



Stressors and Resilience in Liberian Public Sector Workforces: A Psychological Perspective

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Abstract

Occupational psychology examines how individuals cope with stressors in their work environments. In Liberia, where public sector organizations play a critical role in society but often face challenging conditions, understanding the psychological impacts and coping mechanisms of these workers is essential. The review synthesizes existing studies using a qualitative approach, focusing on theoretical frameworks such as the General Strain Theory and the Lazarus-Russell Stress Process Model. Findings indicate that income insecurity, political instability, and inadequate healthcare facilities are significant stressors affecting public sector workers in Liberia. A notable theme is the underutilization of social support networks by employees who perceive them as ineffective or unaffordable. The review underscores the need for targeted interventions to improve work environments and promote resilience among Liberian public sector staff, particularly focusing on enhancing access to formal social supports. Public health initiatives should incorporate stress management training programmes tailored to public sector workers. Additionally, policymakers could consider implementing policies that address income inequality and healthcare accessibility.

Keywords: *Liberia, Occupational Psychology, Stressors, Resilience, Coping Mechanisms, Public Sector, Psychological Intervention*

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