

Occupational Stress and Psychological Functioning among Expatriate Workers in Kuwait: A Cross-Sectional Study

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Abstract: ***Background:** Employment-related and migration-related demands may affect the psychological functioning of expatriate workers in Kuwait. **Objective:** To describe a reported cross-sectional sample and examine the conceptual relationship of perceived stress, psychological distress and occupational self-efficacy. **Methods:** The source dissertation describes convenience sampling of 100 expatriate workers and assessment with the Perceived Stress Scale (PSS-10), General Health Questionnaire (GHQ-12), occupational self-efficacy assessment and Brief COPE. **Results:** The dissertation reports mean perceived stress of 22.00 (SD 5.78), mean GHQ-12 psychological distress of 17.10 (SD 5.78) and mean occupational self-efficacy of 3.20 (SD 0.63). These statistics could not be independently recalculated from individual responses. The dissertation also contains inferential coefficients identified as simulated or incompatible across tables; accordingly, no p-values, moderation effects or predictive relationships are claimed as verified results here. **Conclusion:** The documented study design and summary profile support a cautious description of reported psychological indicators, but confirmation of statistical associations requires the original coded dataset and reproducible analysis output.*

Keywords: expatriate workers, Kuwait, perceived stress, psychological distress, occupational self-efficacy

1. Introduction

Kuwait relies on an expatriate workforce across technical, construction, industrial, service and professional occupations. Employment-related demands may interact with migration-specific pressures, including distance from family, financial obligations, cultural and language adjustment, uncertainty about employment and accommodation conditions. These potential stressors warrant attention because psychological strain can affect both individual health and workplace functioning. The transactional model of stress and coping conceptualizes stress as an appraisal of environmental demands relative to available resources [1]. The Job Demand–Control perspective associates strain with demanding work and limited decision latitude [2]. Occupational self-efficacy concerns an employee's belief that work tasks and difficulties can be managed effectively [3]. These frameworks suggest that employees with comparable objective demands may experience differing psychological responses.

2. Literature Survey

Previous Kuwait research has compared occupational stress and psychological well-being among public- and private-sector expatriate employees [4, 5]. Regional research also highlights the role of living and employment conditions for migrant-worker mental health [6, 7]. The present article draws on an MSc dissertation focused on stress, psychological functioning and personal resources among expatriate workers employed in Kuwait.

Importantly, psychological distress is not identical to positive psychological well-being. The General Health Questionnaire (GHQ-12) screens recent psychological distress; it does not directly assess Ryff's full six-dimensional model of positive psychological well-being [8]. This distinction informs interpretation throughout the article.

3. Research Problem and Objectives

The dissertation sought to assess perceived stress and general psychological distress, describe occupational self-efficacy, and investigate whether occupational self-efficacy and contextual characteristics were associated with psychological functioning. It also proposed regression and moderation analyses. The present journal adaptation retains those objectives as the analytic rationale but does not claim that the proposed inferential tests were successfully established by reproducible evidence.

4. Methodology

4.1 Design, setting and sample

A quantitative, cross-sectional, descriptive-correlational design was reported. The dissertation describes a non-probability convenience sample of 100 adult non-Kuwaiti workers employed in Kuwait, at least six months of local work experience, capacity to understand the questionnaire and voluntary informed consent. The stated age eligibility was 20–55 years. However, the original screening records and individual questionnaire responses were not provided with the dissertation copy used to prepare this article.

4.2 Measures

Perceived stress was assessed using the 10-item Perceived Stress Scale (PSS-10), which measures general perceptions of unpredictability, lack of control and overload; it is not a work-specific occupational stress instrument [9]. The GHQ-12 was described as scored by the four-point Likert method (0–1–2–3; total 0–36), with higher scores representing more psychological distress. Occupational self-efficacy was assessed using a questionnaire described in the source

dissertation as being based on Schyns and von Collani's occupational self-efficacy scale. The exact scale version, number of items, and scoring procedure could not be independently verified. Therefore, the reported occupational self-efficacy scores are presented descriptively without comparison to established normative values. Coping was described with the 28-item Brief COPE, comprising 14 two-item domains [10]. A pooled Brief COPE score cannot, by itself, be interpreted as adaptive coping.

4.3 Analytical approach and verification status

The source dissertation reports descriptive statistics and proposed correlation, multiple regression and moderation analyses. Participant-level data and primary statistical software output were not available for independent verification during manuscript preparation. The dissertation material includes a regression section explicitly described as simulated and inconsistent moderation specifications. Consequently, this article reports only the descriptive values transcribed from the dissertation. Inferential effect estimates and significance claims are excluded pending a reproducible audit.

4.4 Ethics and confidentiality

The author reports that participation was voluntary and informed consent was obtained from participants before questionnaire administration. No formal institutional ethics committee approval or exemption was obtained before data collection. Participants' responses are presented in aggregate to protect confidentiality.

5. Results

5.1 Reported sample characteristics

The dissertation reports $N = 100$, of whom 78 were males and 22 females. The most frequently reported age band was 31–40 years (38%); the largest occupational group was skilled workers (35%). The largest Kuwait-work-experience group was 5–10 years (37%). The following table reproduces its categorical totals. These are not newly generated calculations and have not been checked against respondent records.

Table 1: Demographic Characteristics of the Study Participants ($N = 100$)

Characteristic	Category	n (%)
Gender	Male	78 (78%)
Gender	Female	22 (22%)
Age	20–30	24 (24%)
Age	31–40	38 (38%)
Age	41–50	27 (27%)
Age	Above 50	11 (11%)
Occupation	Skilled workers	35 (35%)
Occupation	Technical staff	30 (30%)
Occupation	Supervisory staff	22 (22%)
Occupation	Administrative/professional	13 (13%)

Note: The age category "Above 50" is retained from the source dissertation. The methodology separately specifies an upper inclusion age of 55 years.

5.2 Descriptive psychological scores

The source reports a PSS-10 mean of 22.00 (SD 5.78), GHQ-12 mean of 17.10 (SD 5.78), and occupational self-efficacy mean of 3.20 (SD 0.63). The scale format for occupational self-efficacy is not adequately specified to establish comparability across versions or normative levels. These quantities are reproduced precisely as reported; they have not been recalculated from a participant-level dataset.

Table 2: Descriptive Statistics of Psychological Measures ($N = 100$)

Measure	N	Mean	SD	Min	Max
PSS-10 perceived stress	100	22.00	5.78	7	39
GHQ-12 psychological distress	100	17.10	5.78	1	32
Occupational self-efficacy	100	3.20	0.63	1.69	4.91

Note: The descriptive statistics are reproduced from the source dissertation and have not been independently verified using participant-level data. Higher GHQ-12 scores indicate greater psychological distress under the specified scoring method.

5.3 Inferential analyses

No verified correlation or regression findings are asserted in this article. The source dissertation's correlation table uses stress, psychological well-being and coping constructs in a way that does not map cleanly to the primary PSS-10–GHQ-12–occupational self-efficacy model. Its multiple-regression section identifies simulated source material. Two interaction models use different outcome specifications or directions and report coefficients that should not be combined or reconciled without original analytical records. Accordingly, no hypothesis is accepted or rejected on the basis of these figures.

Reproducible inferential analysis requires access to the original de-identified participant-level responses, a codebook, scoring procedures, missing-data handling, a confirmed occupational self-efficacy scale version and statistical output. The author reports retaining the source records, but they were not accessible for reanalysis during preparation of this manuscript.

6. Discussion

The reported sample profile illustrates the occupational heterogeneity of an accessible expatriate group in Kuwait. Skilled, technical, supervisory and administrative employees may face different demands and resources. Because the sample was not selected probabilistically, even verified study estimates would not be directly generalizable to Kuwait's entire expatriate workforce.

The descriptive PSS-10 and GHQ-12 summaries indicate that these instruments were central to the dissertation's assessment framework, but the present evidence does not permit a robust interpretation of clinical prevalence, normative stress levels or causal effects. General perceived stress measures capture more than occupational exposure. Similarly, a GHQ-12 score is not a direct positive well-being measure and should not be described as a Ryff psychological well-being score.

Prior research provides plausible reasons to investigate stress and personal resources jointly. Transactional theories emphasize appraisal and coping; occupational self-efficacy theory suggests that perceived capability may affect how workers approach difficult tasks. Yet the existence, strength or direction of these relationships in this particular sample remains unresolved until the participant-level analyses are reproduced.

This distinction is particularly relevant for moderation. An interaction term can appear statistically significant in one specification and differ in another because of outcome coding, model adjustments, centering, different scales or data inconsistencies. The dissertation does not provide enough analytical provenance to distinguish among these explanations. A careful research report should therefore refrain from presenting a buffering effect as established.

7. Practical Implications and Limitations

For occupational health and worker welfare, the literature supports considering working hours, accommodation, access to care, supervisor communication and culturally appropriate psychosocial support as topics for workplace assessment. These are evidence-informed priorities, not intervention effects demonstrated by the current data. Any workforce mental-health programme should protect confidentiality and avoid using stress-screening results for punitive employment decisions.

Limitations include convenience sampling, cross-sectional design, self-report measures, possible language and response biases, and the inability to re-examine individual responses and original statistical output during manuscript preparation. Descriptive results have not been independently recalculated, and the source dissertation's inferential analyses are not treated as validated findings. The author reports retaining the original individual data but could not access them at the time of this manuscript revision. These findings should be regarded as descriptive and preliminary until verified

8. Conclusion

The study addresses a relevant workplace-psychology question in a Gulf expatriate setting. The source dissertation reports a sample of 100 expatriate workers and descriptive summaries of perceived stress, psychological distress and occupational self-efficacy. These summaries remain to be independently verified. The available documentation does not justify claims of significant correlations, predictive effects or moderation. The descriptive findings can be reported with these limitations; claims regarding statistical associations or moderation require reproducible analysis of the original coded responses.

9. Future Scope

Future research should consider larger and more representative samples of expatriate workers across different occupational sectors in Kuwait. Longitudinal studies could examine changes in perceived stress and psychological distress over time. Further research may investigate the roles of occupational self-efficacy, coping strategies, working

conditions, and organizational support. Verification of the original participant-level data and statistical analyses is necessary before establishing relationships between these variables.

10. Data Integrity and Reporting Statement

This manuscript is adapted from the author's MSc dissertation and presents the descriptive statistics and aggregate tables reported there. The author reports retaining the original participant-level questionnaire responses, but these were not accessible for independent recalculation during manuscript preparation. The numerical summaries are therefore labeled as dissertation-reported values, and the article does not present unverified inferential estimates as observed results. The absence of prior formal institutional ethics approval is disclosed separately.

Declarations

Ethics approval: No formal institutional ethics committee approval or exemption was obtained before this questionnaire study.

Informed consent: The author reports that all participants voluntarily provided informed consent; consent records were not independently reviewed for this manuscript.

Data availability: The study's aggregate results are presented in this manuscript. The author reports retaining the original individual questionnaire responses; however, these records were not available for independent verification during manuscript preparation. Access to de-identified participant-level data may be considered subject to participant consent, confidentiality requirements, and applicable data protection regulations.

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