

Mental Health: A Comparative Study of Government and Non-Government Bank Employees

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ABSTRACT

The purpose of the present study was to investigate the impact of types of employees, Gender and types of experience of the government and non-government bank employee on mental health. The sample for the study comprised of 120 government bank and 120 non-government bank employees from Ahmedabad city. Personal data sheet, and Srivastava, (1983) Mental health inventory were used to collect the required data. 2x2x2 factorial design was planned where types of employees, Gender and types of experience were considered as independent variables and mental health as dependent variables. Accordingly, 2x2x2 ANOVA was carried out to test the hypothesis. Results revealed significant difference between Types of employees. The government bank employee's mental health is better than the non-government bank employees. The male bank employee's mental health is better than the female bank employees. The high experience bank employee's mental health is better than the low experience bank employees. There Significant interaction effect between types of employees and gender of bank employees on mental health. There significant interaction effect between gender and types of experience of bank employees on mental health. There is not significant interaction effect between the types of employees and types of experience of bank employees on mental health. There is not significant interaction effect between the types of employees, Gender and types of experience of bank employees on mental health.

Keywords: *Mental Health, Government, Non-Government, Bank employees*

Mental health is an emotional and psychological well-being in which individual is able to use his or her cognitive and emotional capabilities; function is society and meets the ordinary demands of everyday life. The field of mental health has made many advances, particularly since 1980. These developments include an increased understanding of the brain function through the study of neuroscience, the development of effective new medications and therapies and the standardization of diagnostic codes for mental illness. Health, an indispensable quality of human

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beings, has been reported as soil on which the finest flower grows. Sound health makes sound mind, adds to the happiness of a person, and leads to a meaningful and active life. The preamble of the World Health Organization's Charter defined health as state of complete physical, mental and social well-being, not merely the absence of disease or infirmity" (Monopolis et. al., 1977).

A review of current literature indicates that people who participate in sports activities enjoy better mental health, are more alert, and more resilient against the stresses of modern living. Participation in sports and reaction activities can reduce stress, anxiety and depression. According to Bandura's (1977) social cognitive theory, behavior is shaped by the interaction between individual and environmental factors. This theory emphasizes the influence of social interaction in relation to behavior.

Extensive evidence shows that social participation and social support increase participation in physical activity and engagement in physical activity is strongly associated with mental health. Anand (1989) had defined mental health as the behavioural characteristics of personality. According to him a mentally healthy person should be understood as a dynamic and conscientious individual who is found to be reasonably rationed in the choice of means for the realization of his pious ends. Karayurt and Dicle (2008) explored the relationship among locus of control and mental health status among 262 Turkish nursing students. Results revealed that increased external locus of control was highly related with the high risk of mental health problems. The relationship between the mental health status and LOC was positively but weak during the first year nursing students however a constant increase has been noticed in the internal locus of control with the year of nursing that also had a positive influence on the mental health status. Holder and Levi (1988) too had found that college students with more external locus of control (Powerful Others and Chance) had higher scores on the SCL-90-R Subscale. The result of other studies indicated that locus of control correlates positively with the ability to cope with stress and negatively with various aspects of psychopathology including depression, anxiety, hostility, summarization, psychotics and interpersonal problem. In other words these studies show that persons with a high internal locus of control are much more capable of coping with their problems than persons with a high external locus of control (Selander et. al., 2005 & Wu AM et. al., 2004).

Objectives Of The Research

The objectives of research are centered on the research problem. The objectives decided for the present research are as follow.

1. To study the mental health among the government and non-government bank employees.
2. To study the mental health among the male and female bank employees.
3. To study the mental health among the low and high experience of bank employees.

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4. To study the interaction effect on the mental health of the types of employees, Gender and Types of experience of bank employees.

Hypothesis Of The Research

1. There is no difference between the mental health of the government and non-government bank employees.
2. There is no difference between the mental health of the male and female bank employees.
3. There is no difference between the mental health of the low and high experience of the bank employees.
4. There is no interaction effect on the mental health of the types of employees and gender of the bank employees.
5. There is no interaction effect on the mental health of the types of employees and types of experience of the bank employees.
6. There is no interaction effect on the mental health of the gender and types of experience of the bank employees.
7. There is no interaction effect on the mental health of the types of employees, gender and types of experience of the bank employees.

Sample Of The Research:

The aim and object of this study is to get information regarding mental health of government and non-government bank employees for this purpose Ahmedabad city was selected. A government and non-government bank employee of Ahmedabad city was selected. Importance of this study was made understood to manager for his press permeation and requested him to cooperate and thus his permission was granted. Government and non-government bank employees of were listed out separately. Among these list 120 government and 120 non-government bank employees were randomly selected. Among these 120 government employees 60 were male and 60 were female. Among 60 employees, 30 were low experience employees while 30 were of high experience employees. And non-government employees in the same way. In this way the sample was 240 employees.

Tools used of the Research:

The following tools were used in the present study:

1. Personal Data sheet:

A personal data sheet developed by the investigator was used to collect information about Types of employee, Gender and Types of experience.

2. Employee Mental Health Inventory:

Mental health inventory was developed by Srivastava, (1983) contains 56 items out of which there are 32 negative and 24 positive statements to measure the mental health of a person as a whole and also its six dimensions namely, 1. Positive self-evaluation, 2. Perception of reality 3. Integration of personality, 4. Autonomy, 5. Group oriented attitude and 6. Environmental

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mastery. Each item to be related on a four point scale i.e. Always, Most of the times, Sometimes and Never. The scoring of the negative statement will be reversed. High score obtained by the subject are indicative of good mental health and vice versa.

Statistical Analysis of the Research:

In this study 'F' Test was used for statistical analysis.

RESULT AND DISCUSSION OF THE RESEARCH

'F' Values were calculated by 2x2x2 factorial analysis method to check "Null hypothesis" (1to7) constructed with reference to study of independent and inter-relational effect on mental health of Types of employee, Gender and Types of experience of mental health under this 2x2x2 factorial design were obtained for 8 (Eight) groups, which is shown in table No. 1.

Table No. 12x2x2 ANOVA Analysis summary of mental health with reference to types of employee, gender and types of experience(N = 240)

Source of Variance	Sum of square	df	Mean Sum of Square	F	Level of Significant
Types of employee	1391.74	1	1391.74	95.19	**
Gender	590.89	1	590.89	40.42	**
Types of experience	875.77	1	875.77	59.90	**
Types of employee x Gender	17.00	1	17.00	01.16	NS
Types of employee x types of experience	40.84	1	40.84	02.79	NS
Gender x Types of experience	65.10	1	65.10	04.45	*
Types of employee x Gender and types of experience	49.50	1	49.50	03.39	NS
Error (SSW)	3391.32	232	14.62		
SST	6422.16	239			

** P < 0.01, NS = Not Significant, * P < 0.05

Table No. 2 Difference between mean scores of mental health with reference to types of employee, gender and types of employees

Independent Variables	Categories	n	Mean	Difference between the mean
Types of Work(A)	Government A1	120	105.44	15.60
	Non- Government A2	120	89.84	
Types of area (B)	Male B1	120	101.03	6.78
	Female B2	120	94.25	
Age (C)	Low C1	120	102.81	10.34
	High C2	120	92.47	

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1. Types of employee and mental health of the bank employee :

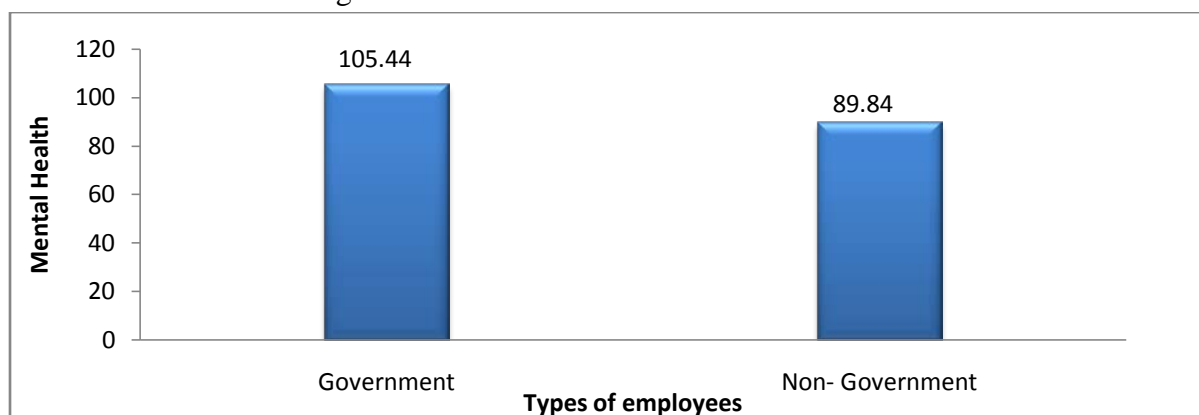
Null hypothesis 1 was constructed to get information whether any significant difference exist mental health of government and non-government bank employees.

It can be clearly seen from above table No. 1 that 'F' value regarding mental health of government and non-government bank employees was 95.19 this 'F' value is significant at 0.01 level. So null hypothesis 1 is rejected, i.e. the result shows significant difference. It can be clearly seen table No. 2 that mean of score of government and non-government bank employees were 105.44 and 89.84 respectively. The difference between mean of mental health of government and non-government bank employee is 15.60. Hence it can be said that mental health of non-government bank employees than government bank employees is more. This difference can also be seen from graph 1 designed on the basis of obtained result.

Graph 1

X = Types of employees (government A_1 and non-government A_2)

Y= 1.00 Sem. = 20 Average Score



1. Gender and mental health of the bank employees :

Null hypothesis 2 was constructed to get information whether there is any significant difference exists mental health between male and female bank employees. 'F' Value obtained from test to check null hypothesis 2 was 40.42 this value can be seen in table No. 1. This 'F' value is significant at 0.01 level i.e. there is significant difference between mental health of male and female bank employees, and null hypothesis 2 is rejected. To make this result more clear, it can be seen clearly from table No. 2 that mean score of mental health of male and female bank employees were 101.03 and 94.25 respectively. There is difference of 6.78 in mental health of male and female bank employees. Hence it can be said that there is significant difference between mental health of male and female bank employees. There is wide difference between mean of male and female bank employees.

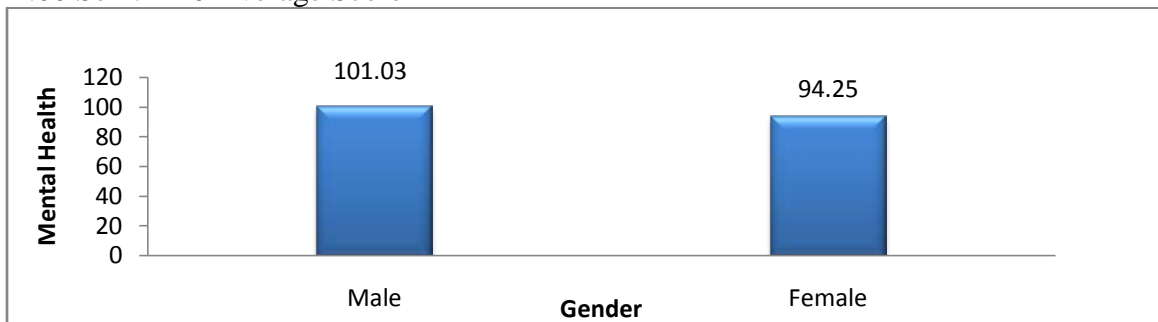
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This difference can be clearly seen from graph 2 which is prepared on the basis of obtained mean of mental health. It shows that significant difference exists regarding mental health of male and female bank employees.

Graph -2

X = Gender (Male B₁ and Female B₂)

Y = 1.00 Sem. = 20 Average Score



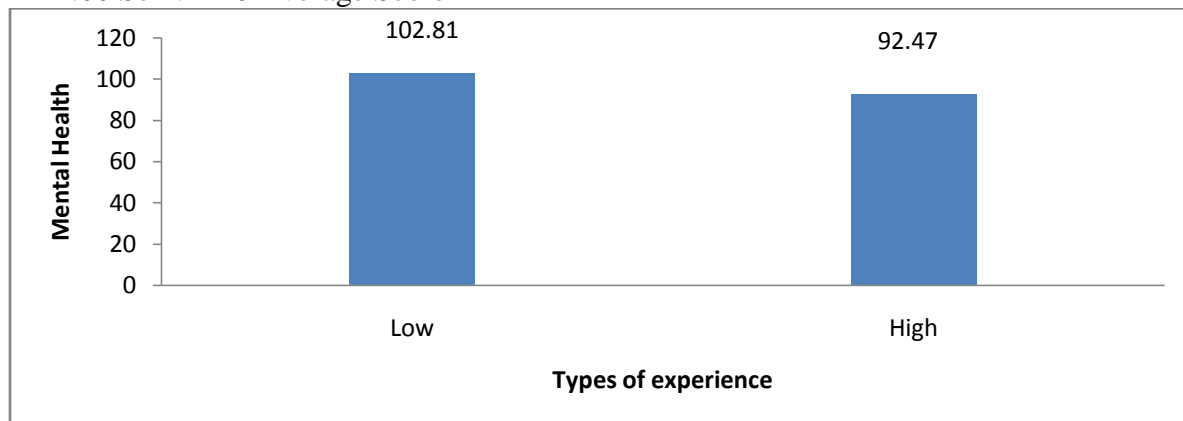
2. *Types of experience and mental health of bank employees :*

Null hypothesis 3 was constructed to get information whether there is any significant difference exists mental health between low and high experience of bank employees. It can be clearly seen from above table No. 2 that 'F' value regarding mental health of low and high experience of bank employees was 59.90; this 'F' value is significant at 0.01 levels. So null hypothesis 3 is rejected, i.e. the result shows significant difference. It can be clearly seen table No. 3 that mean of score of low and high experience of bank employees were 102.81 and 92.47 respectively. The difference between mean of mental health of low and high experience of bank employees is 10.34 Hence it can be said that mental health of low experience bank employees than high experience bank employees is more. This difference can also be seen from figure graph 3 designed on the basis of obtained result.

Graph -3

X = Types of experience (Low C₁ and High C₂)

Y = 1.00 Sem. = 20 Average Score



3. *Mental health with reference to types of employees and gender of the bank employees:*

Null hypothesis 4 how was constructed to get information whether any effect exists on mental health as a result of interaction of each other of types of employees and gender of bank employees. F value obtained with reference to interaction, while examining of hypothesis to get information regarding effect of interaction with reference of mutual mental health of types of employees and gender of bank employees can be seen in table No. 1 the F value is 01.16, this F values is not significant at 0.05 level. Hence null hypothesis is accepted. The result shows not significant effect. It is clearly seen that there is no significant effect on mental health of while observing interaction.

4. *Mental health with reference to types of employees and types of experience:*

Null hypothesis 5 how was constructed to get information whether any effect exists on mental health as a result of interaction of each other of types of employees and types of experience of bank employees. F value obtained while examining hypothesis to get information regarding effect of interaction with reference to mutual mental health of types of employees and types of experience of can be seen in table No. 1, this F value can be as 02.79 which is less than 0.05 and hence it is not significant effect so the above hypothesis is accepted. The result does possess not significance.

5. *Mental health with reference to gender and types of experience of bank employees:*

Null hypothesis 6 how was constructed to get information whether any effect exists on mental health as a result of interaction of each other of gender and types of experience of bank employees. F value obtained with reference to interaction, while examining of hypothesis to get information regarding effect of interaction with reference of mutual mental health of gender and types experience of bank employees can be seen in table No. 1 the F value is 4.45. This F values is significant at 0.05 levels. Hence null hypothesis is rejected. The result shows significant effect, it is clearly seen while observing that there is significant effect on mental health of interaction.

6. *Mental health with reference to types of employees, gender and types of experience of bank employees:*

Null hypothesis 7 how was constructed to get information whether any effect exists on mental health as a result of interaction of each other of types of employees, gender and types of experience of bank employees. F value obtained while examining hypothesis to get information regarding effect of interaction with reference to mutual mental health of types of employees, gender and types of experience of can be seen in table No. 1, the F value is 03.39. This F values is not significant at 0.05 levels. Hence null hypothesis is accepted. There is no significant effect on mental health of mutual interaction of types of employees, gender and types of experience of bank employees.

CONCLUSION

1. The government bank employees mental health is better than the non-government bank employees.
2. The male bank employees mental health is better than female bank employees.
3. The high experience of bank employees' mental health is better than high experience of bank employees.
4. There is no significant mean interaction effect of the mental health in the types of employees and gender of bank employees.
5. There is no significant mean interaction effect of the mental health in the types of employees and types of experience of bank employees.
6. There is significant mean interaction effect of the mental health in the gender and types of experience of bank employees.
7. There is no significant mean interaction effect of the mental health in the types of employees, gender and types of experience of bank employees.

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Conflict of Interests

The author declared no conflict of interests.

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