

Mental Health among Government and Private Bank Employees

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ABSTRACT

The Purpose of the proposed research is to study the Mental Health of government and private bank employees. 60 Government bank employees (30 Male and 30 Female) and 60 Private bank employees (30 Male and 30 Female) total of 120 Bank employees were selected for the study as a sample. Mental Health Analysis Questionnaire prepared by Dr. Ashwin Jansari, Dr. Harkant D. Badami and Dr. (Smt.) Charulata H. Badami was used for the data collection. "t" test was used. The result has shown that (1) There is a significant mean difference in the mental health scores of Government and Private Bank employees. The private bank employees have good mental health than government bank employees and (2) There is no significant mean difference in the mental health scores of Male and Female bank employees.

Keywords: *Mental Health, Bank Employees, Government Sector, Private Sector*

Mental health is a level of psychological well-being or an absence of mental illness. It is the "psychological state of someone who is functioning at a satisfactory level of emotional and behavioral adjustment". From the perspective of positive psychology or holism, mental health may include an individual's ability to enjoy life, and create a balance between life activities and efforts to achieve psychological resilience. According to the World Health Organization (WHO), mental health includes "subjective well-being, perceived self-efficacy, autonomy, competence, inter-generational dependence, and self-actualization of one's intellectual and emotional potential, among others.". The WHO further states that the well-being of an individual is encompassed in the realization of their abilities, coping with normal stresses of life, productive work, and contribution to their community. Cultural differences, subjective assessments, and competing for professional theories all affect how "mental health" is defined.

What is mental health?

Mental health is a state of well-being in which a person understands his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.

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Both physical and mental health is the result of a complex interplay between many individual and environmental factors, including:

- family history of illness and disease/genetics
- lifestyle and health behaviors (e.g., smoking, exercise, substance use)
- levels of personal and workplace stress
- exposure to toxins
- exposure to trauma
- personal life circumstances and history
- access to supports (e.g., timely healthcare, social supports)
- Coping skills.

When the demands placed on someone to exceed their resources and coping abilities, their mental health will be negatively affected. Two examples of common demands are i) working long hours under difficult circumstances, and ii) caring for a chronically ill relative. Economic hardship, unemployment, underemployment, and poverty also have the potential to harm mental health.

What is good mental health?

Mental Health is “the emotional and spiritual resilience which enables us to enjoy life and survive pain, suffering, and disappointment. It is a positive sense of wellbeing and an underlying belief in our and others dignity and worth. It is influenced by our experience and our genetic inheritance.” (World Health Organization)

Tabassum and Jaha (2011) incorporated 128 male and 64 female private commercial banks employees examine the quality of work life with respect to gender. Results revealed that there is a significant gender difference in the quality of work life. Furthermore, Authors also found significant gender differences in areas of quality of work life namely; adequate and fair compensation, flexible work schedule and job assignment, attention to job design, and employee relations.

Nahar et al. (2013) designed a study to investigate the association of job stress and mental health on government and non-government employees. A sample of one hundred employees in which 50 government and 50 non-government employees consisted of the study. Work stress is measured by Occupational stress index by Shrivastav and mental health was measured by the General Health Questionnaire. Results revealed that there is a significant positive correlation between job stress and types of job. Additionally, significant job stress was found in non-government employees than government employees. Moreover, there is a negative correlation was found between job satisfaction and gender.

Objectives :

1. To assess the mental health among government and private bank employees.
2. To assess the mental health among male and female bank employees.

Hypotheses :

- (1) There will be no significant mean difference in the mental health scores of Government and Private Bank employees.
- (2) There will be no significant mean difference in the mental health scores of Male and Female bank employees.

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Variables :

Independent Variable :

- (1) **Gov. /Private Sector** : Government and Private Bank employees.
- (2) **Sex**: Male Bank employees and Female Bank employees.

Dependent Variable:

Mental Health Score

Sample :

The sample of the present study constituted a total 120 employees out of which 60 were from types of the bank (30 government and 30 private) and 80 from gender (30 male and 30 female).

Tools :

Mental Health Analysis Questionnaire prepared by Dr. Ashwin Jansari, Dr. Harkant D. Badami and Dr. (Smt.) Charulata H. Badami was used. In this questionnaire, there are a hundred statements which are to be answered to either in yes or no. Reliability of this test is computed by test-retest method. Reliability showed there is 0.76.

Statistical Analysis :

The Investigation was conducted in a group of 30-30 subjects of Schools. Scoring was done according to the methods given in manuals of respective devices. To analyze the data mean, SD and “t” value was computed.

RESULT AND DISCUSSION

Table – 1, Showing mean, SD and “t” value of Government and Private Bank employees

Group	N	Mean	SD	“t” – value	Sign. level
Government Bank employees	60	25.72	3.50	2.15	0.05
Private Bank employees	60	28.93	4.39		

As can be seen from the above table that “t” value of 2.15 is significant at the 0.05 level. This means that the two groups under study differ significantly in relation to mental health. The mean score of the government bank employees group is 25.72 and SD is 3.50 as against the mean score of 28.93 and SD is 4.39 of the private bank employees. It should be remembered here that, according to the scoring pattern, higher score indicated good mental health. Thus from the result, it could be said that the private bank employees have good mental health than government bank employees. The hypotheses no.1 “There is no significant mean difference in the mental health scores of Government and Private Bank employees” is rejected.

Table – 2, Showing means, SD and “t” value of Male and Female bank employees.

Group	N	Mean	SD	“t” - value	Sign. level
Male Bank employees	60	28.50	3.11	1.86	N.S.
Female Bank employees	60	27.33	3.74		

As can be seen from the above table that “t” value of 1.86 is not significant at the 0.05 level. This means that the two groups under study do not differ significantly in relation to mental health. The mean score of the male bank employees group is 28.50 and SD is 3.11 as against the mean score of 27.33 and SD is 3.74 of the female bank employees. The hypotheses no.2

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“There is no significant mean difference in the mental health scores of Male and Female bank employees” is accepted.

CONCLUSION

- (1) There is a significant mean difference in the mental health scores of Government and Private Bank employees. The private bank employees have good mental health than government bank employees.
- (2) There is no significant mean difference in the mental health scores of Male and Female bank employees.

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Conflict of Interest

The authors carefully declare this paper to bear not a conflict of interests

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