

## **Conclusion and Recommendations**

In closing, DepEd Regional Office IX employees remained positive and proactive amidst the difficulties and challenges of this COVID-19 pandemic. The employees demonstrated and sustained soundness in terms of emotional, psychological and social well-being. They show a very high level of grit during the outbreak of the coronavirus. More importantly, this study proved the significant bivariate relationship of emotional, psychological, social well-being and employees' grit. Furthermore, psychological and social factors of mental health continuum should be given higher consideration during the COVID-19 pandemic as they were proven as significant and valid predictors of employees' grit.

The study results show valuable information that could serve as a guide and reference in crafting more effective organizational policies and standards during the COVID-19 pandemic. Health and well-being should always be safeguarded for the workers to thrive in this challenging time and consistently produce positive contributions to the organization. By and large, adequate psychological and social support from the management strengthens not only the health and well-being of the employees but also their grit and resilience.

Along with these implications, the next promising step would be to determine how emotional, psychological, and social well-being could be increased and sustained among the workers. Future research could examine the effect of grit on employees' performance. This study also recommends the exploration of the specific impact of COVID-19 on the mental health of the employees. Other surveys could benchmark workplace interventions that reduce stress and mental health stigma.

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