the impact of marital status on stress levels is essential for designing focused interventions that cater to the unique requirements of various workforce demographics. Through the analysis of stress experiences across married and single female employees, firms can develop more efficient stress management programs that specifically address the distinct difficulties

encountered by each demographic (Aydin, 2018; Nelson and Burke, 2000).

The primary objective of this study is to examine the stress levels experienced by female employees at Samsung Display Vietnam, more particularly investigating the impact of marital status on the expression of stress. The present study aims to provide a thorough comprehension of stress experiences and to provide pragmatic suggestions for enhancing organizational support systems. The objective of this study is to identify trends and differences in stress experiences among female employees and to offer valuable insights that can guide the creation of more efficient stress management methodologies.

The findings of this study have significant ramifications for both the operational methodologies of organizations and the overall welfare of employees. A comprehensive analysis of the particular pressures experienced by female employees at Samsung Display Vietnam can inform the creation of customized treatments that effectively target the distinct requirements of various employee demographics. For example, married employees may find it advantageous to participate in programs that provide flexible work arrangements and family support, whereas single employees may need mental health services and social support efforts. The present study offers significant insights for firms on the influence of work demands and personal responsibilities on employee stress. Through acknowledging the various sources of stress encountered by female employees, organizations can establish work cultures that are more supportive, fostering employee well-being and improving overall productivity. Implementing customized stress management programs can effectively mitigate burnout, enhance job satisfaction, and boost staff retention. This study enhances the wider domain of workplace stress research by emphasizing the influence of demographic variables, such as marital status, on the formation of stress experiences. This research can provide valuable insights for future studies on stress and well-being, enhancing our awareness of the intricate relationship between individual traits and work situations in influencing stress levels.

2. Methods

2.1. Participants

The research survey comprised 180 female employees from Samsung Display Vietnam, classified based on their marital status and age group. The participants were evenly distributed between single and non-single groups, in which each group consisted of 90 individuals, accounting for 50% of the overall sample. The bulk of the single participants, accounting for 42.78%, were between the ages of 18 and 25, totaling 77 people. Among this group, 12 individuals (6.67%) fell within the age range of 26 to 33, whereas just 1 participant (0.56%)

was above the age of 33. The non-single group, in comparison, exhibited a wider age distribution. Out of the total of 90 participants who were not single, 47 individuals (26.11%) fell between the age range of 18 to 25, making it the most significant subgroup within the non-single category. This was closely trailed by 38 individuals (21.11%) within the age bracket of 26 to 33. The smallest percentage of non-single participants, consisting of 5 persons (2.78%), were aged 33 years and older. In general, the distribution of participants indicates a notable clustering of younger employees, namely within the age bracket of 18 to 25, who make up 68.89% of the entire sample. Among the remaining participants, 27.78% fall within the age range of 26 to 33 years, while 3.33% are over 33 years old. The present demographic analysis offers valuable insights into the age and marital status patterns seen among the female employees at Samsung Display Vietnam. It emphasizes the predominance of younger, unmarried individuals inside the organization (Table 1).

Table 1: Overview of participants

Marital status	Age range						Total	
	From 18 to 25		From 26 to 33		Over 33 years			
	N	%	N	%	N	%	N	%
Single	77	42.78	12	6.67	1	0.56	90	50
Non-single	47	26.11	38	21.11	5	2.78	90	50
Total	124	68.89	50	27.78	6	3.33	180	100

2.2. Measurements

The study employed a questionnaire created on a 5-point Likert scale to assess participants' comprehension of stress-related issues. Each question was accompanied by a Likert scale consisting of five response alternatives, each scored as follows: "Completely agree" (1 point), "Agree" (2 points), "Not sure" (3 points), "Disagree" (4 points), and "Completely disagree" (5 points). The scale was designed to measure the different levels of agreement or disagreement with statements relevant to stress, enabling a detailed evaluation of the participants' views.

Furthermore, the Dass Anxiety-Depression Assessment Scale was used to evaluate the indications of anxiety, depression, and stress presented by the subjects. This instrument consists of 42 survey questions designed to assess the mental health condition of the participants in three areas: depression, anxiety, and stress. The questionnaire inquired about participants' experiences and symptoms within a recent timeframe, thus offering valuable understanding of their psychological well-being.

Data from the DASS scale were analyzed by aggregating the scores of the individual items for each dimension: depression, anxiety, and stress. Greater scores on this scale correspond to higher levels of several psychiatric disorders. The use of this entire assessment methodology allowed the study to encompass both the subjective perceptions of stress and the clinically significant symptoms of anxiety and depression among the subjects.

2.3. Procedures

In a systematic and sequential approach, the study on stress awareness among female employees at Samsung Display Vietnam commenced in May 2020 and concluded in October 2020. The objective of the study was to investigate the extent of knowledge about stress-related problems among the employees, using a mix of initial surveys, tool development, and systematic data analysis.

In the first stage of the study, which took place from May 2020 to August 2020, the main objectives were to create an appropriate research instrument and gather data initially. Initially, a preliminary survey was conducted by distributing a questionnaire including open-ended questions to a selected group of female employees at Samsung Display Vietnam. The main objective of this survey was to collect first observations on the employees' comprehension and levels of worry around stress. Through the consolidation of qualitative data from these unstructured answers, the researchers successfully discerned prominent themes and areas of interest that would guide the creation of a more organized research instrument.

Once the initial survey was completed, the subsequent task was to construct a thorough research instrument using the acquired knowledge. This required the development of a questionnaire that incorporated both the 5-point Likert scale and the Dass Anxiety-Depression Assessment Scale. The Likert scale was developed to quantify the level of agreement or disagreement expressed towards different statements pertaining to stress. Additionally, the DASS scale was included to evaluate the mental health condition of the participants, specifically addressing symptoms of depression, anxiety, and stress. The creation of this questionnaire was a pivotal measure in guaranteeing that the following survey would precisely evaluate the degrees of awareness and mental health status of the female employees. Having established the study instrument, the primary survey on stress awareness was carried out. The researchers administered the expanded questionnaire to a broader group of female employees at Samsung Display Vietnam in order to gather quantitative data on the participants' level of stress awareness and associated symptoms. This poll yielded an extensive dataset that accurately represented the workforce's views and encounters with stress in the workplace.

Upon completion of the data collection phase, attention turned towards data processing and analysis. A comprehensive statistical analysis was conducted on the survey results using SPSS 20 software. The software facilitated the execution of descriptive and inferential statistical processes, encompassing the computation of frequencies, percentages, and correlations. The analysis yielded significant findings regarding the participants' degrees of stress awareness and the associations among several metrics, including age, marital status, and stress symptoms.

The concluding stage of the research encompassed the finalization of the thesis manuscript, which occurred between July 2020 and October 2020. During this time frame, the researchers amalgamated the results obtained from the survey and data analysis, consolidating them into a thorough thesis. The paper provided a comprehensive account of the research methodology, starting with the first survey and concluding with the rigorous data analysis. It also examined the consequences of the results for the management of stress in the workplace. This phase was the final stage of the research, involving a comprehensive analysis of stress awareness among female employees at Samsung Display Vietnam and adding to the overall knowledge of workplace stress.

2.4. Data analysis

Upon finishing data gathering, the investigation shifted its attention to a meticulous data analysis step. The data obtained from the survey were consolidated and thoroughly examined using SPSS 20 software, a robust instrument for performing descriptive and inferential statistical analysis. This procedure played a vital role in converting unprocessed survey data into significant observations that might guide the findings of the study. In the first phase of data analysis, descriptive statistics were used to succinctly characterize the main features of the data. In order to provide a comprehensive picture of the participants' responses to different survey questions, frequencies and percentages were computed. Quantification of the distribution of participants across various age groups, marital situations, and their respective levels of stress awareness provided a concise overview of the demographic and psychological characteristics of the study population. This analysis facilitated the determination of whether specific demographic characteristics were associated with elevated or diminished levels of stress awareness and associated symptoms among the participants.

3. Results

The findings of a thorough evaluation of the subjective stress levels reported by female employees at Samsung Display Vietnam reveal a diverse distribution of stress levels within the sample group (Table 2).

Of the 180 female employees included in the study, 3.9% (N=7) reported experiencing stress very often, suggesting a greater level of stress prevalence in this specific cohort. Furthermore, a considerable proportion of the workforce, specifically 12.8% (N=23), said that they experience stress on a frequent basis.

Table 2: Evaluating the subjective measures of stress experienced by female employees at Samsung Display Vietnam

Levels of stress	N	Percent (%)
Very frequently	7	3.9
Frequently	23	12.8
Occationally	138	76.6
Rarely	12	6.7
Never	0	0

An overwhelming majority of the participants, namely 76.6% (N=138), said that they occasionally encountered stress. These findings indicate that although stress is a prevalent phenomenon among these professionals, it may not be enduring or incapacitating for the bulk. A lower proportion, namely 6.7% (N=12), reported infrequent stress experiences, indicating a subgroup of employees who are less impacted by stressors in the job. Significantly, none of the participants (0%) claimed to have never encountered stress, highlighting that stress, to different extents, is a widespread phenomenon among the female employees polled at Samsung Display Vietnam. The analysis of stress levels in this distribution offers a valuable understanding of the widespread presence of stress in the workplace, underscoring the necessity for interventions that target the varying degrees of stress encountered by individuals.

The investigation of the expressions of stress among female employees at Samsung Display Vietnam unveiled a spectrum of symptoms, each exhibiting differential levels of intensity (Table 3). The predominant symptom documented was experiencing excitement and happiness (BH11), with an average score of 3.61 (standard deviation=0.72). These findings indicate that even in the presence of stress, certain employees are able to sustain a favorable emotional condition. Nevertheless, some signs suggested more worrisome stress reactions. The second most frequently reported symptom, with a mean of 2.87 (SD=0.74), was the sensation of being overwhelmed (BH10), which underscores a pronounced emotional burden among the employees. Significantly high mean scores of 2.66 (SD=0.48) and 2.44 (SD=0.77) for digestive disorders (BH5) and sexual dysfunction (BH7), respectively, suggest that a considerable proportion of the workforce is experiencing physical manifestations of stress. Both sleep disturbances, characterized by insufficient or excessive sleep (BH17) and excessive smoking or alcohol use (BH19), had average scores of 2.24 (SD=0.43), indicating typical behavioral reactions to stress.

The average score for paranoia and self-blame (BH16) was 2.17 with a standard deviation of 0.38, whereas heart palpitations and chest pain (BH4) had

an average score of 2.16 with a standard deviation of 0.81. Nearly identical mean scores of 2.01 (SD=0.85) and 2.02 (SD=0.42) were recorded for dizziness (BH6) and feelings of neglect (BH12), respectively. Cognitive impairments, including difficulties in organizing and making judgments (BH15) and poor concentration (BH13), were especially prominent, with average scores of 1.98 (standard deviation=0.53) and 1.94 (standard deviation=0.44). Statistically significant physical symptoms such as body aches (BH1) and headaches (BH3) were recorded with average scores of 1.88 (SD=0.63) and 1.74 (SD=0.71), respectively, suggesting a palpable effect of stress on the body. The mean scores for emotional symptoms, namely anxiety and worry (BH8) and depression, disappointment, and sadness (BH9), were 1.84 (SD=0.36) and 1.36 (SD=0.48), respectively. Two other stress responses, namely excessive or insufficient eating (BH18) and self-isolation (BH20), both obtained average scores of 1.73 (standard deviation=0.44). Ultimately, the category of poor judgment and thinking (BH14) had an average score of 1.69 (standard deviation=0.62), whereas the least often reported symptom was fatigue and exhaustion (BH2), with an average score of 1.27 (standard deviation=0.45).

Table 3: Levels of stress manifestation of female employees at Samsung Display Vietnam

Manifestation	Denotes	M	SD
Body aches	BH1	1.88	0.63
Tired and exhausted	BH2	1.27	0.45
Headache	BH3	1.74	0.71
Heart palpitations, chest pain	BH4	2.16	0.81
Digestive disorders	BH5	2.66	0.48
Dizzy	BH6	2.01	0.85
Sexual dysfunction	BH7	2.44	0.77
Anxiety, worry	BH8	1.84	0.36
Depressed, disappointed, sad	BH9	1.36	0.48
Feeling overwhelmed	BH10	2.87	0.74
Feel excited, happy	BH11	3.61	0.72
Negligent	BH12	2.02	0.42
Difficulty/poor concentration	BH13	1.94	0.44
Poor judgment, comment, and reasoning	BH14	1.69	0.62
Difficulty in organizing and making decisions	BH15	1.98	0.53
Paranoia, self-blame	BH16	2.17	0.38
Sleep too little or sleep too much	BH17	2.24	0.43
Eating too much or eating too little	BH18	1.73	0.44
Smoking and drinking alcohol excessively	BH19	2.24	0.43
Self-isolation	BH20	1.73	0.44

The results emphasize the many and important ways in which stress affects female employees, including adverse effects on their physical health, mental well-being, and behavioral habits. The range of these symptoms highlights the need for implementing focused interventions to tackle the particular stressors experienced by employees. An analysis investigating the disparities in stress manifestation levels based on the marital status of female employees at Samsung Display Vietnam identified many statistically significant differences (Table 4).

Table 4: Differences in stress expression levels according to the marital status of female employees at Samsung Display Vietnam

Manifestation	Sig	Mean	
		Single	Not single
Heart palpitations, chest pain	0.01	1.94	2.37
Anxiety, worry	0.04	1.77	1.92
Difficulty/poor concentration	0.02	1.84	2.04
Poor judgment, comment, and reasoning	0.04	2.09	1.87
Paranoia, self-blame	0.00	2.28	2.07

Statistically significant differences were seen in the reported levels of heart palpitations and chest discomfort between non-single employees (M=2.37) and single employees (M=1.94), with p=0.01. Furthermore, there was a notable difference in anxiety and worry levels between non-single employees (M=1.92) and single employees (M=1.77), with a statistically significant difference, p=0.04. Regarding cognitive symptoms, non-single employees reported difficulty and compromised concentration more frequently (M=2.04) compared to single employees (M=1.84), p=0.02, p=0.02. In contrast, single employees exhibited greater levels of impaired judgment, remark, and reasoning (M=2.09) compared to non-single employees (M=1.87), with a statistically significant difference, p=0.04, p=0.04. In comparison to their non-single peers (M=2.07), single employees exhibited higher levels of paranoia and self-blame (M=2.28), p=0.00. These results indicate that the marital status of female employees at Samsung Display Vietnam has a notable impact on the way stress is shown, characterised by variations in both physical and cognitive stress symptoms.

4. Discussion

The results of this study emphasize notable variations in the manifestation of stress among female employees at Samsung Display Vietnam, especially with their marital status. The findings reveal that a vast majority of the participants reported experiencing stress on an occasional basis.

In addition, the data revealed that single employees are not likely to exhibit elevated levels of physical stress symptoms, such as heart palpitations, chest pain, and anxiety. This implies that these individuals may be encountering supplementary pressures associated with their marital obligations. In contrast, single employees had elevated levels of cognitive stress symptoms, including impaired judgment and paranoia, which may be associated with the psychosocial demands experienced by this demographic. The aforementioned differences emphasize the need to take into account individual and societal aspects, such as marital status, in evaluating and dealing with organizational stress. Based on the diverse stress reactions, it is evident that customized interventions are required to promote the welfare of female employees, considering their specific pressures and living situations. The present study enhances the existing knowledge on the intricate manifestations of stress within the workplace and emphasizes the necessity of implementing comprehensive stress management initiatives that address the varied requirements of employees.

The analysis demonstrates a definite differentiation in the manifestation of stress between employees who are unmarried and those who are not. Notably, non-single employees are more prone to displaying elevated levels of physical stress symptoms, including heart palpitations, chest tightness, and anxiety. This trend implies that the obligations and expectations of marriage and the related life circumstances may lead to heightened levels of physical stress. Individual employees may face the challenge of managing work alongside family responsibilities, childcare, and household management, all of which can be major stressors (Aydin, 2018; Graham et al., 2021; Uddin, 2021). The implementation of these additional obligations may result in persistent stress, which frequently presents itself physically through symptoms such as heart palpitations and chest pain, indicating the body's reaction to continuous pressure (Pellikka et al., 2020; Wolf Jr and Wolff, 1946).

Furthermore, the higher occurrence of anxiousness, a somatic symptom, among non-single personnel may be attributed to the demands of handling several assignments. The concurrent demands of employment and family responsibilities can lead to a persistent condition of stress, which in turn may contribute to the emergence of anxiety disorders (Drake and Ginsburg, 2012; Merrill, 2022; Shabir et al., 2022). This result aligns with prior research indicating that married persons or those in long-term relationships frequently encounter stress associated with familial responsibilities, financial worries, and the emotional effort required to sustain relationships (Lee et al., 2021; Ryu and Fan, 2023; Story and Bradbury, 2004). Hence, the heightened levels of physical stress symptoms identified in this study among not individual employees are not unexpected, but rather suggest the intricate interaction between work-related stress and personal life stresses (Atteh et al., 2020; Yuan et al., 2023).

Conversely, the research reveals that self-employed individuals are more likely to encounter elevated levels of cognitive stress symptoms, including compromised decision-making, inadequate logical thinking, and feelings of paranoia. These different stress symptoms may indicate the distinct psychosocial challenges experienced by individual employees. Single employees may, for example, face stress associated with societal expectations, job advancement, or social isolation, especially if they feel compelled to reach specific goals by a certain age or if they do not have a strong support network (Holmlund et al., 2022). Rather than presenting with bodily symptoms, the stress linked to these elements may emerge in cognitive impairments (Koskinen et al., 2020). Diminished cognitive abilities and heightened suspicion may suggest the cognitive burden and excessive rumination that single employees may encounter when managing their personal and professional responsibilities (Thoroughgood et al., 2020).

The presence of cognitive stress symptoms, such as compromised judgment, can also have a detrimental effect on work performance. Individuals experiencing these symptoms may have difficulties in decision-making, task concentration, and clear thinking when operating under stressful conditions (Byrne et al., 2020; Phillips-Wren and Adya, 2020). This has the potential to result in errors, reduced efficiency, and even interpersonal disputes with coworkers or superiors (Losada-Otálora et al., 2020; Tsui and Barry, 1986). In addition, the presence of paranoia and self-blame, which were shown to be more prominent among single employees, indicates a certain degree of insecurity or apprehension of failure that may be intensified by the absence of a supportive spouse or the perceived necessity to demonstrate one's abilities in the professional environment. The presence of these symptoms may have negative consequences not only for the mental well-being of the person but also for their general job satisfaction and professional advancement (Kosec et al., 2022; Satuf et al., 2018).

The variations in the expression of stress between employees who are single and those who are not highlight the need to take into account both individual and systemic elements, such as marital status, when assessing and dealing with workplace stress. The experience of stress is not universally applicable; it is significantly shaped by individual conditions and societal environments (Ellis et al., 2022). Hence, it is imperative to customize workplace interventions in order to effectively tackle the unique requirements and obstacles encountered by various employee groups. For example, stress management programs designed for non-single employees could prioritize the provision of assistance for achieving a balance between work and personal life, the provision of resources for childcare, or the facilitation of flexible working hours to alleviate the strain of family obligations

(Enwereuzor and Onyedibe, 2016; Ugwu et al., 2016). Conversely, treatments targeting single employees may prioritize the development of resilience, enhancement of decision-making abilities, and provision of social connection and support possibilities (Drake et al., 2012; Kuntz et al., 2017).

Moreover, these results emphasize the necessity for employers to adopt a proactive strategy in handling workplace stress. Instead of passively awaiting the emergence of stress-related problems, companies should adopt proactive strategies that target the underlying factors contributing to stress. Some strategies to address stress include conducting routine stress evaluations, offering mental health services, and establishing a supportive work atmosphere that encourages employees to openly share their sources of stress (Akerstrom et al., 2021; Buselli et al., 2021). Furthermore, it would be advantageous to implement training programs that enable managers to identify indicators of stress and offer suitable assistance to their team members (Micklitz et al., 2021). Organizations can enhance the health and productivity of their staff by adopting a comprehensive and proactive strategy to stress management (Molek-Winiarska and Molek-Kozakowska, 2020).

Furthermore, this study enhances the overall comprehension of workplace stress by emphasizing the complex characteristics in which stress presents itself in distinct ways among different demographic groups. An essential observation that can guide future research and interventions is the differentiation between physical and cognitive stress symptoms depending on marital status (Traylor et al., 2020). Lazarus and Folkman (1984) proposed that stress management processes should be comprehensive, encompassing both the physiological and psychological dimensions of stress, and should be customized to suit the unique requirements of various workforce demographics.

Several significant implications arise from the findings of this study for both organizational practice and future research. Primarily, the observed variations in stress expressions depending on marital status emphasize the necessity for customized stress management initiatives within organizational settings. Among non-single personnel, interventions may target the reduction of physical stress symptoms associated with the management of several jobs and responsibilities. Possible strategies to address this issue are implementing flexible work arrangements, giving comprehensive resources for family assistance, and actively encouraging a harmonious work-life balance. By implementing programs that specifically target physical stressors, such as health screenings and wellness initiatives, it is possible to reduce the impact of chronic stress and enhance the general well-being of employees. In contrast, single employees who displayed elevated levels of cognitive stress symptoms may find it advantageous to receive treatments that specifically address mental health and cognitive resilience. Software applications specifically developed to improve decision-making abilities, offer emotional assistance, and facilitate social interaction can be advantageous. Implementing counseling services, resilience training, and peer support groups can effectively tackle the distinct psychological difficulties experienced by individual employees. Moreover, cultivating a nurturing work atmosphere in which employees feel at ease disclosing their sources of stress and requesting assistance can further augment their mental well-being. From a more comprehensive viewpoint, the findings emphasize the need to take into account individual variations in stress management techniques. Organizations should implement an individualized strategy for stress management, acknowledging that stress is affected by several influences, such as marital status, and so necessitates customized remedies. Enhanced employee happiness, productivity, and retention can be achieved by ensuring that employees actively participate in programs tailored to their individual requirements. Moreover, these results indicate a necessity for additional study to investigate other demographic variables that could impact the expression of stress, such as age, level of education, or occupational position. Subsequent research could enhance these findings by examining the mechanism by which these variables interact with marital status to influence stress consequences. This endeavor has the potential to enhance the overall comprehension of stress dynamics and contribute to the development of more sophisticated organizational policies.

Notwithstanding the profound insights offered by this study, there are several constraints that need to be taken into account while interpreting the findings. An inherent constraint is the dependence on self-reported data, which is susceptible to biases such as social desirability and recall bias. Participants may exhibit either underreporting or overreporting of their stress levels, influenced by their perception of social acceptability or memory limitations. This has the potential to impact the precision of the findings and restrict the applicability of the results. Furthermore, the study is limited by its cross-sectional design, which only records data at a specific moment in time. The current design does not facilitate the analysis of temporal variations in stress or the determination of the causation of the observed correlations. The use of longitudinal research would be advantageous in evaluating the variability of stress levels and establishing causal connections between stress symptoms and marital status. Furthermore, the research was carried out exclusively in one organizational setting, thereby potentially restricting the applicability of the results to different situations or sectors. The unique organizational culture, job requirements, and support structures at Samsung Display Vietnam may contribute to stress consequences in a distinct manner compared to other environments. In order to validate and generalize the findings, future research should aim to replicate the study across a range of organizations and industries. Limitations of

the study include the sample size and demographic features of the individuals. Lack of representativeness of the sample in relation to the wider community of female employees or absence of diversity in age, job position, or socioeconomic status may result in incomplete representation of the range of stress manifestations among various groups.

Augmenting the diversity and representativeness of the sample could strengthen the reliability of the results. Although the study offers significant insights into the impact of marital status on stress, it does not explore other possible moderating factors, such as job satisfaction, coping strategies, or social support networks. Further investigation of these supplementary elements may provide a more thorough comprehension of stress dynamics and enhance the creation of focused therapies. This study relies on self-reported data, which may be subject to biases such as social desirability and recall errors; therefore, future research should incorporate additional methods, such as interviews or observational data, to triangulate findings and enhance the validity of results. A longitudinal study with a more diverse sample, including male employees and individuals from various age groups and industries, would enhance the generalizability of findings and provide deeper insights into the causal relationships between demographic factors and stress levels over time.

5. Conclusion

Informed by demographic variables such as age and marital status, the study reveals notable disparities in stress awareness and symptom presentation among female employees at Samsung Display Vietnam. The results indicate that unmarried employees are less prone to exhibit physical stress symptoms, but unmarried employees demonstrate elevated levels of cognitive stress, implying the presence of unique stressors linked to their marital and social situations.

The findings emphasize the need to customize workplace stress management methodologies to cater to the distinct requirements of various demographic categories. To enhance the efficacy of therapies, businesses should acknowledge the diverse experiences of stress among employees. This research enhances our knowledge of occupational stress and provides practical suggestions for improving the well-being of employees. These findings underscore the significance of implementing individualized strategies for stress management in the workplace.

Compliance with ethical standards

Ethical considerations

This study was conducted in accordance with the ethical standards of the institutional research committee and with the 1964 Helsinki Declaration and its later amendments. Informed consent was obtained from all participants prior to data collection. Participation was voluntary, and confidentiality of responses was assured.

Conflict of interest

The author(s) declared no potential conflicts of interest with respect to the research, authorship, and/or publication of this article.

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