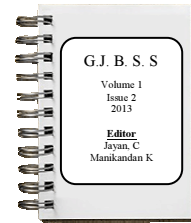




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Psychiatric Morbidity at Work

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Abstract

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Keywords:

Psychiatric morbidity, Job satisfaction, Employees, Depression.

The present study is an attempt to find out the influence of psychiatric morbidity on job satisfaction among 110 employees of Calicut University in Kerala. Participants for the study were selected by using the random sampling method. Psychiatric morbidity and worker's satisfaction are determined by using Mathew Maladjustment Inventory (MMI) and Job Satisfaction Scale. It could understand, from the score of MMI, that depression is the most common psychiatric problem among workers. The result of correlation analyses shows that the relationship between psychiatric variables and job satisfaction are negative. The ANOVA results show that the sub variable of job satisfaction, 'safety' had a significant difference between psychiatric group and normal group of workers. And another result from ANOVA shows that sex is not a pivotal variable to make job satisfaction.

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Organizations have been described as today's eminent social institution. They afford a seemingly unobtrusive Organizations mechanism for goal achievement through structured activity systems (Ozcan, 1997). Achievement of the goal of an organization is by the combined effort of workers in the organization. This effort of workers can connect with the Karl Marx's crucial concept 'labour'. Labours are the tools to produce goods or services. The skill of the labours called 'labour power'. Under capitalism, according to Marx, 'labour power' is a commodity- it is sold and brought in the market. A worker tries to sell his or her 'labour power' to an employer, in exchange for a wage or salary. During this time, the worker does actual labour for producing goods and services. Normally, the worker is legally the owner of his labor power, and can sell it freely according to his own wishes. However, most often the trade in 'labour power' is regulated by legislation, and the sale may not be truly "free". It may be a forced sale for one reason or another and indeed it may be bought and sold against the real wishes of the worker even although he owns his own 'labour power'. Various gradations of freedom and unfreedom are possible, and free wage labour can combine with slave labour or semi-slavery.

The negative impacts from the workplace leads psychological disturbance among workers. The fluctuation of mental health makes an adverse impact on the total function of the organization. In such conditions relevance of the Psychology becomes visible. For example, by the mid 1970's Employee Assistance Program (EPA) was introduced to help the employees for dealing their personal problems that might negatively impact their work performance, health and well-being.

Later years, researches in the organizational psychology were conducted with the clinical perspectives. That leads organization psychology into the unexplored areas of researches. Lowman (1993) has presented an integration of clinical and organizational psychology in his work on dysfunctional employees. Similarly, symposia and posters have appeared in Society for Industrial and Organizational Psychology (SIOP) conferences concerned with alcohol and drug use, emotional behaviour, use of EAPs and other clinically related topics.



Psychiatric disorders among workers

Researches in the current industrial psychology move through different routes to explore the area, which is not more revealed by the conventional researches in the industrial psychology. Among the new approaches one of the research fields is associated with clinical psychology. Those researches deal with the psychiatric problems of the workers and it also concern, why the workers face illness. Many researches in this field revealed that work culture and related factors have a predominant role in the mental illness of workers. Research conducted among nurse community suggests that nurses with type 'A behavior' pattern are more likely to feel stressed and to have more feelings of anxiety and depression regardless of the intensity or frequency of stressful events (Motowidlo, Packard & Manning, 1986). Additionally, a workplace study by Bluen, Barling and Burns (1990) found that the Type A dimension of achievement striving and impatience-irritability predicted depression differently. Achievement striving was shown to be related to scales performance and job satisfaction but not with depression. The impatience-irritability component was significantly related to depression, negatively related to job satisfaction and unrelated to sales performance.

Singh (1995) investigated the psychiatric morbidity and neurosis among the industrial population being attended in the outpatient department of a large general hospital was surveyed by using G.H.Q-12 and Management Minutes Questionnaire (M.M.Q). When he analyzed the samples 64.18% of the patients were found to be having psychiatric disorders and 79.23% of the patients had neurotic illness.

Merja and Marjanna (2004) examined how negative effects and exposure to various stresses are related to an occupational crisis. The results from his study showed that occupational crisis was a product of work overload, interpersonal problems and frustration at work, organizational changes, a threat of job loss and/or family worries. In addition occupational crisis were typically experienced by women and were characterized more by trait anxiety, suppressed anger and depressive symptoms than by overtly expressed anger or state anxiety.

Both workplace stress and non-workplace precipitants of depression affect an employee's well-being and ability to function effectively in the work environment. In the modern age, workers in the companies are under constant pressure to achieve higher targets; solutions are expected to be quicker, smarter and cheaper regardless of the cost (Gilta & Brunt, 2006). Employees in the multinational companies face higher stress because they need to work effectively for the progress of their career. To do their work effectively, they have to be strong both physically as well as psychologically. At the psychological level, the stress of work may result in chronic negative emotions such as anger, anxiety or depression, which can eventually lead to psychological burnout (Gaines & Jermier, 1983). This over-view has demonstrated the various levels of psychiatric disorders impinging on the employee's well-being and gives some hint into how to deal with these issues.

The reviewed studies show that the work atmosphere and related variables are the predominant contributing factors of mental illness. But they couldn't explain more kinds of psychiatric disorders among the workers' population. Therefore, this study concerns about more psychiatric disorders among the workers and how it intervenes their job and life satisfaction. Here different psychiatric disorders come under the concept of 'psychiatric morbidity'.

Objectives

1. To find out relationship between psychiatric variables and overall satisfaction and its dimensions.
2. To find out the influence of different psychiatric variables on job satisfaction.

Hypotheses

1. There will be a significant relationship between psychiatric variables and job satisfaction and its dimensions.



2. There will be a significant difference the classificatory factors of psychiatric morbidity on overall job satisfaction
3. Psychiatric variables and sex have a main and interaction effect on job satisfaction.

Method

Participants

Participants of the study consist of 110 employees belonging to the Calicut University in Kerala, India. Number of employees working in this organization is different. But the nature of work situations and functioning of the organization are similar. Simple random sampling method was used for selecting the employees from the institution. And the age range of participants is between 28 to 55 years. Among the employees 59 were female and 51 were males.

Instruments

1. Mathew Maladjustment Inventory (MMI): This scale was developed by Mathew (1975) for measuring the five major aspects of maladjustment and also gives an index of general maladjustment. The scale consists of 100 items which measure 5 variables related to human psychological problems. Viz., (1) Anxiety, (2) Depression, (3) Mania, (4) Inferiority and (5) Paranoia. The test is Applicable to anybody aged above 15. Split-half reliability of the scale was found to be 0.88 (men) and 0.93 (women). The author of the scale report that since the test measures somewhat comprehensively, different types of maladjustment, the test can be said to possess a high degree of content validity. A selection of 30 items from this test, forming a Scale of Maladjustment in the Mathew Temperament Scale, correlates, 0.68 with Neurotiosis Scale of a Malayalam adaptation of the EPI.
2. Job Satisfaction Scale: This scale was developed by Jayan and Dharmangadan (2002) for measuring the level of Job satisfaction of Industrial workers. This scale consists of 50 items which measure 10 variables (dimensions) related to job satisfaction viz., (1) Security, (2) Salary, (3) Status, (4) Promotion, (5) Working condition (6) Co-worker (7) Other benefits (8) Supervision (9) Intrinsic Aspects and (10) Company policies and management. This scale is arranged in such a way that the 10 dimensions as 10 sub-tests will yield 10 scores for the dimensions and then the overall job satisfaction score. Reliability of the Job Satisfaction Scale is calculated by the split-half method and is found to be 0.914 (N=50), for the total scale and reliability for each subtest are also reported as (1) security (0.666), (2) Salary (0.681), (3) Status (0.784), (4) Promotion (0.496), (5) Working Condition (0.755), (6) co-worker (0.433), (7) other benefits (0.850), (8) supervision (0.889), (9) Intrinsic Aspects (0.704), and (10) Company policies and management (0.893). The authors of the scale report that since the test measures comprehend the dimensions of job satisfaction it has content validity. The concurrent validity of the scale has been also estimated by comparing the sum of two groups is from highly productive organization and the other from a low productivity. The coefficients of validity obtained reveal that except for working condition and supervision, the two groups differ significantly valid. Thus the scale can be considered as valid for research purposes.

Procedure

The needed data collected from Calicut University in Kerala, India. For the present study the investigator approached subjects personally and in a group. Both tests were administered separately with an interval of 2 minutes. The general information about the test and the purpose was made clear. The subjects were asked to answer the test as per the instruction. And an assurance was given to each worker that the information gathered from them would be used only for research purposes and that everything including their identity would be kept confidential. The collected answer sheet was first checked for incomplete



responses, which were excluded from the data sheet. The responses, which were complete in every sense, were scored according to the manual.

Results and Discussion

The score of MMI (Mathew Maladjustment Inventory) shows that depression is the highest psychiatric disorder among the employees. Here 39% (43) of the employees were normal (according to the score there is no any psychiatric disorders).

Anxiety, mania and paranoia are very few when compare to other psychiatric variables among employees. To know the relationship between psychiatric variables and job satisfaction, Pearson's Product Moment coefficient of correlation was used.

Table 1

Correlation of Psychiatric Variables, Job Satisfaction and Life Satisfaction

| Variables | Anxiety | Depression | Mania | Inferiority | Paranoia |
|----------------------|----------|------------|----------|-------------|----------|
| Security | -0.344** | -0.360** | -0.226* | -0.343** | -0.184 |
| Salary | -0.188** | -0.204* | -0.146 | -0.118 | -0.113 |
| Status | -0.429** | -0.329** | -0.334** | -0.305** | 0.226* |
| Promotion | -0.111 | -0.118 | -0.172 | -0.168 | -0.109 |
| Working condition | -0.009 | 0.012 | -0.193* | -0.086 | 0.042 |
| Co-worker | 0.061 | 0.708 | -0.051 | 0.133 | -0.007 |
| Other Benefits | -0.129 | 0.065 | -0.214* | -0.106 | -0.132 |
| Supervision | -0.139 | 0.094 | -0.243* | -0.083 | -0.093 |
| Intrinsic Aspect | -0.153 | -0.135 | -0.105 | -0.141 | -0.031 |
| Company policies | 0.041 | -0.078 | -0.098 | -0.024 | -0.005 |
| Overall satisfaction | -0.274** | -0.265** | -0.348** | -0.241* | -0.169 |

* $p < .05$ ** $p < .01$

From table 1, it can be found that the psychiatric variables, anxiety is significantly related to security ($r = -.344$, $p < .01$), salary ($r = -.188$, $p < .01$), status ($r = -.429$, $p < .01$) and overall-satisfaction ($r = -.274$, $p < .01$). But, anxiety is not significantly related to promotion, working conditions, co-worker, another benefit, supervisor, company policies and management. Depression is significantly related to security ($r = -.360$, $p < .01$), salary ($r = -.204$, $p < .05$), status ($r = -.329$, $p < .01$) and overall job satisfaction ($r = -.265$, $p < .01$). In the case of these variables the negative sign of 'r' indicates negative relationship between the variables. But the depression is not significantly related to the dimensions of job satisfaction such as promotion, working condition, co-worker other benefit, supervision, intrinsic aspect and company policies and management.

The psychiatric variable mania has a significant negative relationship with security, status, working condition, other benefit, supervision and overall job satisfaction. Status and overall job satisfaction at 0.01 level and security, working condition, other benefit and supervision significant at 0.05 level. It also reveals that mania has no significant relationship with the variables such as salary, promotion, co-worker, intrinsic aspect, and company policies and management.

From the table 1, it can be observed that the variable inferiority in the psychiatric morbidity is negatively correlated with security ($r = -.343$, $p < .01$), status ($r = -.305$, $p < .01$) and overall job satisfaction ($r = -.241$, $p < .05$). But not significantly related to variables of job satisfaction such as salary, promotion, working conditions, co-worker, other benefit, supervision, intrinsic aspects, and company policies and management. Paranoia is negatively related to only one sub variable that is 'Status' at 0.05 level. The remaining variables in the job satisfaction are not significantly related to the paranoia.

Correlation analysis reveals that psychiatric variables are significant negative



relationship with the variables in the job satisfaction. That which strengthens the importance of mental health in the workplace. Joshi (1998) reported a positive relationship between mental health and job satisfaction. Supported by the finding here, the psychiatric disorders of the employees are negatively related to job satisfaction.

Influence of Psychiatric variables on Job Satisfaction

May be an individual enters into the job with many qualities and capacities. Therefore, his own personal qualities may have an influence on the total work behavior. But at the same time individual with mental or emotional disorders face challenges in the workplace. Since mental health and emotional strength are predominant aspects of the job satisfaction of an individual, it becomes important to examine how his psychiatric problems influence on his job satisfaction.

In order to study the influence of psychiatric disorders on job satisfaction, one-way analysis of variance in each case was carried out. For this purpose the total sample was classified on the basis of psychiatric disorders.

Table 2

One-way ANOVA of Overall Job Satisfaction and its Factors with Psychiatry Groups

| Variables | Between Group | | Within Group | | F |
|----------------------|----------------|--------------|----------------|--------------|--------|
| | Sum of squares | Mean squares | Sum of squares | Mean squares | |
| Security | 278.210 | 55.642 | 1740.562 | 16.736 | 3.33** |
| Salary | 57.915 | 11.583 | 1463.040 | 14.068 | 0.82 |
| Status | 61.504 | 12.301 | 885.85 | 8.585 | 1.44 |
| Promotion | 39.46 | 7.895 | 1133.12 | 10.895 | 0.73 |
| Working condition | 40.68 | 8.14 | 1339.587 | 12.881 | 0.63 |
| Co-worker | 28.15 | 5.63 | 1055.12 | 10.15 | 0.55 |
| Other Benefit | 19.66 | 3.93 | 923.52 | 8.88 | 0.44 |
| Supervision | 65.88 | 13.18 | 1537.54 | 14.78 | 0.89 |
| Intrinsic Aspect | 39.47 | 7.895 | 909.99 | 8.75 | 0.90 |
| Company policy | 45.52 | 9.104 | 1184.38 | 11.388 | 0.79 |
| Overall Satisfaction | 2248.78 | 449.76 | 31351.98 | 301.46 | 1.49 |

**p<.01

From table 2, it can be found that, out of 11 'F' values one value is greater than the value required for significance at respective degrees of freedom. This implies that in one variable, the mean score differs significantly and for the remaining cases, the mean difference is not significant. Psychiatric variables have a significant influence on the sub-variable security satisfaction ($F=3.33$, $p<.01$). We could see more than 50% of the employees have psychiatric problems. But this problem doesn't act as a credible intervene variable on their job satisfaction. The safety satisfaction of the employees was influenced by psychiatric problems. May be it happened because, concern about the safety is a common factor among the psychiatric people. That general concern of the safety may be reflected in the work atmosphere. The remaining variable salary, status, promotion, working condition, co-workers, other benefit, supervision, intrinsic aspect and company policy and management did not show any significant difference among psychiatric group.

Table 3

Mean and Standard Deviation of Job Satisfaction in the various Psychiatry Group

| Variables | Normal | | Anxiety | | Depression (N=26) | | Inferiority (N=12) | | Mania (N=12) | | Paranoia (N=11) | |
|--------------------------|--------|-------|---------|-------|-------------------|-------|--------------------|-------|--------------|-------|-----------------|-------|
| | Mean | SD | Mean | SD | Mean | SD | Mean | SD | Mean | SD | Mean | SD |
| Security | 20.72 | 3.79 | 19.29 | 4.89 | 16.92 | 3.92 | 17.50 | 4.46 | 18.00 | 4.65 | 19.18 | 4.19 |
| Salary | 17.95 | 3.72 | 18.43 | 4.08 | 16.73 | 4.01 | 18.33 | 2.87 | 19.18 | 2.32 | 18.00 | 4.88 |
| Status | 18.86 | 2.46 | 19.00 | 1.41 | 17.15 | 3.33 | 17.83 | 2.98 | 17.82 | 2.14 | 19.00 | 4.47 |
| Promotion | 18.00 | 2.89 | 17.29 | 3.45 | 17.58 | 3.2 | 16.75 | 4.52 | 16.36 | 4.46 | 18.36 | 1.80 |
| Working condition | 18.16 | 4.16 | 17.29 | 3.45 | 17.88 | 3.09 | 17.58 | 3.45 | 17.64 | 3.38 | 19.73 | 1.79 |
| Co-workers | 19.09 | 3.41 | 19.57 | 3.41 | 19.85 | 2.77 | 20.17 | 1.70 | 20.00 | 3.1 | 18.55 | 4.20 |
| Other-benefit | 17.53 | 3.35 | 17.14 | 3.13 | 16.85 | 2.24 | 16.83 | 2.52 | 17.91 | 3.05 | 18.00 | 3.26 |
| Supervisor | 19.77 | 3.87 | 20.14 | 4.22 | 18.46 | 3.30 | 18.00 | 4.26 | 18.00 | 5.06 | 19.36 | 2.73 |
| Intrinsic Aspect | 17.05 | 2.81 | 17.86 | 2.61 | 16.35 | 2.74 | 15.75 | 3.44 | 17.64 | 2.54 | 17.36 | 3.93 |
| Company Policy | 15.91 | 3.08 | 17.86 | 3.24 | 15.77 | 3.33 | 15.08 | 3.26 | 15.18 | 4.26 | 16.55 | 3.86 |
| Overall Job satisfaction | 183.05 | 18.16 | 183.86 | 14.25 | 173.54 | 14.12 | 173.83 | 18.54 | 177.73 | 22.24 | 184.09 | 16.07 |

From the table 3, it can be seen that the mean and standard deviation of security with the normal group (Mean=20.72, S.D=3.79), anxiety group (Mean=19.29, S.D=4.89), Depression (Mean=16.92, S.D=3.92), Mania (Mean= 18.00, S.D=4.65), inferiority (Mean=17.5, S.D=4.46) and Paranoia (Mean= 19.18, S.D=4.19) is respectively. From the followed mean values highest mean seen in normal group that is 20.72 and lowest mean in depressive group. The highest mean shows the group not much concern about security, while in the depressive group security is lower than other psychiatric groups such as anxiety, mania, inferiority Paranoia and Normals.

Table 4

Summary of Two-way ANOVA of Overall Job Satisfaction by Psychiatry Group and Sex

| Variables | Residual | | Main Effects | | | | | | Interaction | | |
|----------------------|----------------|--------------|----------------|--------------|------|----------------|--------------|------|----------------|--------------|------|
| | Sum of squares | Mean squares | Sum of squares | Mean squares | 'F' | Sum of squares | Mean squares | 'F' | Sum of squares | Mean squares | 'F' |
| Overall satisfaction | 30527.13 | 311.50 | 2089.24 | 417.85 | 1.34 | 226.91 | 226.91 | 0.73 | 727.65 | 145.53 | 0.47 |

But in the case of overall satisfaction there is no significant difference with regard to main or interaction effects such as psychiatric morbidity and sex. It reveals that the social construction of biological difference of the people may not be a reasonable factor to make a significant difference in the job satisfaction. The result revealed that both male and female can equally find out job satisfaction. Some feminist theorists also reported that gender, race, and ethnicity would not appear to be predictors of the degree of job satisfaction of any person (Molnar, 2005; Winant, 2006; Gianakos, 2002). Supported by the findings here, sex difference of the employees are not a pivotal variable to make job satisfaction.



Conclusion

From the findings it can be concluded that depression is the highest psychiatric problem among the workers. Variables like job satisfaction and psychiatric variables are in a negative relationship. Anxiety and depression are negatively related to security, salary, status and overall satisfaction. Mania is negatively related to security, status, working condition, other benefits, supervision and overall job satisfaction. Inferiority is negatively related to status and overall job satisfaction. Paranoia is negatively related with the status of the job. Security satisfaction significantly differs in psychiatric group and normal.

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