

Research Paper

A Comparative Study of Mental Health among Government and Non-Government Employees

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ABSTRACT

Mental health is a term used to describe either a level of cognitive or emotional well-being or the absence of a mental disorder. From the perspectives of the discipline of Positive Psychology or Holism, mental health may include an individual's ability to enjoy life and procure a balance between life activities and efforts to achieve psychological resilience. This study aims to conduct a thorough comparative analysis of government and non-government employees, exploring their differences in various aspects such as Mental Health, benefits, work environment, job security, and career progression. In the present study, the researcher selected 120 employees (30 male Government, 30 female Government, 30 male non-Government, and 30 female Non Government) using a purposive sampling technique. The researcher utilized the "Mental Health Inventory" developed by Dr. A.B. Jansari, Dr. Harkant Badami, and Dr. Charulata H. Badami (2011). The results indicate a significant difference in mental health levels between Government and Non-Government employees.

Keywords: *Mental Health, Government Employees, Non-Government Employees, Comparative Study, Psychological Well-being, Mental Health Inventory, Occupational Stress*

Mental health is an integral part of our overall wellness, as it encompasses our emotional and psychological well-being. Just as we care for our physical health, nurturing our mental health is equally important. It involves understanding and managing our emotions, seeking help when necessary, and fostering resilience to life's challenges. Prioritizing mental health not only enhances our individual quality of life but also contributes to creating a more compassionate and understanding society. According to J.A. Hadfield (1950), "Mental health is full and harmonious functioning of the whole personality". The White House Conference in its Preliminary Report (1930) stated, "Mental Health may be defined as the adjustment of individuals to themselves and to the world at large with a maximum of effectiveness, satisfaction, cheerfulness, and socially considerate behaviour and the ability of facing and accepting the realities of life".

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REVIEW OF LITERATURE

- **Dr.Pankaj Suvera (2017):** Conducted a study on 240 bank employees in Ahmedabad. The findings indicated that government bank employees reported significantly better mental health than their non-government counterparts. Male employees and those with higher experience also reported superior mental health.
- **Khudaniya and Kaji (2014):** Investigated 100 employees across various sectors. Statistical results indicated no significant differences in occupational stress, job satisfaction, or mental health based on employment sector or gender. However, a negative correlation was found between occupational stress and mental health.
- **Meena et al. (2023):** Assessed 60 private and public sector employees in the Delhi NCR region. The findings indicated a significant association between the sector of employment and levels of depression and stress. Professional experience and marital status also showed significant relationships with mental health outcomes.

Objectives of the Study

1. To study and compare Government and Non-Government employees with regard to their Mental Health.
2. To study and compare Government and Non-government male employees with regard to their Mental Health.
3. To study and compare Government and Non-government female employees with regard to their Mental Health.

Hypotheses of the Study

- **H01:** There will be no significant difference between Government and Non-Government employees with regard to their Mental Health.
- **H02:** There will be no significant difference between male Government employees and male Non-Government employees with regard to their Mental Health.
- **H03:** There will be no significant difference between female Government employees and female Non-Government employees with regard to their Mental Health.

RESEARCH METHODOLOGY

- **Method:** A descriptive research method was employed.
- **Sample and Sampling:** The sample comprised 120 employees from the Patan District of Gujarat, equally categorized by gender (60 males and 60 females) and sector.
- **Research Tools:** The “Mental Health Inventory” by Dr. A.B. Jansari, Dr. Harkant Badami, and Dr. Charulata H. Badami (2011) was used.
- **Statistical Techniques:** Data were analysed using Mean, Standard Deviation (S.D.), and the t-test for significance of difference between means.

RESULTS AND INTERPRETATION

Table - A: Differences in Mean score of Mental Health (Total Sample)

Employees	N	Mean	SD	t-Value	Level of Sig.
Female Govt	60	72.45	14.30	4.821**	0.001 Significant
Female Non-Govt	60	60.12	13.85		

The calculated t-value (4.821) is significant at the 0.01 level (df=118). Thus, the null hypothesis is rejected. Government employees exhibit better mental health.

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Table - B: Differences in Mean score of Mental Health (Male Employees)

Employees	N	Mean	SD	t-Value	Level of Sig.
Male Govt	30	71.80	15.42	3.645**	0.001 Significant
Male Non-Govt	30	58.15	13.50		

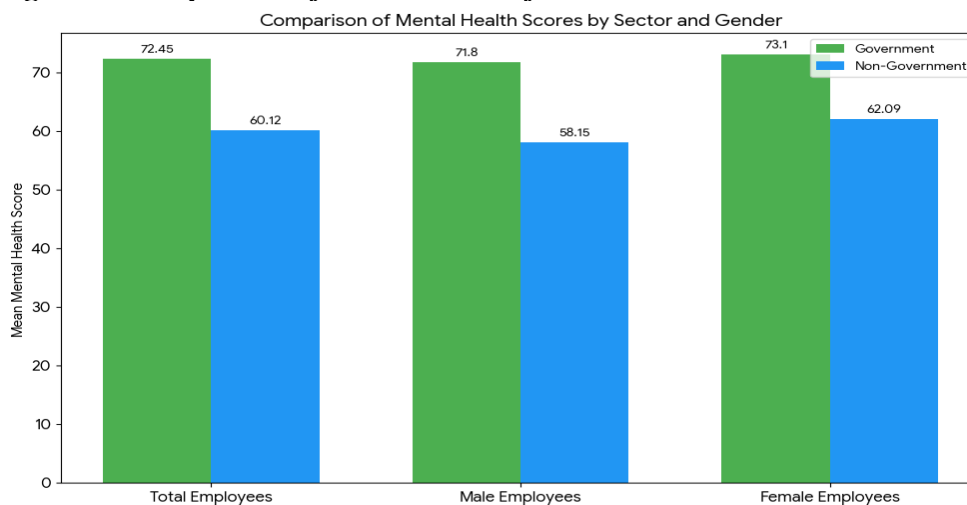
The t-value (3.645) is significant at the 0.01 level (df=58). Male government employees have better mental health.

Table - C: Differences in Mean score of Mental Health (Female Employees)

Employees	N	Mean	SD	t-Value	Level of Sig.
Female Govt	30	73.10	13.18	3.861**	0.001 Significant
Female Non-Govt	30	62.09	14.20		

The t-value (3.861) is significant at the 0.01 level (df=58). Female government employees show superior mental health.

Figure 1: Comparison of Mean Scores of Mental Health



Findings

1. Government and Non-Government employees differ significantly in their mental health.
2. Government employees report higher levels of mental health satisfaction compared to non-government employees.
3. Male government employees possess significantly better mental health than their private-sector counterparts.
4. Female government employees are more satisfied and exhibit better mental health than female non-government employees.

Importance of The Research

This research provides valuable data regarding the individual, social, physical, and economic difficulties faced by employees in different sectors. It is instrumental in identifying ways to remove professional obstacles, enhance social security, and boost overall mental health. This study serves as a resource for students, researchers, and professionals working in the field of counselling and organizational psychology.

Limitations of the Study

1. **Geographic Scope:** The study is restricted to the Patan District, which may not represent the mental health status of employees across the entire state or country.
2. **Sample Size:** The sample of 120 is relatively small for drawing broad generalizations across diverse industries within the non-government sector.
3. **Data Collection:** The reliance on self-reporting scales may lead to subjectivity or social desirability bias in responses.

Future Suggestions

1. **Expanded Demographics:** Future research should include factors such as age, years of service, and specific job roles (e.g., teaching vs. banking).
2. **Qualitative Analysis:** Incorporating interviews alongside quantitative inventories could provide a deeper understanding of the causes behind lower mental health scores.
3. **Intervention Studies:** Researchers could study the impact of specific stress-management workshops on the mental health scores of private sector employees.

CONCLUSION

The study concludes that the nature of employment and the workplace environment significantly impact an individual's mental health. To improve the mental health of non-government employees, organizations should consider implementing stress management programs, employee assistance schemes, and mental health counselling services.

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Conflict of Interest

The author(s) declared no conflict of interest.

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