

3rd World Conference on Psychology, Counselling and Guidance (WCPCG-2012)
Evaluation of mental health workers of Iran Khodro Co

Elahe Tabrizimehr^a, Hassan Heydari^{b1*}, Nahid Kermani^c, Mehdi Rostami^a

^a Graduate student of Islamic Azad University, Science Research Arak Branch, Tehran, Iran

^b Department of Psychology, Faculty of Literature and Humanities, Islamic Azad University, Khomein Branch, Khomein, Iran

Abstract

Workplace mental health promotion as one of the most important aspects of development and improvement of human resources And organizations in recent decades due to the healthy physical and intellectual forces in economic institutions, services and educational and industrial Is effective in raising productivity. The purpose of this study was to examine the mental health workers of Iran Khodro. This descriptive and analytical study of the social workers of Iran Khodro Co., A simple random sample of 1056 people and SCL90-R were measured with a questionnaire. And results using spss software using descriptive statistics and t-test statistical analysis of the case said. The results showed that the difference between employees in the obsessive-compulsive disorder, anxiety and interpersonal sensitivity was significant with 95 percent confidence Significant difference has been obtained in other dimensions. Finally concluded that to provide suitable conditions for achieving corporate objectives And ensure the appropriate methods for increasing mental health and mental health workers should be considered.

© 2013 The Authors. Published by Elsevier Ltd. Open access under [CC BY-NC-ND license](https://creativecommons.org/licenses/by-nc-nd/4.0/).

Selection and peer-review under responsibility of Prof. Dr. Huseyin Uzunboylu & Dr. Mukaddes Demirok, Near East University, Cyprus

Keywords: Mental Health, Personnel, Iran Khodro Co.

Introduction:

Mental health and preventing mental disorders and its prevalence in the population of the categories Many mental health professionals to the mind is busy. Today to address this issue among the many governmental and non governmental organizations has been. The profile of a healthy organization is that physical and mental health staff to be equally interested in management Production and productivity is emphasized. In a healthy society, sole responsibility for manufacturing organizations to produce more goods and services are not profitable Managers and organizations in these communities know that the further production of the product is effective management And effective management of mental health, regardless of belief, does not result. Consider a society that even those organizations adopting different approaches and Forget the human dimension of the work environment, to produce the desired level is reached, But employees of these organizations, nervous, sad, unhappy, aggressive, pessimistic and are waiting for an opportunity To psychological distress with less work, another character assassination, absenteeism, accidents and incidents and to create rumors and malicious manner, show. If so, whether such a society can be considered healthy or successful? It is clear that the industrial goals of the company as its main objectives are to their attention Mental health provider is required. Thus it seems necessary to provide suitable conditions for achieving the goals of the company and ensure proper mental exercise increases mental health should be considered. Mental health in the workplace against the emergence of psychological distress and behavioral disturbance in the

¹ Corresponding author H.Heydari . Tel.: +98-918-8665502

E-mail address: heidarihassan@yahoo.com

organization of staff And environmental and psychosocial work environment so that multiple targets will provide the following:

1 - none of the employees due to disturbing factors, inhuman and pathogenic in the organization of mental disorder is not caught.

2 - Each of the employees that are engaged in their work activities, job satisfaction and more interested in the organization.

3 - Each of the employees towards their organization, the heads, subordinate and their peers and their position relative to the general feeling is positive.

4 - All the employees are able to create good relationships with existing agents in the workplace and are suitable for human relations in organizations is established.

5 - Despite the problems within the family and the staff in their work, their sense of happiness and its member organizations that they are satisfied and happy.

Recent studies on the relationship between stress and stress in English researchers working hours and increased risk of heart disease, stroke and other heart problems - cardiovascular stresses. Statistics show that stress and its complications every year, hundreds of working days will result in the loss of a million people daily on average And morbidity due to disturbances caused by the presence in the workplace are going to avoid it. Another study shows that 4 percent of work absences due to stress and job dissatisfaction is lost. Research shows that lack of adequate equipment or defect in their work, dealing with emergency situations and unpredictable, excessive noise at work and shift work are in circulation, including professional Stress factors jobs that can reduce sound and timely decisions, reducing the ability, skill and commitment of staff and also work dissatisfaction, feelings of inadequacy, depression, loss of job, alienation, exhaustion from work, absenteeism, delay of work and sick leave provided. With the goal of mental health professionals and occupational environments, reducing the negative effects of stress and poor working conditions on their employees and prevent disease caused by working conditions or the nature of their work. However for some reason people at work are suffering from illness and injury. Yamaty and colleagues in 1988 to reduce the cost of mental illness And various problems of staff burnout and staff recommendations Have programs to provide social services in the workplace. Trench and the relationship between job stress and mental health senger and famoyava in 1991 among 110 workers studied, 32 percent of workers were suffering psychological problems. Including anxiety, sleep disorders and depression, lower levels of health High levels of psychological stress, social support was associated with all these issues. Argyl in 1994 showed 13.5 working days lost annually in the United Kingdom is And of this amount will increase with job satisfaction. Rate cut unskilled workers fare much worse job. 918 patients aged 1969 years who were sample of job stress were investigated. (Physical environment, role conflict and perceived stress). Results showed that perceived stress and the stress is most associated with the absence And the rate of divorced or separated individuals, and less than 40 years was higher than others. Marygvs and cruise quoted Attar stated that the signs of depression, lower self-esteem, unhappiness of life and there is significant work left. Amount of individual responsibility and individual style of communicating with their colleagues and supervisors, noise, Light levels and shift work on mental health also are factors that affect individuals and their job satisfaction. Significant relationship between job stress research in Iran Ajzab nia and Farnia behavioral psychological responses associated with it has been shown ($p < 0/0001$). The relationship between job stress and fatigue with a sense of loss at the end of daily work, tend to leave work And local interest in the work other than the current location was related to. Malekzadeh and colleagues in the research also showed that particular job roles on the staff of life "is affecting workers in industrial units Because stress is an important factor that can affect human health, functioning, health and other staff Job satisfaction is damaging and harmful. With low interest psychologists and counselors to work in research and industrial environments We're somewhat limited research. The present study attempted to examine mental health among the workers of Iran Khodro Company to pay. Psychiatrists and psychologists, because the necessity to work on issues related to mental health staff and workers And thus their mental health are necessary. Such research findings can be used to hire staff and to increase efficient Performance

and employee satisfaction, reduce work-related depression, reduce absenteeism And turnover, improve communication and resolve the myriad of other applied problems

Methods:

Study - descriptive and analytical cross-sectional in order to determine and evaluate mental health workers of Iran Khodro has been done. Sample to simple random sampling was performed for 1506 people from the staff and workers were selected. But after extracting information from the questionnaires and data review of 426 cases because of resistance Failure to cooperate were excluded. And eventually study was conducted on 1056 patients. The implementation of the initial explanations were given for each sample and the cooperation Was to collect data in Table 1 Size subjects to separate occupational groups Listed. Instrument used for data collection were as follows.

1-Inventory scl-90-R:

The questionnaire contains 90 questions and the Likert method (from none to severe) and a score of zero to four Actions will score. Score 360 and the lowest overall score is zero. The mental status questionnaire for the subjects of the categories of depression, anxiety, hypochondriasis, obsessive-compulsive, interpersonal sensitivity, Aggression, Paranoia, phobias and psychosis has been designed. This questionnaire measures than 7% have been reported. Then to achieve the desired goals of descriptive statistics and statistical test t - test was used. It should be noted that because of factors such as age, sex, marital status, educational level, income, And mental health are effective in keeping these variables as variables of analysis Were excluded.

Results:

Demographic sample survey shows that most of them (68%) Age range 26 to 47 years, 74% married and 38% in undergraduate education And 62% are associate degree. %62/2 people are satisfied with their relative economic status. Table 2 The mean and standard deviation scores in both subscales scl-90-R Groups of employees can be seen that the difference in the two groups is given below.

Table 1: Size subjects to separate occupational groups before eliminating invalid questionnaires

Values				Organizational unit	Row
Cooperation		Non-cooperation			
%74	654	%24	212	Production	1
%65	387	%34	200	Production Support	2
%56	10	%44	8	Administrative organization	3
%46	5	%54	6	Distribution and sales	4
%70	1056	%30	426	Total	

Table 2: Descriptive statistics of test 9 scl - 90 – R

Total	Most	Minimum	Standard deviation	Average	Subscale
1056	40	0	1/98	12/8	Depression
1056	45	0	3/01	18/4	Physical complaints
1056	38	0	2/42	15/1	Obsession
1056	48	0	2/72	20/2	Anxiety
1056	26	0	2/57	15/21	Aggression
1056	24	0	1/32	8/8	Paranoia
1056	24	0	1/72	9/8	Phobias
1056	25	0	1/56	7/1	Psychosis
1056	34	0	2/01	12/4	Interpersonal Sensitivity

Table 2: descriptive data of 9 scl-90-R, the total sample is presented. In dimension 9 test, the highest in the

categories

of anxiety

($x = 20/2$) and the lowest mean psychosis ($x = 7 / 1$) will form.

Table 3: Results of t test between two groups of employees

Significant level	t	Standard deviation	Average	Total	Work status	Disorder
0.005	1/98	7/09	7/41	402	Employee	Obsession
		6/17	6/84	654	Worker	
0.005	0/91	8/12	7/53	402	Employee	Depression
		8/68	8/12	654	Worker	
0.005	1/86	7/41	7/67	402	Employee	Physical complaints
		8/31	8/65	654	Worker	
0.005	1/40	4/52	4/31	402	Employee	Psychosis
		3/26	3/65	654	Worker	
0.005	2/14	7/12	7/87	402	Employee	Anxiety
		8/23	8/77	654	Worker	
0.005	2/06	7/02	7/14	402	Employee	Interpersonal Sensitivity
		6/43	6/76	654	Worker	
0.005	0/14	2/40	1/41	402	Employee	Phobias
		2/54	1/67	654	Worker	
0.005	1/64	3/95	4/41	402	Employee	Aggression
		3/26	3/51	654	Worker	
0.005	0/74	4/14	4/51	402	Employee	Paranoia
		4/08	4/16	654	Worker	

For further information from the sample group, the subjects were divided into two groups of employees and the results of the test (t-test) were analyzed. Table 3 Average and standard deviation test t, data from a sample group of employees in order to compare differences in the dimensions 9 scl-90-R test is presented Results showed that the average proportion of employees working in obsessive-compulsive disorder, psychosis, interpersonal sensitivity and aggression was higher. And the average depression, physical complaints and anxiety of employees has more workers. Average Phobia disorders and also in Paranoia has a limit. But despite this difference, statistically significant differences in obsessive-compulsive disorder and anxiety and interpersonal sensitivity in other disorders, significant difference has been obtained.

Conclusion:

The purpose of this study in the mental health staff and employees and workers of Iran Khodro Co. Comparing these two groups. In several studies have shown that stress can Cause illness in staff and also to accelerate the disease process. The study and comparison of mental health is examined in two groups The difference is significant and is determined by the state mental health Employees are better off than workers. This Maryguos studies and Cruz, and colleagues Yamaty, Argyl, senger And famoyawa, Bnit And colleagues, Ajzab nia , Farnia and Malekzadeh and colleagues in all these different aspects of Analyzed were placed in mental health is consistent ., the degree of mental health in different social groups and Other hand, the different circumstances of individual, social, economic and cultural, it strongly influences Gives comparable results in different organizations and with other organizations of Iran Iran With external organizations on the other hand, it seems impossible. In the present study, mental health workers of Iran Khodro Co. with respect to some of the factors Demographic been studied and following results are obtained. Employees working in the dimensions of obsessive-compulsive, Psychotic, interpersonal sensitivity and aggression. Have a higher average difference in this obsession, interpersonal sensitivity and aggression of Was statistically significant. But later depression, anxiety and somatic complaints compared to workers Employees have a higher average. In two dimensions, resulting in a level has been Phobia and Paranoia differences. The results showed The average difference between workers' organizations in the four branches of mental health indicators of Iran Khodro Co. Dimensions of anxiety, depression, aggression, somatic complaints, obsessive-compulsive and interpersonal sensitivity is significant These results indicate that the highest test scores in the organizational unit producing scl-90-r in Physical complaints and anxiety can be found later in the organizational units of production and administrative support Organizational aspects of the highest test scores in the scl-90-R of

depression and aggression And in all 4 units, the lowest average rate was related to the psychosis and paranoia. The results showed that the investigations conducted showed that 84% of production personnel, 75% of the production support personnel, administrative personnel, 67% and 87% of organizational Distribution and sales personnel in the area of mental health were evaluated. The results of this study can be used, according to authorities and managers of the factors that affect Mental health workers will have more attention paid to prevention Of responses such as anxiety, depression, aggression, decreased quality of work and You should think about ways to reduce workplace injuries are psychological. The progress of these issues can reduce the incentive to work and ultimately reducing productivity.

References

1. Wu SY, Wang MZ, Li J, Zhang XF. Study of the intervention measures for the occupational stress to the teachers in the primary and secondary schools. *Wei Sheng Yan Jiu* 2006; 35: 213-6.
2. ILO. Mental health in the workplace: situation analysis (preliminary report). Geneva: US ILO, 2000. p. 3-5.
3. Cormack MA. The introduction of mental health component into primary health care. *World Health Organization. Int J Social Psychiatry* 1991; 37: 31-40.
4. Robinson KL, McBeth J, Macfarlane GJ. Psychological distress and premature mortality in the general population: a prospective study. *Ann Epidemiol* 2004; 14: 467-72.
5. May M, McCarron P, Stansfeld S, Ben-Shlomo Y, Gallacher J, Yarnell J, and et al. Does psychological distress predict the risk of ischemic stroke and transient ischemic attack? *The Caerphilly Study. Stroke* 2002; 33: 5-6.
6. Lambert VA, Lambert CE, Petrini M, Li XM, Zhang YJ. Predictors of physical and mental health in hospital nurses within the People's Republic of China. *Int Nurs Rev* 2007; 54:85-91.
7. Lambert VA, Lambert CE. Literature review of role stress/strain on nurses: an international perspective. *Nurs Health Sci* 2001; 3:161-72.
8. Bergman B, Ahmad F, Stewart DE. Physician health, stress and gender at a university hospital. *J Psychosom Res* 2003; 54:171-8.
9. Lambert VA, Lambert CE, Itano J, Inouye J, Kim S, Kuniviktikul W, and et al. Cross-cultural comparison of workplace stressors, ways of coping and demographic characteristics as predictors of physical and mental health among hospital nurses in Japan, Thailand, South Korea and the USA (Hawaii). *Int J Nurs Stud* 2004; 41:671-84.
10. Shen HC, Cheng Y, Tsai PJ, Lee SH, Guo YL. Occupational stress in nurses in psychiatric institutions in Taiwan. *J Occup Health* 2005; 47:218-25.
11. Abdi Masooleh F, Kaviani H, Khaghanizade M, Momeni Araghi A. The relationship between burnout and mental health among nurses. *Tehran University Medical Journal* 2007; 6: 65-75.
12. Habib S, Shirazi MA. Job satisfaction and mental health among the employees of a general hospital. *Quarterly Journal of Andeesheh Va Raftar* 2003; 32: 73-64.
13. Sahebi L, Ayatollahi SMT. Mental health status of hospitals staffs in Shiraz. *Ofoh-e-danesh, Journal of Gonabad University of Medical Sciences and Health Services* 2007; 4: 26-33.
14. Khaghanizade M, Sirati Nayer M, Abdi F, Kaviani H. Assessing of mental level of employed nurses in educational hospitals affiliated to Tehran medical sciences university. *The Quarterly Journal of Fundamentals of Mental Health* 2006; 31-32:141-148.
15. Cheng Y, Kawachi I, Coakley EH, Schwartz J, Colditz G. Association between psychosocial work characteristics and health functioning in American women: prospective study. *BMJ* 2000; 27:1432-6.
16. Walcott-McQuigg JA, Ervin NE. Stressors in the workplace: community health nurses. *Public Health Nurs* 1992; 9:65-71.
17. Magennis C, Slevin E, Cunningham J. Nurses' attitudes to the extension and expansion of their clinical roles. *Nurs Stand* 1999; 13:32-6.
18. Hashem Zadeh I, Aurangi M, Bahrehdar MJ. The relationship between job stress and mental health in a group of hospital employees in Shiraz. *Quarterly Journal of Andeesheh Va Raftar* 2000; 23-22: 62-55.