



Stress Burden and Coping Strategies in Togolese Public Sector Employees: An Occupational Psychology Perspective

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Abstract

Public sector employees in Togo are subject to significant stress due to financial constraints, bureaucratic inefficiencies, and political instability. A mixed-methods approach involving a survey and focus groups was employed to gather data from Togolese public sector employees. The analysis revealed that approximately 65% of respondents reported experiencing high levels of workplace stress, with common coping mechanisms including social support networks and seeking professional help. Public sector employees in Togo face substantial occupational challenges, necessitating targeted interventions to enhance their mental health and job satisfaction. Organizations should prioritise the provision of psychological support services and foster a culture that values employee well-being.

Keywords: *Sub-Saharan, occupational stress, coping mechanisms, cross-cultural psychology, resilience theory, qualitative analysis, bureaucratic dynamics*

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