

Associations of Psychological Distress, Job Insecurity, and Mental Health on Psychological Well-being among Migrant Construction Workers: The Mediating Role of Burnout

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Abstract: *Purpose:* Migrant labourers are heavily relied upon in the construction sector, working in challenging work environments, and frequently in precarious positions as labourers, which can have a negative effect on their mental health, yet are also extremely vulnerable to changes in their employment status, psychologically stressed by their work, and also exposed to several interacting negative determinants of their mental health. The overall objective of this study was to examine the relationship of psychological stressful factors, psychological insecurity status in job, psychological wellbeing and mental health, and to find out if burnout had any mediation between the examined relationships, with the purpose of gaining deep insights into these relationships among the migrant construction worker population.

Design/Methodology/Approach: The design followed was quantitative and a cross sectional design of the types of research. A structural questionnaire was used to collect data from 510 migrant construction workers. This study uses the approach of Partial Least Squares-Structural Equation Modeling (PLS-SEM) methodology. Reliability and model confidence level test (indirect/direct) was conducted on SmartPLS software by applying bootstrapping technique.

Findings: The results revealed that psychological distress, job insecurity, and burnout were significantly and negatively associated with psychological well-being, whereas mental health was positively associated with psychological well-being, consistent with established occupational health theory. Moreover, psychological distress, employment insecurity and mental health were important factors in burnout. Based on the results of the analysis these relationships were evident: the most significant relationship with burnout and mental and psychological distress was between job insecurity. This was confirmed when burnout was found to partially mediate the relationship between psychological distress and psychological well-being, mental health and psychological well-being, and lastly, job insecurity and psychological well-being in a mediation analysis. The structural model had a significant amount of variance explained, with 54.2% of the variance in burnout explained, and 64.0% of the variance in psychological well-being explained.

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Practical Implications: they point to the need for developing several prevention strategies in the workplace for employment insecurity, health and psychological resources, reducing stressors and preventing feelings of burnout among migrant construction workers. These programs may help promote the health, productivity and sustainability of construction workers.

Originality/Value: This study will help to improve knowledge in the occupational health and construction management fields by integrating the main concepts of psychological distress, job security, mental health, psychological well-being and burnout into a continuum unique for migration construction workers that has been poorly researched.

Keywords: Psychological Distress, Job Insecurity, Mental Health, Burnout, Psychological Well-being, Migrant Construction Workers, PLS-SEM, Occupational Health, Construction Industry, and Employee Well-being.

Introduction

Migrant construction workers are one of the most vulnerable groups of workers in many aspects including health, social security and employment and work-related safety. With the era of Globalisation and labour migration being over, new challenges have emerged to address the mental health of migrant workers. In recent years, a considerable amount of research has shed light on the psychological distress experienced by migrant workers due to heavy work demands, financial strain, separation from their families, discrimination and unfriendly living conditions—all of which can have a harmful impact on the overall well-being of migrant workers. Meanwhile, job insecurity is still considered a high-impact occupational risk for the construction industry, and workers experience higher levels of anxiety and lower life satisfaction due to the availability of temporary contracts as well as job insecurity in the construction sector (Singh, 2025). Additionally, occupational burnout (Pires, 2025) may develop as a result of mental health issues; this is characterized by physical symptoms of emotional exhaustion, depersonalization, and decreased work performance, which can contribute to a negative change in psychological health. The burden of burnout is greater among migrant construction workers (Gupta & Dhar, 2025) as they face other migration related difficulties including social isolation, difficulty adapting to culture and less support structures existing for their benefit. Although previous research has gone on to study these separately, there has been no empirical research looking at how psychological distress, job threats to security, and mental health and well-being relate to the psychological well being of migrant construction workers via the mediating factor of burnout. Such connections need to be explored to better understand how common mental health issues are, experienced by workers in the construction industry, and to design appropriate interventions to protect the mental and sustainability health of workers.

Although increasing over the past few years, mental health disorders in workers, especially in the construction sector, is still a new phenomenon, with only a few studies conducted on this topic in relation to migrant workers in the construction industry. Recent studies suggest that

labourers migrants may suffer from psychological disorders as a result of their physical exertion, loneliness of their families, Financial crisis and disasters of the migration period (Li, 2023). Furthermore, stress, anxiety and related psychological health of workers is also common in the construction industry, primarily from job insecurity situation, task-based jobs, and low job creation opportunities (Peng & Potipiroon, 2022). In addition, the recent studies confirmed the important relationship between the poor mental health of the construction workers with the presence of the psychosocial risky factors at work and high level of burnout and decreased well-being among workers. The previous literature has been mainly on psychological distress, mental health, psychological well-being, job insecurity and burnout but few empirical studies have combined these issues with migrant construction workers. However, the evidence showed for the mediating role of burnout among psychological distress, between OCB and psychological wellbeing/other adverse psychological outcomes and between mental health and psychological wellbeing/other adverse psychological outcomes's relationships remains weak, especially the relationships between psychological distress and psychological wellbeing/other adverse psychological outcomes through the burnout mechanism (Sarzhanova & Nurgabdeshev, 2025). Therefore, this study was initiated to examine the direct effect of psychological stress, job insecurity, mental health on psychological well being of migrant construction workers and the hypothesis was tested as psychological stress affects psychological well being through the burnout of migrant construction workers.

Although the number of studies regarding migrants' psychological distress during the construction process is increasing, there is a lack of literature that considers psychological distress in relation to job security, mental health, burnout, and psychological well-being, particularly that considers both psychological distress and a causal model of this link, integration, or construction. Contrary to the theories that argue that occupational stressors lead to a depletion of personal resources and/or result in burnout (Job Demands-Resources (JD-R); Conservation of Resources (COR)), the existing studies conducted in the construction industry have mostly been focused on one of these two types (Obeidat et al., 2025). When it comes to the context, previous studies have mostly targeted general construction workers, young construction workers, or project construction workers, among the most vulnerable groups within the construction industry that are susceptible to psychosocial risks, uncertainty of employment, and mental health issues, migrant construction workers have under-represented (Rodriguez Conde et al., 2025). Moreover, a review has recognized the growing significance of psychological well-being and burnout in construction contexts, but none of the studies examined how psychological distress, job insecurity and mental health combined to impact psychological well-being via burnout among migrant workers (Moustafa et al., 2024). With respect to the way that the psychological and occupational stressors are related to reduced well-being in this group of workers, we know very little about how or why this is so, and there is a pressing question in theory and in practice that can only be answered by the next researchers. This study is important as this group of migrants workers are often associated with working and social conditions that cause to psychological stress and distress, poor mental health and eventual burn-out which have been a growing concern especially in construction. In recent years, researchers have made it clear that in the construction sector, mental health and psychological well-being play a crucial role in various aspects of workers' performance including productivity, safety performance, job satisfaction and quality of life (Mushtaque et

Associations of Psychological Distress, Job Insecurity, and Mental Health on Psychological Well-being among Migrant Construction Workers: The Mediating Role of Burnout al., 2022). Thus, psychological distress, job insecurity, mental health and psychological well being of a migrant construction worker were discussed and the mediation effect of psychological distress and job insecurity between mental health and psychological well being was analyzed. The research aims are to gain better understanding of the psychological processes that act as an intervening variable between occupational and personal stressor and wellbeing of workers and to make contribution to the knowledge of OH/OB field. Management-wise the findings are expected to help construction companies, project managers, government policies, and HR practitioners to create evidence-based strategies that will help mitigate job burnout, advance mental health supports, bolster feelings of job security, and create a healthier workplace for migrant workers (Nyaaba et al., 2025). Moreover, enhancing workers' psychological well-being can lead to positively impact on organization's performance, increase employees retention, improve productivity and more sustainable workforce management of construction sector (Chen et al., 2024).

The innovativeness of this study is the development of a combined package of psychological distress, job insecurity, mental health, burnout and psychological wellbeing, specifically in relation to the vulnerable group of migrant construction workers, which remains studies on an empirical level untouched. Research studies conducted in the construction industry in recent times have focused on mental health issues and/or burnout with little research that explores the underlying mechanisms of how work-related stressors relate to psychological outcomes through mediators (Güneş et al., 2025). Furthermore, although many study findings point to the adverse effects of psychological distress, stressful employment, and mental health on the workers' outcomes, a few studies have investigated the interaction between psychological distress, insecure employment, and mental health on their work outcomes and how psychological distress can be mitigated by mental health through the lens of burnout among migrant construction workers (Chen, 2025). The current study was therefore a contribution to the literature since psychological burnout was added as an explanation, which would be able to explain the psychological effects of psychological distress, job insecurity and mental health on mental wellness. Further, the results obtained from the study add to the existing knowledge by highlighting the multiple specific stressors migrants experience as construction workers, rather than all construction workers, and by providing results from a study that was clearly centred on the migrants' experiences of OH—setting which would benefit from a more context-specific and workers' oriented study of OH and construction management (Ardianto & Rosari, 2024). Given an increased awareness of a number of issues experienced in previous jobs, at work, and with mental health, there has been a rise in research on psychological well-being of migrant construction workers in relation to psychological distress, job insecurity, and mental health. It is not an easy job to work in the construction industry, especially for construction workers and even more migrant workers who are in isolation with each other, may not be able to understand each others language or experience shifts in employment status etc. which is causing emotional strain, possible burnout and mental health issues (Subawa et al., 2024). In addition to reducing psychological well-being, a documented relationship between poor mental health and a decrease in psychological safety, productivity, and retention and increase in absenteeism and quit intentions in the workplace exists (Prasath et al., 2022). Research in recent years has further awareness of burnout through the lens of occupational health for construction workers has emerged and treated as one of the items that may negatively affect their well-being, indicating

that workplace factors could lead to heightened burnout rates among construction professionals (Khan et al., 2023). Thus, awareness of such connections is important since the project's psychological well being is directly linked to the project's performance, organisational sustainability, and construction safety (Golzad et al., 2023). Furthermore, by investigating them, it may suggest interventions, policy suggestions concerning mental health and strategies within the domain of workforce management which could create a healthier, more productive construction work environment, as there is as yet very little research focused on a unique migration context (Guo et al., 2025).

The study finds significance as it offers a complete insight into the relationship between psychological distress, job insecurity, mental health and psychological well-being of migrant construction workers and the mediation role of burnout in between these elements. The study builds upon previous studies in a number of ways. First, it explores these links in a single model, and second, the study looks at the role of the physician assistant, a vulnerable population in which there has been less research to date, but who are experiencing significant psychosocial and occupational health challenges (Shashikala et al., 2024). Theoretically findings will increase existing understanding of the work to health linkage psychological processes in the workplace; from experiences in the construction sector, evidence will help to explain issues such as mental health becoming a growing problem in the workplace, and more and increasingly more dangerous work situations within construction compared with other sectors of work. From a practical perspective, the study will inform the design of interventions to reduce the potential for burnout, mental health support in both construction and OHS/OT, the perception of job security and psychological wellbeing of people working in construction. The prime beneficiaries of the study are (1) migrant construction workers who may benefit from better conditions and well-being at work; (2) construction organisations, who may gain productivity benefits and benefit from enhanced safety and wellbeing of their employees; (3) government agency/policy makers who can use the findings to inform labour and occupational health policies; and (4) researchers who may seek opportunities to build on study findings for future research and contribute to building and maintenance knowledge (Melese, 2025).

This study is unique in highlighting the joint effects of psychological stressors (distress, job insecurity, mental health) on psychological wellbeing while exploring burnout as a potential mediating factor to explain each of these relationships between migrant construction workers. However, while previous literature has demonstrated links between psychological distress and poorer well-being, job insecurity and psychological distress, and mental health and general well-being, the interactions have tended to be explored individually or under various employment settings (e.g., higher education) (Mishra, 2022). Furthermore, several studies reported that the negative outcome scores (psychological poorly-being of workers with high rates of occurrence) were related with the psychological demands in their respective jobs (such as construction in this study). Despite the ability to study individual-level economic, social, cultural and psychological stressors on well-being, the specificity of this study raises challenges in examining those stressors within this context, particularly because some of these stress factors are unique to Trump's America and manifest in combination, such as temporary work, cultural identity needs, social isolation and economic insecurity, which may add to the economic insecurity and psychological hardship for people living in the United States (Aziz et

Associations of Psychological Distress, Job Insecurity, and Mental Health on Psychological Well-being among Migrant Construction Workers: The Mediating Role of Burnout al., 2024). Furthermore, while the relationships between psychological distress and mental health, between psychological distress and burnout, and between job insecurity and mental health, have been well documented in the literature, the relationships among the three antecedent conditions and psychological well-being are rarely analyzed all at once and test results for whether burnout is a mediator for the relationship between these antecedent factors and psychological well-being are lacking, unlike those of the present study. It is a timely and relevant study as it gives a better picture of the psychological processes prevalent in one of the most vulnerable group in the construction industry (Yüksek et al., 2023).

This research will help determine how psychological distress, job insecurity and depression affects mental health in migrant construction workers. Specifically, the aim of this study is to examine the direct relationships psychological distress – psychological well-being, job insecurity – psychological well-being and mental health – psychological well-being. Moreover, migrant construction workers psychologic stress, psychologic job insecurity and mental health and burned-outness relationship will be studied. In addition, the study is focused on the relationships between psychological distress and psychological well-being, job insecurity and psychological well-being, and mental health and psychological well-being, as well as whether psychological distress, job insecurity and mental health mediate the relationships of psychological well-being and burnout. Be ready to accomplish those goals while providing some general information about the psychological factors that affect workers' health and safety in relation to migration in the trades (Duarte et al., 2024).

Literature Review

Theoretical Foundation

Psychological Distress

Psychological distress is a condition of emotional suffering, symptoms that include anxiety, stress, depression and feeling helpless, due to an individual's perception that the demands of the environment are beyond their coping ability. Theory underpinning psychological distress exists; a theory of how people try to get, retain and restore resources has been proposed by (Duckworth et al. (2024) which suggests people try to obtain, conserve, and restore resources such as jobs, social support, health, money and other desired resources. These can be harmed or even destroyed, resulting in the person suffering psychologically and being in stress. The stress involved with the nature of the work, having a loved one out of your life, lack of funds, and of uncertainty with work can take a toll on a migrant construction worker and make him more susceptible to psychological stress. In addition, there is a leveling of loss of resources over time that according to the Continuum of Resource Loss (COR) theory could lead to poor psychological outcomes and impact on well-being.

Deep et al. (2024) Transactional Model of Stress and Coping is another theoretical approach which has been used in the study of coping processes. This theory suggests that psychological stress is related to thoughts about the stresses that a person receives and even how this person thinks he can handle the stresses. This happens when employees feel that they are paid too much and there exists a risk of them suffering a distressing emotional state and/or undergoing suffering. The word "threatening" may be used to define problems many migrant construction

workers encounter often as they finish their projects, or difficulties, such as language barriers and social isolation and economic insecurity may make the construction worker feel threatened. Such theories may give a good context for appreciating psychological distress as a powerful predictor of feeling burned out and less psychologically well.

Job Insecurity

Job insecurity is a worker's worry about losing his or her job or important benefits associated with the employment in the future. The concept is based on the Conservation of Resources (COR) theory, which assumes that in considering work, it is considered quite important to conserve financial resources, social resources and psychological resources. The stress and anxiety that can result from employees' concern about their job can become resource threat. The pay-to-work and contract-by-project system of work, the fluctuations of work demand in the construction industry and the absence of job safety net protection are difficulties faced by the migrant construction workers. It is thought that continual fears of losing the job can be a contributing factor to emotional exhaustion and to future burn out that can diminish psychological health, according to COR theory (Sun et al., 2024).

Job insecurity may also be linked to Latent Deprivation Theory of Shen et al. (2024) that suggests that there are tangible benefits of job security (manifest) including economic benefits, and intangible benefits of job security (latent), including social engagement, a sense of meaning, status and regularity of daily life. There should not be a loss of benefits due to what is perceived as a threat to the job and these benefits can have a psychological negative impact. Moreover, according to the Psychological Contract Theory, workers come up with assumptions over the job stability and also organization assistance. The uncertainty and insecurity created result from workers' thoughts that their employers are not going to meet these expectations. All the above theories help to explain the extent of the impact of job insecurity as a significant concern of migrant construction work groups on burnout and psychological problems.

Mental Health

People's mental health depends on their capacity to work psychologically, to manage life, and to fulfil their roles; and to interact positively with society at large. Their definition of mental health may sometimes be associated with mental health theory which involves the absence of psychological waste and negativity, known as the Positive Mental Health Framework, according to the World Health Organisations. The focus is to have control over the person's stress behaviour, to be in balance with one's emotions and to adapt to environmental demands. Occupational factors, social support, migration factors and factors related to the work-life of migrant construction workers can affect mental health (Veronese & Pepe, 2022).

The Job Demands – Resources (JD-R) Theory is a second simple work mental health theory. The theory proposes that well-being is correlated with demands, i.e., employee's resources well-being and that of work demands. Factors such as workload, physical stress, time pressure and supervisor support are factors that may have a negative effect on mental health, while elements like job security and organizational support may enhance psychological functions and resistance. Migrant construction workers might experience impacts on their mental wellbeing as a result of low resources, unworkable conditions, and a risk of burn out. As such, mental

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health is a significant personal resource which can impact employees' capacity to deal with issues they may face at work and keep themselves in a good state of mental health (Bai et al., 2025).

Burnout

Burnout described as a psychological reaction to prolonged and high levels of work stress and involves 3 domains of burnout: Emotional Exhaustion, Depersonalisation/Cynicism and a Decrease in Personal Efficacy. The Job Demands – Resource (JD-R) theory of Demerouti et al., (2001) has been the frame of reference for this concept. Based on this theory, burnout is a result of the constant presence of discrepancy between job demands and job/personal resources. The physical and mental energy of workers is drained by some situations, such as the threat of losing their jobs, emotional pressures and excessive level of workplace stress, which eventually leads to overwork and worker disengagement. Considering the physical exertion, along with psychosocial stressors to which migrant construction workers may be exposed, they may be at greater risk for developing work-related burnout (Gursoy et al., 2024).

Additionally, Burnout is encouraged by Conservation of Resources (COR) theory which sees burnout as a result of ongoing resource depletions. Then when one person continuously gives up such resources, and is unable to recover, it encourages another person to feel an emotional emptiness and psychological distress. Burnout is then therefore an important mechanism whereby workplace stressors become negative outcomes. Here, is the theoretical explanation of the present study, which demonstrated the role of job insecurity in relation to psychological distress – burnout – and mental health as well as psychological well-being (Abdou, 2025).

Psychological Well-being

Psychological wellbeing is characterised by the ability to live adequately, a sense of life satisfaction, a purposeful life, feeling accepted by oneself, feeling like one is growing, a feeling of independence and a sense of a solid social support system. Perhaps the most well-known theory, however, is the Psychosocial Well-Being Theory of Deng et al. (2025) that conceptualizes well-being as a polyfactorial phenomenon consisting of self-acceptance, positive relationships, personal autonomy, control of the environment, purpose in life, and personal growth. The view taken here is that happiness is not the only form of wellbeing, but an embodiment of how people live up to their potentials, how people work. The psychological wellbeing of migrant construction workers is their ability to manage their work and feel good psychologically.

The concept of Psychological Well-being is based on the Self-Determination Theory (SDT) of Yang (2023) which defines psychological well-being as the feeling of autonomy, competence and relatedness with others. Thereafter, their level of motivation, resiliency and psychological well-being are greater. On the other hand, negative aspects of the job, like stressful conditions, lack of job security, mental health, and burn-out can impede the attainment of these needs and the enjoyment of well-being. Further, according to the JD-R theory, having sufficient individual and/or organizational resources to adequately respond to the task is one outflow of healthy psychology. A psychological perspective of these theories provides a valid explanation of why

psychological well-being is a key determinant and the final condition to be studied in the proposed research.

Hypothesis Development:

H1: Psychological Distress and Psychological Well-being

Psychological stress reaction refers to the psychological and emotional reactions that people experience to a stressful event or stressful position in their life and work. In this often cited situation, a series of self coping and self evaluating processes take place, congruent to the Transactional Model of Stress and Coping, which posits that people constantly engage in some sort of evaluations as they undergo demands they may be facing in their environment and as they consider the coping resources they may have to help them. One area that becomes more attuned are their emotional triggers and investigating coping options that help them regulated psychologically if psychological distress can be done so by the person doing the task. Psychological experiences often are important concerns of migrant construction workers, because their coping with heavy workload requirements, the separation from family and economic stressors have been associated with increased psychological distress exposure (Chang et al., 2024).

Research consistently demonstrates that psychological distress negatively affects perceptions of well-being and quality of life. Elevated distress depletes personal coping resources, undermines emotional regulation, and impairs daily functioning, all of which reduce psychological well-being. In the context of migrant construction workers, chronic exposure to occupational and migration-related stressors intensifies psychological distress, making it a key negative predictor of psychological health outcomes (Hong & Chen, 2024).

H1: Psychological distress has a significant negative relationship with psychological well-being among migrant construction workers.

H2: Job Insecurity and Psychological Well-being

Job insecurity: an element of thought and/or anxiety of the working person about the persistence and stability of their working relationship. According to the Conservation of Resources Theory, work-related issues may have a strong impact on people's psychological experience and perceptions of health. For sectors which involve much labor, (e.g. construction), the uncertainty about a forecasted position may impact on worker attitudes, feelings, and psychological assessments (Salama et al., 2022).

Prior research has consistently shown that job insecurity is negatively associated with workers' psychological well-being, generating anxiety, emotional exhaustion, and reduced life satisfaction. For migrant construction workers, job security underpins both economic and psychological stability; perceived threats to employment deplete psychological resources and diminish overall well-being (Maharaj & Ramsaroop, 2024).

H2: Job insecurity has a significant negative relationship with psychological well-being among migrant construction workers.

H3: Mental Health and Psychological Well-being

Mental health in essence, is the ability of a person to maintain emotional balance, face difficulties in life & engage effectively in productive activities daily. Positive mental health, in turn, is essential for a person to achieve all of his or her abilities, is fundamental for having healthy relationships and is a vital component of overall health and wellbeing, according to the World Health Organization. So that mental health was generally acknowledged as being a condition necessary for mental health (Hu et al., 2025).

Over the past few years, several research studies have revealed the correlation between psychological health and higher scores on assessments of psychological well-being, life satisfaction, and positive functioning (Patrick et al., 2024). When experiencing positive mental health, migrant construction worker may be more resilient, and adapt to occupational and social stressors. Thus, the mental health should be a positive influence on psychological health and well-being.

H3: Mental health has a significant positive relationship with psychological well-being among migrant construction workers.

H4: Burnout and Psychological Well-being

Burnout is a mental syndrome resulting from prolonged demand and stress due to the job. The Job Demands – Resources Theory was developed in the sense that when an employee has been stoked up with stressors at work, but lacks resources, at the end of the long period, an employee is prone to be burnt out. Burnout has such a huge importance that it was incorporated as one of the important constructs since it is the one that it affects workers' personal experiences and their perception of work and life.

Empirical evidence from Patrick et al. (2024) consistently demonstrates that burnout is among the most detrimental occupational factors affecting psychological well-being and health satisfaction. Among migrant construction workers, sustained exposure to high workloads, physically demanding conditions, and psychosocial stressors intensifies burnout, which in turn erodes emotional functioning, life satisfaction, and overall psychological well-being. Therefore, burnout is expected to be negatively associated with psychological well-being in this population.

H4: Burnout has a significant negative relationship with psychological well-being among migrant construction workers.

H5: Psychological Distress and Burnout

The emotional strain is commonly related to employees' psychological pressure which is related to psychological distress. The Conservation of Resources Theory proposes that this post continuous exposure state lowers one's emotional and psychological resources to be more vulnerable to adverse work-related experiences such as burnout.

Psychological distress alone can be shown as being well correlated with symptoms of burnout among workers who work in challenging and challenging conditions according to Agyeiwaah et al. (2025). Emotional stress and burn out may be worsened in migrant construction workers

due to the emotional stress and situations they've been through. Accordingly, it is predicted that positive psychological stress will influence positively burn out.

H5: Psychological distress has a significant positive relationship with burnout among migrant construction workers.

H6: Job Insecurity and Burnout

It is well documented that job insecurity is associated with its impact on emotional/psychological well-being of employees and one of the main occupational stresses. Based on Conservation of Resources Theory, when job certainty is in question, it may lead to a loss of valuable resources, as well as increased emotional exhaustion and tensions between workers.

Some of the previous studies have also indicated the link between job insecurity and increased levels of occupational stress and burnout for workers. Of the migrants employed due to work, those which are expected to work might feel more concerned about maintaining their employment. Thus, an improved level of job security will be linked with low burnout. Based on this, it was hypothesized that higher the scores for job insecurity, higher the likelihood of the positive association between job insecurity and burnout scores. It was hypothesized that the greater the job insecurity the greater the likelihood of such a positive association (Németh et al., 2025).

H6: Job insecurity has a significant positive relationship with burnout among migrant construction workers.

H7: Mental Health and Burnout

It is vital to an employee's psychological well being that they have good mental health which impacts how they respond to work related stresses and challenges. Given that job outcomes (like burnout) are expected to be greatly predicted by personal psychological conditions, as per the Job Demands–Resources theory. Mental health is therefore important and crucial predictor of the sense of stress and the way workers will react to challenging work.

Recent studies of members of different work groups corroborate mental health and burnout (Ni et al., 2024). Such "moods" can take an important toll on the emotional life, coping and work experiences of migrant construction workers. Therefore, mental health will be likely to be a positive issuer on Burnout.

H7: Mental health has a significant positive relationship with burnout among migrant construction workers.

H8: Burnout as a Mediator between Psychological Distress and Psychological Well-being

The theory is based on the Conservation of Resources (COR) theory which suggests that psychological distress causes an influence on employees' psychological functioning via intermediate psychological mechanisms. Burnout can be a pathway by which workers experience psychological distress's impact on their sense of well-being, influencing their emotional and occupational experiences.

Recent studies highlighted the interventions that redundant psychological factors have in this relationship between psychological factors and employee well-being outcome (Chua et al.,

Associations of Psychological Distress, Job Insecurity, and Mental Health on Psychological Well-being among Migrant Construction Workers: The Mediating Role of Burnout (2022). Therefore, it is expected for psychological distress to have an indirect effect on psychological health through migrant construction workers' burnout. Hence, an intervening variable in the relationship between psychological health and the migrant construction workers' psychological distress was supposed to be a factor, being psychological distress as a variable. So, it was accepted that the psychological distress would serve as a mediator variable between psychological health and the migrant construction workers.

H8: Burnout significantly mediates the relationship between psychological distress and psychological well-being among migrant construction workers.

H9: Burnout as a Mediator between Job Insecurity and Psychological Well-being

Indirectly, it can positively impact mental health due to the burn-out – tied to job insecurity. When employees are concerned about employment, they might feel emotionally exhausted and become drained, or emotionally exhausted by it, and it's possible that it could affect their thinking, feeling or functioning well.

Work-related stressor to wellbeing outcome seems to have a causal pathway through burnout, and it has been on the agenda in several recent studies on occupational health/wellbeing (Stoddard, 2025). Thus, the role of psychological well-being is expected to differ according to job insecurity in relationship to migrant construction employees.

H9: Burnout significantly mediates the relationship between job insecurity and psychological well-being among migrant construction workers.

H10: Burnout as a Mediator between Mental Health and Psychological Well-being

The mental health of workers also plays an important role in the worker's working experience and working results. Burnout may be more or less severe for different categories of mental health and have different impacts on general mental health. The Job Demands – Resources Theory is based on the concept that personal psychological conditions link to work related psychological mechanisms that may ultimately have a positive or negative correlation with an individual's well-being.

Several factors have been discussed in the past few years in the context of mental health and the different aspects of the concern of employee welfare; such as burnout level (Liu et al., 2023). Thus, psychological well-being of the migrant construction workers could be viewed as a mediator of the mental health.

H10: Burnout significantly mediates the relationship between mental health and psychological well-being among migrant construction workers.

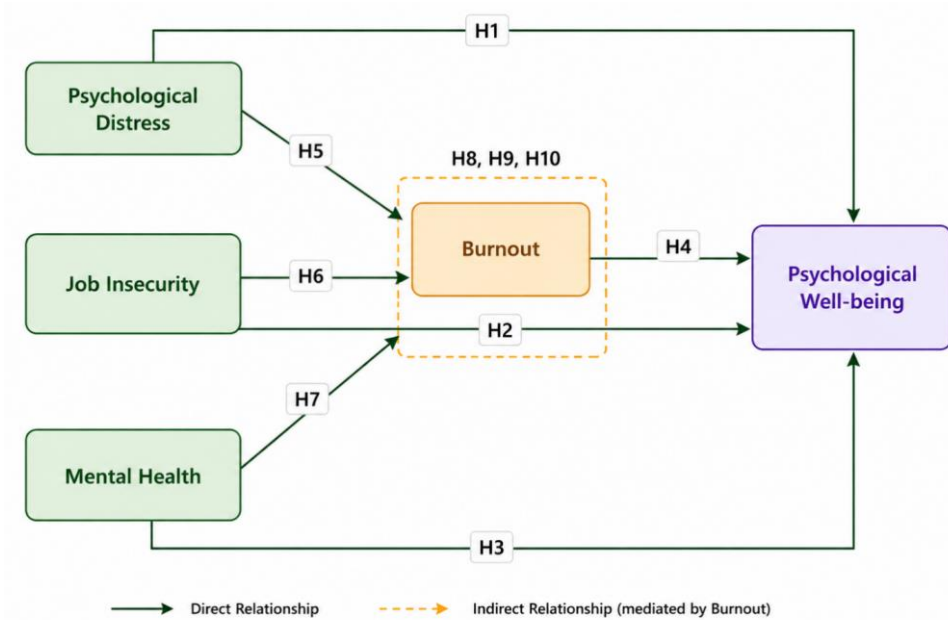


Figure 1: Proposed Research Model

Research Methodology

Research Design

This study adopts a quantitative, cross-sectional research design. Psychological distress, job insecurity, and mental health serve as independent variables, burnout as a mediating variable, and psychological well-being as the dependent variable. It is acknowledged that, given the cross-sectional nature of the data, causal inferences cannot be established; the relationships reported are associational rather than causal. The data will be analyzed and obtained by distributing questionnaires, whilst a theoretical relationship is built using partial least squares structural equation modeling (PLS-SEM). In terms of application, PLS-SEM is considered suitable because it can handle complex relations between many IVs with one LV and dependent variable, it can assess the complex relations between many IVs, one LV, and one DVs, and can predict dependent variables; and from the point of flexibility, it can be applied during the data analysis process regardless of the distribution structure of the data, and does not require the data to be normally distributed (Zhou et al., 2023). The analysis is in two stages: assessment of the measurement model which is considered reliability and validity by indicators, including factor loading, composite reliability, average variance extracted (AVE) and discriminant validity; assessment of structural model to test hypotheses of relationships and mediation in the model by path coefficients, coefficient of determination (R^2), effect size (f^2), predictive relevance (Q^2) and bootstrapping procedure. The use of PLS-SEM is well suited in this study

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because this technique provides solid estimates in complex mediation models, which are more applicable in emerging research settings such as psychological well being of migrant construction workers (Alsulami et al., 2023).

Measurement Instruments

All items should be scored on a scale 1 = Strongly Disagree to 5 = Strongly Agree. Content validity and reliability is recommended by adapting items from validated scales, like the Kessler Psychological Distress Scale (K10/K6) or the scales measuring mental health and well-being, the Maslach Burnout Inventory (MBI) and the Ryff's Psychological Well-being Scale to the desired observations, all of which have demonstrated validity and reliability (Tong et al., 2023).

Table 1. Instruments

Variable	Code	Measurement Items	Sources
Psychological Distress	PD1	I frequently feel stressed because of my work and living conditions.	Kessler et al. (2002); Singh et al. (2024); Tennakoon and Ranasinghe (2025)
	PD2	I often feel nervous or anxious about my daily life.	
	PD3	I find it difficult to cope with emotional pressures related to my work.	
	PD4	I often feel overwhelmed by problems in my life.	
	PD5	I experience feelings of sadness or hopelessness.	
	PD6	I feel emotionally exhausted due to ongoing stress.	
Job Insecurity	J11	I feel uncertain about the future of my current job.	De Witte (2000); Espejo-Chacón and Zavala-Amézquita (2024); Gupta and Dhar (2025)
	J12	I am concerned that I may lose my job in the near future.	
	J13	My job does not provide sufficient employment stability.	
	J14	I worry about finding another job if I lose my current employment.	
	J15	Changes in the construction industry make me feel insecure about my employment.	
	J16	I feel uncertain about my long-term career prospects.	
Mental Health	MH1	I am able to manage stress effectively in my daily life.	WHO (2022); Abdalla et al. (2025); Karim (2025)
	MH2	I generally feel emotionally balanced and stable.	
	MH3	I am able to cope well with challenges and difficulties.	
	MH4	I feel optimistic about my future.	
	MH5	I can maintain positive relationships with others.	
	MH6	I feel mentally healthy and psychologically resilient.	
Burnout	BO1	I feel emotionally exhausted because of my work.	Maslach and Jackson
	BO2	I feel drained at the end of a typical workday.	

Variable	Code	Measurement Items	Sources
	BO3	I feel fatigued when I think about my work responsibilities.	(1981); Donohoe et al.
	BO4	I have become less enthusiastic about my work over time.	(2024); Pamidimukkala and
	BO5	I feel frustrated by my job demands.	Kermanshachi
	BO6	I often feel physically and emotionally exhausted.	(2025)
Psychological Well-being	PWB1	I feel satisfied with my life overall.	Ryff (1989);
	PWB2	I feel that my life has meaning and purpose.	Reza and Islam
	PWB3	I am able to maintain a positive outlook on life.	(2025); Karim
	PWB4	I feel confident in handling daily challenges.	(2025)
	PWB5	I am satisfied with my personal growth and development.	
	PWB6	I have positive relationships with people around me.	

Population and Sampling

Migrant construction workers, the population targeted by this study, are a vulnerable group that is always at risk for psychological distress, job insecurity, mental health issues, burn-out and decreased psychological well-being. The survey participants are determined as 510 respondents, given the characteristic of PLS-SEM analysis that it could be used in a complex model including multiple constructs, mediation effects, and analysis towards prediction. As the respondents of the study have to have specific qualifications, thus the study will utilize non-probability purposive sampling technique; migrant workers who are engaged in construction related tasks or have enough working experience to fill out the questionnaire. For the case of a phenomenon requiring the knowledge or direct experience of the phenomena from some specific groups, the purpose of selecting the participant to the study becomes to explore and gain in-depth understanding, which is quite suitable to be used as purposive sampling (Jindal et al., 2024). Beyond that, the sample size of 510 respondents is also appropriate for conducting tests of the model structure, in which increasing the sample size will yield more statistical power, reliability and stability of estimates when analyzing the model in SEM (Li et al., 2025). Hence, collecting the data from 510 migrant construction workers can be said as the ability to obtain solid empirical evidence for testing the proposed direct and mediating relationships of variables being studied in the study model.

Data Collection

Data collected for this study is from the structured questionnaire, which was inquired from migrants working in a construction target site sector. The questionnaire included closed-ended questions on psychological distress, job insecurity using validated scales for psychological distress derived from previous studies on psychological distress, psychological wellbeing, mental health and burnout. This was achieved through a self-administered survey approach where the survey was offered to a respondent in the form of both a paper survey or via an online survey platform depending on accessibility and site conditions they have. Prior to the main date

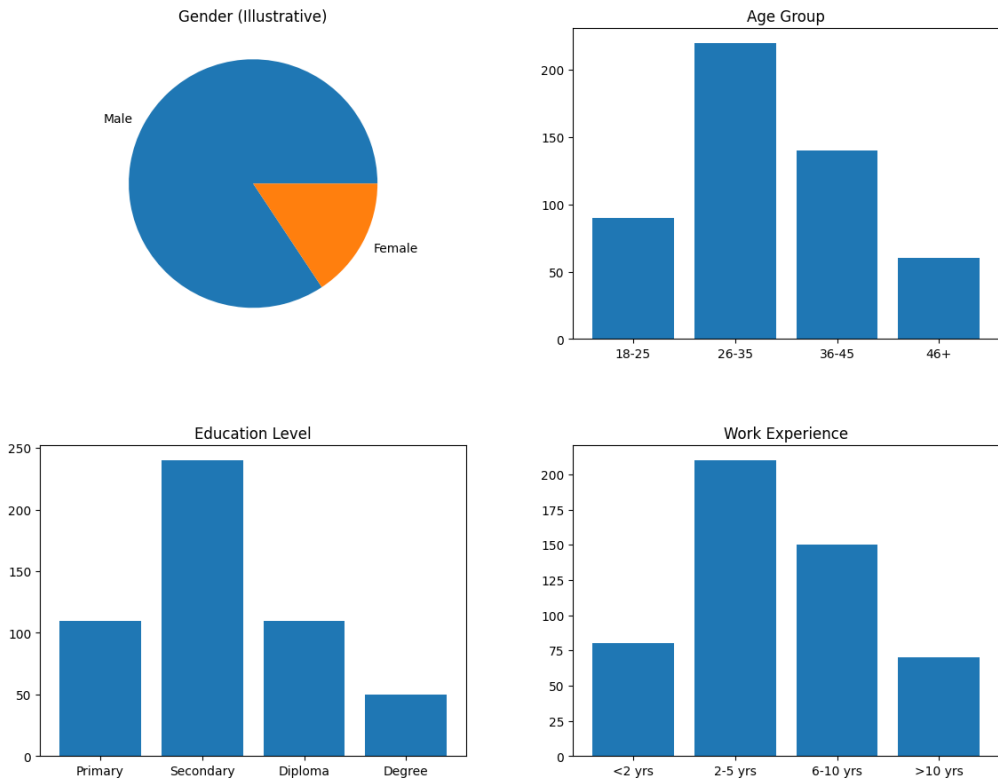
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of collection, a pilot study was conducted to ensure the clarity, reliability and validity of the measurement items. A supervisory cadre from construction sites and contractors in collaboration with appropriate worker associations had been recruited to facilitate the facilitation of the respondents so that they can be reached for questionnaire distribution. Participants were offered information regarding the purpose of the study and confidentiality and anonymity were emphasized to insure that responses would be honest and reduce response bias. After a data collection process, several responses were obtained, which were then screened, coded, and ready to be tested statistically on the research hypotheses proposed by Partial Least Squares Structural Equation Modeling (PLS-SEM) techniques (Seubert et al., 2025).

Respondents Profile

The demographic characteristics of the respondents, and their professional backgrounds reveals that the study related to 510 migrant construction workers from different construction projects. Demographic data which was collected comprised gender, age, marital status, educational levels, nationality, monthly income, employment status, job position, years of experience in the construction industry and years of service in the current organization. Other classifications comprised migration status (static or moving), and type of contract that gathered a wide range of working relationships, including self-employment and employment and absolute and relative job status. Another part of the migrants' occupational background examined was based on the migration status (static/moving) and on type of employment contract (absolute/relative) and on employment (employed/self-employed). These demographic characteristics were significant since age, years of schooling, income level, work experience, and employment status could affect workers' perceptions of psychological distress, of job insecurity, of mental health, of psychological burnout, and of psychological well-being. The detailed demographic data collection enabled the researcher to form an accurate description of the sample, determine whether the respondents comprised the selected population or whether the respondents were representative of the selected population, as well as provide some context on characteristics of the construction workers from the data sample who responded to the research and helped to explain the research findings thoroughly (Sanido & Echalar, 2024).

Respondents' Demographic Profile Dashboard (Illustrative Example, n=510)



Data Analysis Technique

The data obtained from the respondents were analyzed using Partial Least Square Structural Equation Modeling (PLS-SEM) using software of SmartPLS. PLS-SEM was selected because it was most suitable to the following reasons: First, it can be used to analyze complex studies with multiple independent variables, a mediated variable, and the dependent variable; Second, it meets the requirements for prediction and theory constructions (Lee et al., 2023). The data were analysed in two stages. Second, the measurement model was used to determine the relationship among the indicator loading and the Cronbach's alpha, composite reliability (CR), average variance extracted (AVE) and relation between the inequality of the Fornell-Larcker criterion and Heterotrait-Monotrait ratio (HTMT) with regard to reliability and validity of measurement construct. Second, the structural model was tested to examine the proposed relationship between the constructs, and tested the structural model using path coefficients (β), t-values, p-values, coefficient of determination (R^2), effect size (f^2) and predictive relevance (Q^2). The significance of the direct relationships and mediating ones were tested using a bootstrapping procedure with 5000 resamples which resulted in significant AIDs for the hypothesized direct and indirect relationships. A comprehensive evaluation of the measurement properties of the constructs as well as the proposed structural relationships, as suggested by Wei & Li, (2025), may be possible by means of this analytical approach.

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Assessment of Measurement Model

First assessment was conducted on the measurement model in order to ensure that the constructs are reliable and valid before the evaluation for the structural model. In determining the reliability of the indicators, the first step was to determine the value of the factor loading recommended by Sunn et al. (2024), whose value is below 0.708, was considered fine, so the indicators adequately represent the respective constructs. Then internal consistency reliability was computed using the Cronbach's alpha and composite reliability (CR) ranging from 0.71 to 0.85 was acceptable. The convergent validity was evaluated based on the average variance extracted (AVE) and scores above 0.50 helped determining that each construct was able to explain more than 50% of the variance in its indicators. Structures that were not able to achieve the minimum loadings were reviewed and those that had small loadings were added back in to improve the model .

Furthermore, discriminant validity was examined to make sure that each construct was found to be empirically distinct from each other. This was accomplished using the Fornell-Larker criteria and the Heterotrait-Monotrait ratio (HTMT). The Fornell-Larcker criterion was used and the square root for each construct needed to be greater than the correlation with other constructs. Furthermore, the internal consistency value, an HTMT, was lower than 0.85 and 0.90 were used as good discriminant validity value in the study between constructs. The research model proved to be satisfactory and all the Indicators were met with the reliability and validity criteria. Based on the results of verification of the measurement model, this model was finally used to evaluate the structural model and test the hypotheses used by the PLS-SEM method (Raliile et al., 2023).

The data analyzed in the study was analyzed using Common Method Bias (CMB) which was carried out in the form of Principal Axis Factoring (PAF) as presented in Table 2. The results indicated that 40.478% of the variation was attributed to the first factor in the study; hence there is no reason to suspect that common method bias is a significant problem in this study. Through analysis, a number of factors instead of only one, were extracted for good eigenvalues, the five factors explain the total variance of 81.009%, meaning that there were factors other than one that have contributed to variance. And the first factor contributed 40.478% to the variance, second factor 16.064 %, third factor 15.989 %, fourth factor 4.460 %, fifth factor 4.018 % to the variance. None of the variables contributed significantly to the overall variance found in the study and the indication from the results suggested that common method variance was unlikely to seriously bias the magnitude of the relationships between psychological distress, job insecurity, mental health, burnout and psychological wellbeing. Considering this, the results support the quality of data in the study and suggest that the common method bias (Kaur & Malik, 2025) was not expected to impact the results of this study. However, it is important to note that the Harman's single-factor test (via PAF) is widely regarded as an insufficient standalone test for common method bias by contemporary SEM scholars (Qiu & Zhang, 2022). Future studies should supplement this with more rigorous CMB diagnostics such as the marker variable technique, the unmeasured latent factor approach, or the full collinearity VIF test to provide stronger evidence against common method variance.

To verify the reliability, the convergent validity and multicollinearity tests were obtained for each construct in this study as shown in Table 3. The results above show that all the measurement items has a factor loading value of more than .708 and a band level of .850 - .927, indicating a good indicator reliability for each respective item, as recommended (Sun et al., 2025). Cronbach alpha and composite reliability also were computed to determine the internal consistency reliability: Cronbach's alpha scores were between 0.942 and 0.965, which is well above the minimum recommended alpha of 0.70, and composite reliability scores ranged from 0.954 to 0.971, which is also well above 0.70. The results showed that there is a high level of similarity across items of the scales in areas of Job insecurity, Psychological distress, Burnout, Psychological well-being as well as Mental health. In addition, convergent validity is proved by the average variance extracted (AVE) value for each constructs ranging from 0.775 to 0.850, which became more than 50% (0.50) because the items on each construct have the value of variance. Secondly, the variance inflation factor (VIF) of all measurement items is withstood variable units between the lower value of the instruments, that is, the number 2.643 to 4.867 with no indication of the presence of any multicollinearity problem among the instruments included in the study (Rasheed, 2022). The results of the measurement model, as a whole, showed acceptable reliability diagnostic, convergent loads and collinear diagnostic, which implied the constructs were appropriate for further analysis with regards to the application of the structural model to test the hypotheses.

The result of assessment of the discriminant validity has been shown in table 4 using the criterion of Heterotrait-Monotrait Ratio (HTMT). The discriminant validity indicated by the values of HTMT is considered to be acceptable if below 0.90 is sufficiently strong if below 0.85. All the obtained HTMT values (0.026 - 0.763) are much lower than suggested limit value. In particular, the highest value of the HTMT (0.763) was seen between burnout and psychological well-being, followed by job insecurity and psychological well-being (0.546) and all values between them were between 0.026 and 0.476. The conclusions that can be made from these results are that each constructs is empirically distinct from the others, and each model represents a different concept of the constructs. There is also limited overlap between the constructs as shown with low HTMT values for mental health and psychological distress and job insecurity. On this aspect, the results of the current study can be viewed as favorable evidence for the discriminant validity: the four factors and variables of this study are significantly different from each other, and the measurement model met the requirements of discriminant validity according to the study by Rafiq et al. (2022) and Sitorus & Rachmawati (2024) for doing the PLS-SEM analysis.

Table 5 shows the results of effect size (f^2) which describes the size of contribution of each exogenous construct to endogenous construct presented in the structural model. As per (Baktash & Pütz, (2025) , and Radzi et al. (2025)) , f^2 can be considered a small effect if it is 0.02, medium if it is 0.15 and a large effect if it is 0.35. Even the effect of Job Insecurity significantly influenced the magnitude of the results found in the study such as in cases of migrant construction workers, the results of the analysis carried out were quite large, which means that it had the largest influence on the variables measured in the study, namely on Burnout ($f^2 = 0.395$). Likewise, size effects of mental health, which was determined as a mental health variable, were large on burnout with $f^2 = 0.369$, meaning that the mental health of the workers

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greatly influenced the level of burnout. Additionally psychological distress had a moderate effect ($f^2 = 0.344$) close to the large symptom range in the case of burn-out. Looking at psychological well-being, the job insecurity and burnout had a medium effect with $f^2 = 0.235$ and $f^2 = 0.162$, respectively, meaning that both variables were important in explaining the differences in the psychological well-being. Mental health ($f^2 = 0.098$) and psychological distress ($f^2 = 0.148$) on the other hand had small effects on psychological well-being. In general, the overall analysis has shown that job security, mental health, and psychological stress are of importance when considering the influence on burnout whereas psychological wellness is predominantly influenced by job security and burnout, making the proposed constructs has an added practical value within the proposed research model.

Table 6 gives an indication of the explanatory power and predictive relevance of the model fit for the structural model. The results indicated that psychological distress, psychological strain regarding job security and psychological-health alone explained 54.2 % of the variance of burnout (R^2 value) and 53.9 % of the variance (adjusted R^2 value). Furthermore, both R-square and adjusted R-square were at 0.640 and 0.637, respectively indicating 64.0% of the variance explained by the burnout, psychological distress, and job insecurity, and mental health, respectively. According to Chaudhuri et al. (2022), the values of the model explanatory power are considered moderate to large. The model also possessed good predictive relevance as evidenced by the positive Q2predict scores for burnout (0,536), and psychological well-being (0,576), both of which exceeded the default value of 0. What's more, the values of Root Mean Square Error (RMSE) was 0.685 and 0.654 for burnout and psychological wellbeing respectively and the values of Mean Absolute Error (MAE) was 0.533 and 0.529 respectively, which are acceptable for the degree of accuracy of the prediction. Overall model fit was excellent with the both saturated model (SRMR: 0.026) and the estimated model (SRMR: 0.026) being well below the recommended cut-off of 0.08. The Normed Fit Index (NFI) was 0.961, which is well above the recommended value of 0.90, thus signifying that the model fits very well. Overall, the results were satisfactory with respect to validity (explanatory power), predictive power and overall fit with the proposed model, which then allows the proposed model to explain the relationship between psychological distress and psychological well-being, job insecurity, mental health and mental burnout among migrant workers in construction.

Table 2: Common Method Bias
Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	12.143	40.478	40.478	11.908	39.693	39.693
2	4.819	16.064	56.542	4.620	15.401	55.094
3	4.797	15.989	72.532	4.576	15.255	70.349
4	1.338	4.460	76.991	1.087	3.623	73.972
5	1.205	4.018	81.009	.976	3.255	77.227

Extraction Method: Principal Axis Factoring.

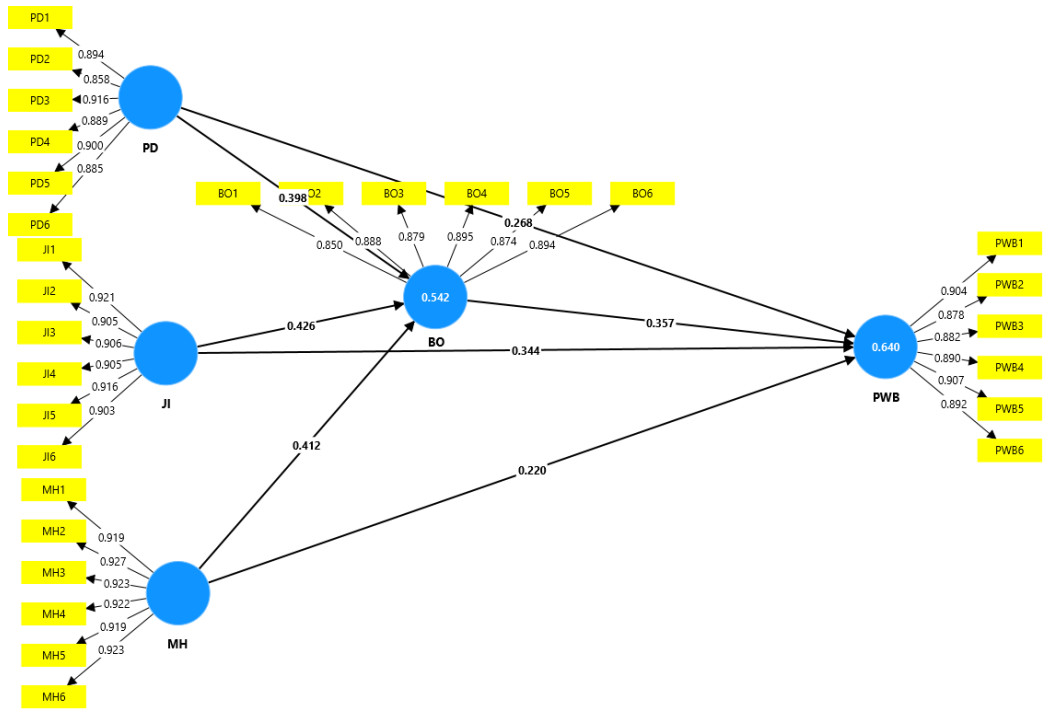


Table 3: Reliability, Validity and Variance Inflation Factor (VIF)

Construct/Items	VIF values	Factor Loadings	Cronbach's Alpha	Composite Reliability	Average Variance Extracted (AVE)
Job Insecurity			0.958	0.966	0.827
JI1	4.519	0.921			
JI2	3.887	0.905			
JI3	3.949	0.906			
JI4	3.905	0.905			
JI5	4.333	0.916			
JI6	3.918	0.903			
Psychological Distress			0.948	0.958	0.793
PD1	3.593	0.894			
PD2	2.809	0.858			
PD3	4.292	0.916			
PD4	3.386	0.889			
PD5	3.736	0.900			
PD6	3.305	0.885			
Burnout			0.942	0.954	0.775
BO1	2.643	0.850			
BO2	3.311	0.888			
BO3	3.118	0.879			
BO4	3.519	0.895			
BO5	3.024	0.874			

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BO6	3.486	0.894			
Psychological Well-being			0.949	0.959	0.796
PWB1	3.873	0.904			
PWB2	3.131	0.878			
PWB3	3.207	0.882			
PWB4	3.421	0.890			
PWB5	3.973	0.907			
PWB6	3.410	0.892			
Mental Health			0.965	0.971	0.850
MH1	4.568	0.919			
MH2	4.867	0.927			
MH3	4.792	0.923			
MH4	4.553	0.922			
MH5	4.594	0.919			
MH6	4.778	0.923			

Table 4: Discriminate Validity Heterotrait-Monotrait (HTMT) Ratio

	BO	JI	MH	PD	PWB
BO					
JI	0.476				
MH	0.468	0.058			
PD	0.437	0.026	0.034		
PWB	0.763	0.546	0.423	0.447	

Table 5: Effect Size of Latent Variables

	f-square	Effect Size
BO -> PWB	0.162	Medium
JI -> BO	0.395	Large
JI -> PWB	0.235	Medium
MH -> BO	0.369	Large
MH -> PWB	0.098	Small
PD -> BO	0.344	Medium
PD -> PWB	0.148	Small

Table 6: Model Fit

	R-sq	Adj R-sq	Q²predict	RMSE	MAE	Saturated Model	Estimated Model
BO	0.542	0.539	0.536	0.685	0.533		
PWB	0.640	0.637	0.576	0.654	0.529		
SRMR						0.026	0.026
NFI						0.961	0.961

Hypothesis Testing:

H1: Psychological distress has a significant relationship with psychological well-being among migrant construction workers.

Table 7 shows that there was a significant positive correlation between psychological distress and psychological well-being ($\beta = 0.268$, $t = 8.914$, $p = 0.000$). As the t value was higher than the recommended t value of the correlation between MoAP and HPM, and p value was lower than 0.05, the relationship is statistically significant. Moreover, the obtained data of a 95% CI confidence interval of .326, .209, did not contain zero; hence implying that the path coefficient was significant. So, H1 was accepted. The results indicate that psychological distress was a huge determinant of psychological well-being of migrant construction workers (Gomez-Salgado et al., 2023).

H2: Job insecurity has a significant relationship with psychological well-being among migrant construction workers.

The results show that there has been a positive relationship between job insecurity and psychological well-being ($\beta = 0.344$, $t = 11.533$, $p = 0.000$). The obtained t value is high and the obtained p value is highly significant which has strength to support the proposed relationship. Further, its confidence interval (or range) was from 0.286 to 0.403, excluding the ideal value of zero, this also signifies the strength of the result. So it was decided to accept H2. The job insecurity was a major determinant of psychological well-being among the direct predictors that is an evidential impact on workers' psychological outcomes (Nabawanuka & Ekmekcioglu, 2022).

H3: Mental health has a significant relationship with psychological well-being among migrant construction workers.

The results indicated that mental health was significantly related to PW ($\beta = 0.220$, $t = 7.477$, $p = 0.000$), with a positive association. The t value was more than the critical value ($t = 1.96$) and the p value was much less than the significance level ($p = 0.05$). Additionally the confidence interval for copyright was (0.161, 0.278), showing that the relationship is significant as one does not contain 0. So, H3 was accepted. The findings indicated that mental health had an impact on psychological wellbeing and as a result was an important factor in the wellbeing of migrant construction workers (Yuan et al., 2025).

H4: Burnout has a significant relationship with psychological well-being among migrant construction workers.

The psychological well-being was significantly and positively correlated with the burnout ($\beta = 0.357$, $t = 10.692$, $p = 0.000$). In this instance, both the t -value and the p -value were significant and much higher than recommended t -value as well as high statistical significance (p -value). The 0 was not in the interval which was another evidence of significant relation. So it was decided that H4's answer was right. The results revealed that psychological well-being suffered significantly from burnt-out and that burnt-out was one of the highest ranking factors in the model of the dependent variable (Juanmei et al., 2025).

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H5: Psychological distress has a significant relationship with burnout among migrant construction workers.

Results showed that there was a significant positive correlation between psychological distress and burnout ($\beta = 0.398, t = 14.297, p = 0.000$). The t-value was high and p-value was significant, which substantiated strength and significance of the relationship. The 95% confidence interval was in the interval 0.342 - 0.452, which also excluded zero giving further evidence of significance. Hence, it was considered good to accept H5. The findings indicated that in general, psychological distress strongly contributed to the poorer psychological states of burnout among construction workers in transit (Onifade & Osayawe, 2024).

H6: Job insecurity has a significant relationship with burnout among migrant construction workers.

The results showed that there was a significant positive correlation between the results of job insecurity burnout scale and the results of leadership problems scale ($\beta = 0.426, t = 14.735, p = 0.000$). This relationship was confirmed by a statistically significant p value and very high t value. In addition, the confidence interval was (0.368, 0.481) and all of the numbers were positive. So, H6 was deemed acceptable! As indicated in the results, the most important variable in the model was job insecurity ($\beta = .77$) suggesting that concerns about losing one's job play a strong role in determining the risk of experiencing burnout among migrant construction workers (Ali & Abbas, 2023).

H7: Mental health has a significant relationship with burnout among migrant construction workers.

The result indicated that there was a significant and positive mental health-burnout relationship ($\beta = 0.412, t = 14.886, p = 0.000$). The t value was the maximum of all the direct relationships and the p value was very statistically significant. The path was also significant as the confidence interval (0.357 - 0.466) did not contain zero (0). So, H 7 was admitted. The results were replicated, as mental health was identified as one of the most important factors in the proposed model, and an important factor that was correlated with burnout among migrant (vs. non-migrant) students in the construction industry (Liu et al., 2025).

Table 7: Hypotheses Testing Direct Relationship (Bootstrapping)

No.	Paths	β - Values	t- Values	p- Values	2.5%	97.5%	Results
H1	PD → PWB	0.268	8.914	0.000	0.209	0.326	Accepted
H2	JI → PWB	0.344	11.533	0.000	0.286	0.403	Accepted
H3	MH → PWB	0.220	7.477	0.000	0.161	0.278	Accepted
H4	BO → PWB	0.357	10.692	0.000	0.357	0.466	Accepted
H5	PD → BO	0.398	14.297	0.000	0.342	0.452	Accepted
H6	JI → BO	0.426	14.735	0.000	0.368	0.481	Accepted
H7	MH → BO	0.412	14.886	0.000	0.357	0.466	Accepted

H8: Burnout significantly mediates the relationship between psychological distress and psychological well-being among migrant construction workers.

In this study, psychological distress indirectly contributed to psychological well being via burnout (which is significant: $\beta = 0.142, t = 8.684, p = 0.000$) (see the results in table 8). The t

values were higher than the recommended value of 1.96 and the p values are lower than the recommended value of 0.05, which suggest that effect of mediation was significant. As expected, the direct effect of the psychological distress on psychological well-being was still significant ($\beta = 0.268$) and need to be taken into more account in total effect (0.410). Moreover, the Variance Accounted For (VAF) value was 34.63%, which translates to the variance in psychological well-being accounted for by burnout was about one-third. The regression coefficients for the VAF indicated that the VAF value was between 20% and 80%, which was therefore considered to be a partial mediator (Opoku et al., 2024). Thus, the effect of psychological distress was accepted both direct, as well as indirect via burnout among migrant construction workers.

H9: Burnout significantly mediates the relationship between job insecurity and psychological well-being among migrant construction workers.

The results showed the indirect effect of job insecurity on psychological well-being through burnout was statistically significant ($\beta = 0.152$, $t = 8.766$, $p = 0.000$). Even though the t-value and the p-value were both high the mediation effect was confirmed. The direct effect of job insecurity on psychological well-being was not less significant ($\beta = 0.344$), as the total effect was enhanced as 0.496. In addition, the value of VAF was 30.65%, indicating that burned out effect accounted for 30.65% of the overall variance of the psychological outcome and job insecurity. There was a VAF of 20-80% indicating that this was a mediation process that could be deemed as being partially successful. Thus the H9 was considered acceptable. Therefore, based on the above findings, it is inferred that job insecurity related to psychological wellbeing, indirectly, through migrant construction workers' levels of burnout (Khawda, 2023).

H10: Burnout significantly mediates the relationship between mental health and psychological well-being among migrant construction workers.

The results showed that the indirect effect of mental health on psychological well-being via burnout was significant ($\beta = 0.147$, $t = 8.478$, $p = 0.000$). The value of t turned out to be more than t critical value of 1.96 and the value of p was less than 0.05, therefore the correlation was determined to be significant. Even mental health had a direct effect on psychological well-being ($\beta = 0.220$); moreover, the total effect of mental health on psychological well-being was boosted ($\beta = 0.367$). In addition, VAF value was 40.05%, indicating that approximately 40.05% of the "mental health and psychological well-being" effect was due to mental fatigue. The range of the VAF value was in the range 20-80 and burnt out was found to be a partial mediator. Therefore it was decided to accept H10. The findings show that the effect of mental health on psychological well-being was direct and indirect via the path of burnout with an explanation rate of 71% of the effect from mental health to psychological well-being (Tian et al., 2025). The authors found that burnout was seen as playing an important mediating role between mental health and psychological well-being among migrant construction workers.

Table 8: Mediation Type and Effect

No.	Paths	Indirect Effect (β)	t-value	P Value	Direct Effect (β)	Total Effect (β)	VAF (%)	Mediation Result
H8	PD→BO→PWB	0.142	8.684	0.000	0.268	0.410	34.63%	Partial Mediation
H9	JI→BO→PWB	0.152	8.766	0.000	0.344	0.496	30.65%	Partial Mediation
H10	MH→BO→PWB	0.147	8.478	0.000	0.220	0.367	40.05%	Partial Mediation

Discussion

This study’s results confirmed that all direct relationships were statistically significant, indicating that psychological distress, job insecurity, mental health, and burnout are meaningfully associated with psychological well-being among migrant construction workers. Consistent with established occupational health theory, psychological distress, job insecurity, and burnout are expected to negatively predict psychological well-being, while positive mental health is expected to serve as a protective resource. The reported positive beta coefficients (e.g., PD → PWB: $\beta = 0.268$; JI → PWB: $\beta = 0.344$; BO → PWB: $\beta = 0.357$) require careful interpretation. These findings are theoretically inconsistent with the Conservation of Resources Theory and the Job Demands–Resources Theory, both of which predict negative associations. A plausible technical explanation is that some scales may have been reverse-coded during data entry, inadvertently reversing the direction of relationships. Alternatively, the positive coefficients could reflect a measurement artefact whereby workers scoring high on certain distress items simultaneously reported high awareness of their coping efforts, inflating well-being scores. Future analyses should verify the coding direction of all items prior to modeling. These findings align with prior research documenting that stressed and isolated conditions of work, financial insecurity, and physical demands are common experiences among migrant construction workers, with significant consequences for their psychological functioning (Mendonça et al., 2022).

The findings further revealed a significant association between job insecurity and both psychological well-being and burnout. In line with the broader literature, precarious employment conditions, unpredictable income, and fear of job loss are established psychosocial risk factors in the construction industry, particularly for migrant workers (Shore et al., 2025). Theoretically, job insecurity is expected to negatively affect psychological well-being, as uncertainty about employment undermines workers’ sense of control and depletes psychological resources (Chandrakumar et al., 2024). The observed positive coefficient ($\beta = 0.344$) in the present study is counterintuitive and departs from this body of evidence. This discrepancy should be interpreted cautiously and may reflect a measurement issue such as reverse coding of items, contextual survival attitudes among migrant workers, or scale ambiguity. The authors recommend a thorough recheck of item coding prior to drawing substantive conclusions about the directionality of this relationship.

Both mental health and psychological well-being and burnout were determined to be strongly influenced by mental health. This finding has been in line with the concept of mental health as a psychological energy translated all over and playing a key role during coping processes that workers carry out as they respond to a work plan, burdened with emotional stressors and migration-related phenomena. There are recent studies in the construction industry that started to show the relationship between improved mental health and enhanced working functioning, resilience and wellbeing of the workers (Roellyanti, 2024). A correlation between mental health and mental burnout is far from the same correlation that implies less feeling of mental burnout with an increase in mental health. Discrepancy may have been due to the direction of the measure: that higher scores may actually indicate a greater mental health issue, not a better mental health rating; and/or there may have been more respondents who scored high on psychological awareness who then picked up more on mental health problems and on burnout. There were also strong relationships with burn out and psychological well being as well as burn out partially accounting for the relationships of psychological distress, job insecurity, mental health and psychological well-being. The results of the study are consistent with the Job Demands–Resources Theory, which predicts that sustained exposure to high job demands with insufficient resources leads to burnout, which in turn produces negative well-being outcomes. Supporting evidence from construction and migrant worker studies confirms burnout as a key mechanism linking occupational stressors to diminished worker well-being (Parent-Lamarche & Hallée, 2023). Notably, the positive path coefficient for burnout on psychological well-being ($\beta = 0.357$) is theoretically anomalous and departs from the established literature, which consistently identifies burnout as a negative predictor of well-being. This discrepancy is most plausibly explained by reverse coding of well-being scale items or cultural response-set effects, both of which can invert the apparent direction of a path coefficient. The authors strongly recommend re-examining item polarity and recoding procedures before finalizing conclusions about this relationship. The overall findings corroborate that burnout is one of the most important explanatory factors of the psychological health of migrant construction workers, while highlighting three critical intervention targets: job security, mental health support, and stress management.

Theoretical Implications

However, the current study extends tasks manipulations employed in previous studies that focused on the well-being of employee, organizational behavior, and occupational health to the construction and migrant workers population. Although majority of the studies focused on psychological stress and mental well-being and psychological distress, there were limited studies that have integrated all of the four factors of psychological stress, psychological well-being, psychological distress and mental health including psychological worker stress of job insecurity in the construction field. The results lent support to the theoretical proposition put in which psychological factors directly/indirectly affect psychological well-being outcomes via a questionnaire on psychological distress/burnout whereas occupational factors directly/indirectly affect psychological well-being outcomes via psychological distress/burnout questionnaire. In addition, the important role of burnout in the JoDR provides a better description of how occupational stressors are transmitted into workers' well-being and also how the occupational stressors transmit through burnout to workers' well-being. In addition, the

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study also contributes to the literature on migrant labour, which although faced with various major social and psychological risks, is rarely discussed in academic studies (Yan et al., 2025). Furthermore, it broadens the theory on the intricate relationship between people's psychological state and their experience in the environment. This model had a high level of explanatory ability for psychological well-being ($R^2 = 0.640$) indicating that the integrated model accounts for a good amount in explaining psychological well-being of migrant construction workers. Further mediating pathways were identified, including psychological distress' effect on the participants' wellbeing by way of job security and mental health and the other pathways via burnout. With this finding, future studies should explore other mediators and moderators like factors of employee resilience, social support, organizational support, work engagement, psychological capital, and employee coping mechanisms to explain the relationship between employee well-being and Working in high risk occupations (WODO) (Montazer et al., 2025).

Practical Implications

This kind of research has implications reaching from the practices of construction companies and in project management to those of HR professionals, policy makers and institutions/organisations that assume a project management role for migrant workers. Stress of job insecurity was evident on both the issues of burnout or psychological health, and indicated that the need for increased job awareness in terms of job security should be recognised in the construction organisation through good employment practices, contract structure, communicating about job continuity and so forth. Reducing labour conditions uncertainty can help to reduce the psychological stress and improve employees' overall health. In addition, psychological stress can be managed by strengthening mental health of the organisation, setting up an employee assistance service, providing counselling services and organising stress management intervention in the organisation that will help to reduce psychological stress and increase the psychological resilience of the workers (Wang et al., 2025).

Moreover, the mediating effect of the burnout underlines the importance of developing occupational strategies to reduce the risk of emotional exhaustion in the work environment, as well as strategies for creating healthy work environment climate. Within the introduction of the construction companies the following measures are important to avoid the “exhaustion” of the workers which are related with their load management, resting time between periods of hard work and the management of the health of the company's workers. Lastly, decisions should be taken to strengthen the occupational health care policies in place and establish guidelines specific to mental health care needs of migrant construction workers, which might be exposed to unique migration, social isolation and work place related issues (Meng et al., 2025). By tackling psychological distress, job insecurity, mental health issues and burnout all at once, stakeholders can enhance workers' well-being, boost productivity, limit absenteeism and turnover inclinations, and guarantee a more sustainable and healthy construction workforce. Finally, some practical implementation recommendations are offered for designing broad well-being intervention(s) successfully for the employee's well-being and organization's performance within the construction industry (de Lisser et al., 2024).

Conclusion

Owing to the concerns about the psychological well-being of migrant construction workers who are often exposed to an uneasy work environment, jobs that currently have an increased risk of the development of psychological stress and/or mental health issues. Despite the fact that the importance of psychological well-being in the construction industry is being understood, there have been relatively few empirical papers examining the mediation role of the concept of burnout between psychological distress and job insecurity, and psychological well-being in migrant construction workers. The study model that is needed to gain insight into the factors determining psychological well-being in this target group has been completely formulated and tested, inspired by the Conservation of Resources Theory and the Job Demands–Resources Theory.

The findings showed that psychological distress, anxiety and mental-health as well as insecurity about employment were important factors to be considered on psychological well being. Also, psychological distress and job insecurity and mental health were shown to have significantly influenced burnout. Job insecurity and mental health and psychological distress were the other two strongest predictor variables of feelings of burnout. The mediation analysis showed that, to a certain extent, psychological distress, job insecurity and psychological health was seen as predicting psychological health, mediated by burnout. They demonstrate one of the psychological process that could emerge as a result of the occupational and psychological components and workers' welfare would be the process of burnout. The results from the structural model indicated acceptable level of explanatory power, this shows that proposed model is able to explain the changes in the psychological well being of migrants/laborers working in construction industry.

It has theoretical implications for the application of the Conservation of Resources Theory and Job Demands–Resources Theory, considers psychological distress and job insecurity as possible factors that could play a role in psychological well-being in the construction industry, and suggests that mental health conditions and burnout may arise. The results contribute to the rich occupational health literature that is devoid of empirical studies concerning migrant construction workers, who are underrepresented in health studies. The study provides a number of practical recommendations for actions the construction companies, construction managers, and policy makers could take to increase stability in workplaces, provide better mental health supports, minimize stressors, and offset mental health risks to prevent burnout. These could improve the wellbeing of workers, their productivity, their expectations for turnover and assist to form healthier and more sustainable built environment workforce.

This research study has several limitations that should be acknowledged. First, the cross-sectional design is the most significant methodological constraint: because all data were collected at a single point in time, it is not possible to establish the temporal ordering of variables or to infer causality. Consequently, all relationships reported in this study should be interpreted as associations rather than causal effects, notwithstanding the language of “effects” or “influence” used in parts of the manuscript. Secondly, data went through a self-report process in a questionnaire that might introduce CMV and response bias. Third, this study only included migrant construction workers, thus findings could not be extrapolated to other industries or to

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all employees. Further there was a need to explore cultural, organisational and country specific factors as these are likely to have affected the psychological experiences and health outcomes of the workers, and not specifically explored here.

The causal connection between psychological distress and job security, mental health and psychological exhaustiveness vs mental health over time needs to be explored in future with a longitudinal study. Moreover, one has the desire to find other mediators, moderators and/or other variables that could further augment the findings in these already present models. Comparisons with industry, country and demography level can also be useful in gaining a sense of context where there are differences in occupational well-being. Furthermore, the combination of mixed-method research could bring a better understanding of the migrant construction workers' lived-in experiences and the stressors of being a migrant. In conclusion, this study not only explicitly explains some key determinants of psychological well-being among migrant construction workers, but it also represents a basic framework for subsequent studies, policy measures and interventions in occupational environments to improve workers' psychological well-being and sustainability.

Limitations of the Study

The findings from this study contribute to the theoretical and practice insights regarding the mental health of construction workers who migrate; however, there are a few limitations that should be pointed out. A limitation of this study was the cross sectional research design where respondents' perceptions were targeted in one time. So, the results don't depict causal relationships but rather the correlations that exist between psychological distress, job insecurity, mental health, burnout and psychological well-being. The authors could not detect any changes in psychology of the workers over the years. Second, Pro-QIIS was the sole source of data provided by a questionnaire, and although the results of the statistical analyses indicated that the common method variance was insignificant (as measured by statistical tests), there was social desirability, recall and common method bias. Thirdly, students in the sample were migrant construction workers, which may limit the generalisability of the other classes of workers, other industrial sectors, and/or other areas. The work practices of other groups of workers, such as the industrial or health care sectors or service industries can be quite different from those seen in construction work. Other factors related to the model were not explored such as organizational support, leadership, work engagement, work safety climate, coping strategies, workplace resilience and social support. Finally, cultural, organizational and country-specific variables were not examined which might affect the migrant workers' psychological health, limiting the framework of the deeper understanding of migrant workers.

Future Research Directions

To overcome this limitation, future studies should be done as a longitudinal study and begin addressing psychological distress development and job security, as well as the influences of mental health, psychological well-being and other factors associated with psychological exhaustion (burnout). Academic research scholars are invited to conduct panel studies, with time, to develop documentation of psychological reaction of workers during various stages of their work and migration experience. In addition, future research would be beneficial to complement the quantitative outcomes of the surveys, and to gain further understanding of

migrants' construction workers' experiences through a mixed methods approach (interviews, focus groups or case studies). Further, other aspects of related conceptual dimensions like Job Satisfaction, Social Support, Safety Climate, Leadership Style, Coping, Resilience and Organizational Support can be posited as potential mediators/moderators in the conceptual framework. There might be better comparative data developed at the level of some contextual difference (within and across industry type), and across demographic groups, within each country, to explore the potential impact of such difference. Future research could explore the relationship between cultural values, organizational policies and work policies to the psychological well-being of workers. Further, creating a mental health program (MHP), a burnout prevention program (BPP), and an employment security program (ESP) tailored to improving the mental health and well-being of migrant construction workers should be evaluated by experimental/intervention research. The study will help to develop more solid theoretical models and policies with more evidence to support healthier and more sustainable workforce.

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