



Stressors and Coping Mechanisms in Public Sector Workplaces: An Occupational Psychology Analysis in Kenya

Odinga Koech^{1,2}, Kagwe Muthoni³

¹ Department of Interdisciplinary Studies, Moi University

² Department of Research, Technical University of Kenya

³ Moi University

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Correspondence: okoech@hotmail.com

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Author notes

Odinga Koech is affiliated with Department of Interdisciplinary Studies, Moi University and focuses on Psychology research in Africa.

Kagwe Muthoni is affiliated with Moi University and focuses on Psychology research in Africa.

Abstract

Public sector workplaces in Kenya are under increasing pressure due to rapid urbanization, economic challenges, and demographic changes. A mixed-methods approach combining surveys with focus group discussions was employed across three Kenyan cities. Employees reported higher levels of job insecurity (45%) compared to other sources of stress like financial strain (20%). Public sector employees in Kenya face significant challenges, particularly related to job security and workload management. Implementing flexible work arrangements and mental health support programmes could improve employee well-being and productivity.

Keywords: Kenya, Urbanization, Demography, Stressors, Coping Mechanisms, Occupational Psychology, Public Sector

ABSTRACT-ONLY PUBLICATION

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