

IMPACT OF MENTAL HEALTH ON JOB INVOLVEMENT IN NURSING PERSONNEL

DEEPA PANDEY

Amity University, MP, Gwalior, India

ABSTRACT

Development is a continuous process headed towards perfection in different spheres of life. The ultimate goal of these spheres is to improve one's quality of life, which is deeply related to the socio cultural factors. These socio cultural factors play a major role in the healthy personality development of an individual. Mental health has been considered by many scholars as a part of healthy personality and by others as closely associated with healthy personality, The concept of mental health and well being has a long development-process starting with the "mental illness" from the dark age of the barbarianism going through humanitarian enlightenment and ultimately reaching the modern scientific level. The ideal mental health includes intelligence intellect, wisdom, etc. The pursuit of materialistic philosophy has caused mental trouble some in human life today. The entire structure of the health life seems to be in doldrums. Today everyone feels that he is mentally mal-adjusted in the environment, his needs are not properly met, means of recreation are denied to him He encounters unsympathetic social attitude. Under these circumstances the idea of keeping good mental health, remains a distant dream. Life itself has become a challenge. Economic disparities, atomic adventures, political rivalries, and even sports competitions are impinging upon the mental health of almost everyone. Man's mind is subjected to severe stresses and strains.

KEYWORDS: Impact of Mental Health on Job Involvement in Nursing Personnel

INTRODUCTION

Tinning and Spry (1981) pointed out that to look at mental health in the first-way will, lead to a classification of individuals as more or less healthy: to the second way will lead to classification of actions as more or less; would be clearer from the example concerning physical health. If a man with bad cold is considered in relation to the first, he would be regarded as healthy. but in relation to the second 30th suggestions are justifiable and useful, states Johoda, but II result if either diagnosis is made in the wrong context that is. if he is regarded as a permanently sick person or as one who is functioning healthy.

According to convenience the concept of mental health has been used in different ways by different authors. But for the purpose of carrying out mental health and stress research in industry following ideas or models have particular relevance.

The second use of the term mental health is associated more directly with medical usage, being defined in terms of the mental illness. Gradually measures of mental health developed outside the area of occupation in psychology and which are now potentially applicable. One such measure is the General Health Questionnaire (GHQ Goldberg 1972).

Positive appraisals were negatively correlated to depressive mood. He reported proportionately more positive appraisals during care giving and after the loss of their Partners were more likely to have their future and self oriented goals, plans and demonstrated positive mental health.

Mental hygiene attempts to deserve mat adjustment its causes ifs symptoms, its primitive measures and finally puts before us ways and means to curb and get rid of it. In a way mental hygiene makes use of psychiatry and psychotherapy including psychoanalysis to bring the mentally disturbed individuals back to mental normality. Martin et, at (1993) revealed a study ensuring public health care for the mentally ill in the year 2000.

The investigation of Srivastava (1986 and 1991) also revealed that the stress arising from "responsibility for person" positively correlates with sound psychological health. Burke (1976) and McGrath (1976) have also proved responsibility to be function job stressors, positively related to job satisfaction.

Since many adults spend roughly half of their working lives in work related activities, it seems likely that social and psychological factors in ieddition to physical factors on the job may have important influence on their health, Rizzo and his associates 1970; Brook 1973 Caplan and Jones 1975; Miles 1975, Gravin&Axefrod 1977; House and Wells 1978; House et a/.1979; Srivastava 1986, Mehra and Mishra 1991 ,find negative relationship between perceived occupational stress and psychological well-being.

Objectives of the Study

The study entitled "Impact of mental health on mental health in nursing personnel" has the following objectives:

- To study the effect of mental health on job involvement of the nursing personnel.
- To study the effect of mental health in different groups on job involvement of the nursing personnel

Therefore to fulfill the objectives of the study the following hypothesis is formed and tested by statistical methods to conclude the results.

Hypothesis

There is a difference in the job involvement scores of occupational stress in comparison with other dimensions of stress.

Literature Review

The term stress is initially derived from the physical sciences. The matter of stress in structure setting has received a lot of and a lot of larger attention in recent years. Stress at job succeeding from the hyperbolic complexities of labor and its divergent demands became distinguished feature of the modern work, culture and organization. They have associate impairing impact on the various latin words that were used popularly among the factors essential to plug structure what is more as personal well-being.

There has been wide variation in biological, medical and psychological literature among the definition and use of the terms stress (Khan and Quinn,1970; Mason, 1975; Sells, 1970), it has been used each currently so, as a input Associate in Nursing external negative force happening on Associate in Nursing individual; as a response as individual emotional and/or physiological response to interaction between as individual and surroundings, a person-environment draw back succeeding from perceptions and appraisals of one's internal and /or external environments.

Revicki et.al. (1993) open structure characteristics perceived work stress, and depression in drugs residents. A structural equation analysis of knowledge collected from a survey of 484 emergency medicines, residents was used astext a model that peer support and work cluster cohesiveness expected role ambiguity. Role ambiguity was then nominative as a

prediction of labor connected stress. Roles may additionally manufacture stress as a results of they are undefined or unclear. workers unit forced to stipulate the role for themselves and unit unsure but role performance square measure evaluated. this sort of role stress is known as role ambiguity.

Martin et.al.(1993) surveyed 285 union stewards with reference to psychological correlation of role ambiguity and role conflict findings indicated that subject perceived a moderate amount of role conflict and a owner amount of role ambiguity. Subjects were in addition asked regarding their role expectations, their motivations for remaining a steward, their grievance handling ways that and their affective commitment toward the union and employer-subjects UN agency were lots of supposed to remain stewards for personal reasons had every higher role ambiguity and higher role conflict, the conditions of being lots of supposed to remain a steward to help the union and workers and having higher union commitment were associated with lower role conflict, but in addition with higher role ambiguity.

Research Methodology

The Factorial vogue has been accustomed live the impact of activity stress on the work involvement of nursing personnel. The work involvement has been treated as variable, whereas mental state has been treated as freelance variables.

Sample

The primary data collected from two hundred nursing personnel World Health Organization unit selected from SGPGI, Lucknow. The nurses were selected from completely different departments of the institute. The age of respondents ranged between 35-50 years average of forty years. The educational attainment of the respondent ranged from intermediate to B.Sc. The vary of job experience was from eight to fifteen years with average experience for twelve years. The monthly gain of respondent vary from Rs. 10,000 -15,000 per month with average monthly gain of Rs. 12,000/-. Prior to the administration of the take a glance at, nurses were told regarding utility of the study.

Research Instrument

Well-designed pretested form were accustomed collect the primary hand data for fulfilling the objectives of the study.

RESULTS

The primary information obtained from respondents were analyzed and an effort to do to try and made for locating out between the mean job involvement ample nurses for the High and Low status (overall and house wise) groups by computing mean, variance and C-R (Critical- Ratio) that's recorded in Table-1. The C-R value area unit vital between the high and low categories simply just in case of Perception of reality status groups. The C-R values don't seem to be important between the high and low classes just in case of Positive self-analysis, Integration of temperament, Autonomy, cluster orienting angle, Environmental mastery and overall psychological state.

Table 1: Significance of difference (C-R) Between Mean Job Involvement Scores of Nurses in High and Low Mental Health (Overall and Areawise) Groups

Group	N	Mean	S.D.	C-R	P
HMH: Positiveself evaluation	97	55.05	8.10		NS
LMH: Positive self evaluation	103	54.91	6.32	0.14	
HMH perception of reality	84	56.17	8.47		.05
LMH: Perception of reality	116	54.12	6.06	1.99	
HMH: Integration of personality	87	55.30	8.06		NS

LMH: Integration of personality	103	54.68	6.36	0.61	
HM4: Autonomy	81	55.90	8.27		NS
LMH : Autonomy	119	54.36	6.38	1.48	
HMH : Group oriented attitude	85	55.52	8.12		NS
LMH . Group oriented attitude	115	54.59	6.49	0.91	
HMH: Environmental mastery	90	55.18	7.63		NS
LMH : Environmental mastery	110	54.75	6.89	0.41	
HMH: Mental Health (Overall)	100	55.47	8.29		NS
LMH : Mental Health (Overall)	100	54.51	5.87	0.94	

HMH: High Mental health

LMH: Low Mental health

DISCUSSIONS

The sample has been classified into high mental health and low mental health group of the basis of median of mental health scores. From the table-1, we find that the means of job involvement score is higher in high positive self evaluation (mental health) group than the low positive self evaluation. Critical-ratio is computed to ascertain the significance of difference between to two means and it indicates a non-significant difference. It proves that the there is no impact of positive self evaluation (mental health) On job involvement. In other wards we can say that both the groups do not differ with regard for their job involvement.

Argyris (1951) as an advocate ' positive mental health suggests that a person with positive mental health should have the ability to understand the realities which exist both externally and internally when he/she strives to be aware of an acceptance of his/her self.

If the nurses develop the tendency of self-abasement and neuroticism as a result of high job anxiety it would be clearly reflected in his social life in the form of restrained social relations and unsatisfactory adjustment and activities.

Lewin (1963) found that people tend to dissociate themselves from failure by projecting is on the external sources. Thus defense mechanism is motivated by the desire to project self esteem against threat.

An observation of Table-1 that the mean of job involvement score is higher in high perception of reality (mental health) group than the low perception of reality (mental health) group. Critical-ratio is computed to ascertain the significance of deference between the two groups and it indicates a non-significant difference. It shows that there is no impact of perception of reality (mental health) on job involvement of nurses. The coefficient of correlation between perception of reality (mental health) and job involvement is significantly positive. It extends support to the belief that perception of reality is positive by associated with job involvement.

Perception of reality means a relative freedom from need distortion and the existence of empathy. Perception of reality is a significant component of mental health. It means the nurses who realistic about themselves and their job is found more mentally healthy and involved for their organization. Contrary to this the nurses who are use realistic or unrealistic about them self and job are found to be less involved for their organization. The highly mentally healthy nurses have proper self regard, self-insight and self identity which help them for personal growth by being realistic about their potentialities. In other words we can say that low mental health group of nurses are unrealistic, confused and out of contact with their environment. These characteristics of low mental health decentralizes the nurses towards performance and involvement which naturally becomes low.

Ali and Akhtar (1973) study are also significant in this connection that they found that adjusted people was more pronounced to improvement than the maladjusted people. Jagdish (1983) and Srivastava and Jagdish (1988) also confirm the result of this investigation.

Psychological studies suggest that one's/ group's involvement may be related to positive manifestations of involvement such as voluntary participation and contributions beyond then narrowly required by the job as well as a reduced tendency to leave job.

CONCLUSIONS

Job is one amongst the many major areas of human interaction and other people disagree vary wide in their commitment thereto. the current investigation seeks to search out out the impacts psychological state, (overall similarly as its totally different components), on the work involvement. psychological state treated as independent variables and also the job involvement is treated as variable. to boot, standardized psychological science devices (mental health index) are used within the gift investigation for to assess the strain of nurses and also the Job involvement scale to assess the extent of job involvement.

The results shows that for all the cases the mean job involvement scores are higher within the low activity stress (overall and area-wise) On the premise of the results obtained in gift investigation it's finished that activity stress (overall) and its twelve dimension have negative relationship with job involvement of nurses.

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