

Mental health problems at the workplace: A review

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ABSTRACT

The present article emphasized on the importance and factor which affect the mental health of the individual in context of workplace. Mental health is very important aspect of individual life. Mental Health refers to a state of wellbeing in which person realizes his/her own abilities, can manage normal stresses of life, work productively and effectively, and able to make contribution to his/her community (WHO, 2001). If the person is failed to realize his/her abilities to deal with demand of the workplace, not able to manage normal stress of workplace life then he/she may have developed some kind of mental health problems. When it comes to the workplace there are many factors which influenced the person's mental health. Factors like, monotonous work, shift work, unclear roles, negative moods and daily hassles, due to these factors people develop some of the mental health problems such as negative affect, depression, and psychological distress. The present article also highlighted the need to organize mental health workshop at the workplace so that the mental health awareness can be spread.

Keywords: *Mental Health, Workplace*

Mental health problems are significant public health concern for all individuals, but especially at the workplace. The majority of mental disorders first emerge between the ages of 15-24 (Kessler et al., 2005). Mental health problems in young adulthood also are associated with substance use, and poorer academic, employment and other social outcomes later in life (Eisenberg, Golberstein, & Gollust, 2007). Rastogi and Kashyap (2001) reported significant negative relationship between occupational stress and mental health among employed in teaching, nursing and clerical jobs. The sources of stress for working professionals are heavy workload, lack of co-operation from colleagues or neighbors and negative community attitude. Mental health is very important for individuals, families and communities, and is more than simply the absence of a mental disorder. Mental health is defined by the World Health Organization (WHO, 2001) as 'a state of well-being in which the person realizes his or her own abilities, can manage normal stresses of life, work productively and effectively, and is able to make a contribution to his or her community'. A mental disorder is any illness that affects people's emotions, thoughts or behaviour, which is out of keeping with their cultural beliefs and personality, and is producing a negative effect on their lives or the lives of their families (World Health Organization, 2008). There are

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many different types of mental disorders ranging from common disorders such as depression and anxiety to more severe ones such as schizophrenia. Effective treatments are available for people with mental disorders, and many types of mental disorder can be managed at the primary health care level with complementary support from community-based workers and community members.

REVIEW OF LITERATURE

Mental health issues are more significant in context to the workplace; Psychological demands, low control and influence, and double exposure had significant inverse associations with mental health problems (Ghaddar, Mateo, & Sanche, 2008). Research has shown that engaged workers report well mental and psychosomatic health problems (Demerouti et al., 2001). There are number of factors that have been associated with mental health problems at workplace which are, hopelessness (Negron, Piacentini, Graae, Davies, & Shaffer, 1997), elevations in suicidal ideation (Prinstein et al., 2008), higher levels of affect deregulation, and greater numbers of self-injurious behaviours (Zlotnick, Donaldson, Spirito, & Pearlstein, 1997). Some other study shows non-working has better mental health in comparison to working women (Maqbool, Shrivastava, & Pandey, 2014). Study revealed women have shown poor mental health at their organisation environment because they are not sharing their problem with other at workplace (Kaushik & Behmani, 2011). In recent study, Dhanalakshmi (2015) found general health problems negatively correlated with work satisfaction and positive correlated with work family conflict and both are the predictor of general health problems. Among police personnel study investigated by Sharan and Shyam (2015) in which they have found stress turned out to be a negative predictor of self-rated health as well as general health whereas optimism was found to contribute positively to the domain of health. Self-awareness and spiritual belief are predictors of mental health among working professionals (Nagar & Sadhu, 2015). Hasnain, Ansari, and Sethi (2011) reported the no significant difference between working and non-working woman on mental health. In recent research, Yadav (2015) has shown male teachers score significantly high on mental health as compared to male bank employees. On the other hand, women belonging to the two professions were similar to each other on dimension of mental health. Batth and Darolia (2014) revealed family distress and job distress exert negative effect on mental health. These variables lead to somatic complaints, sleep disturbance, problems in social functioning, anxiety, and depression. They concluded that work facilitation as well as family facilitation has positive effect on mental health. Recent studies are trying to find out the role of mental health problems at workplace especially in Indian context and revealed the depression, stress and suicidal ideation are major factor which play significant role among working professionals (Panchal, Joshi and Kumar, 2014; & Panchal & Joshi, 2016). Continuing to this, the researcher also emphasized the resilience level which played a significant role in wellbeing of the individual (Panchal, Mukerjee, & Kumar, 2016).

CONCLUSION

In conclusion, the current study serves as initial step in developing a better understanding of mental health problems at workplace. The present review suggests that mental health problems are major concern in context of workplace. This study provides a foundation and impetus for investigating mental health problems over time and underlines a need to assess the associated factors which play important role in mental health problems. Mental health should not be looked upon as single component rather it is a broad one. So academician as well as mental health professionals should assess numerous psychological and professionals risk factors including depressive symptoms, negative affect, and professionals environment to pinpoint the problem so that a better treatment plan should be prepared. The review also

suggested need to organize mental health workshop at the workplace so that the mental health awareness can be spread. These studies have important implications for treatment and prevention programming which should aim at reducing mental health problems at workplace and future research are needed in this area.

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Conflict of Interest

The author declared no conflict of interest.

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