

# Mental Health and Depression of Bank Employee

## Abstract

The main purpose of this research was to find out the mean difference between Bank employees in Mental Health and Depression. For this total 90 bank employees (45 private sectors employees, 45 public sector employees) were taken as a sample. The Research tool for Mental Health MHI (Mental Hygiene Inventory) was used made by Bhatt D.J. & Geeda G.R. (1992). Depression was measured by BDI (Back Depression Inventory) made by Back et al (1961). t-test was applied to check the significance difference of Mental Health and Depression. Check relation Karl Pearson correlation was used. Result revealed that significant difference in Mental Health and Depression of Bank employees. Private sector bank employees have poor mental health and high depression level as compare public sector bank employees. While co relation between Mental and Depression revels -0.65 negative co relation.

**Key words:** Work place, Bank employees, Mental Health, Depression.

## Introduction

Organizations have a remarkable position on modern advanced societies. For many of people's basic activities are performed in organizations and life without organizations is impossible in a variety of educational, commercial, industrial etc. facts organizations is composed of people with different roles in which the productivity and development of any organization depends on its people's development and growth within that organization. Providing advice to employees in work place to empower. Staff in dealing with problems is essential. The history of counseling in work place shows that counseling at workplace began with Hawthorn's studies in 1920 and in 40s and 50s in the field of providing services to people with alcohol, in the 1970s for presenting services for staff's Mental Health and in 1980s for providing services in the field of health promotion. (Caroll and Walton, 1997). Studying this history is by itself a testament of the importance of health promotion in organizations. The task of leadership is to identify and resolve the programs that can resolve any problems of the staff in order to the maximum productivity of the staff is obtained. Employee Assistance program which become known in the past the decade was dedicated in 1940 only to help employees to overcome the problem of alcohol addiction. However, this program is now multifaceted which includes the problems of drug addiction, family problems, health problems (especially mental illnesses such as depression) and only problem that actually hurt job performance. Organizations that use this program found that the success of their performance depends on more accurately identifying the restive employees as well as determining the most appropriate program to solve their problems. The certain benefit of employee finding plans is to help maintaining and improving productivity which can be achieved by reducing absenteeism, job changes and working events (sellinger, translated by Agha 1999, p.157).

Considering the fact that employee assistance programs aims to employee's Mental Health and other problems affecting Mental Health are their job performance, such programs are provided for most employees in the United States of America. According to the report delivered in 208, 42% of private sector employee and 73% of local government sector employee access to Employee Assistance program (Merck, 2009) Mental Health is a determining factor in increasing labor force productivity and better service of organizations.



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According to the International Labor Organization (ILO, 2005) psychological problems may result in illness, injury, stigmatization, isolation and even death. They can also have a considerable impact on the employer such as reduced productivity and lowered morale. Staff in the Health care sector is particularly subjected to such mental health risks. (World Health Organization, WHO, 2004). Therefore, it is important and realizes his or her own abilities

1. can cope with the normal stresses of life
2. can work productively and fruitfully
3. is able to make a contribution to his or her community.

In this positive sense, mental health is the foundation for well being and effective functioning for an individual and for a community.

According to Pollet (2007) Mental Health promotion is the process of enhancing protective factors that contribute to good Mental Health. Many scientific studies have proven that skills and attributes related to positive Mental Health to positive members. Such as bottom physical health and quality of life economical well-being and personal dignity. (European Mental Health Implementation Project, 2006).

Work place is an appropriate setting where Mental health of the workers can be effectively protected and promoted. The European fact for Mental Health and well being, (EU High level Conference, 2008) lists Mental health in the work place as one of the priority areas. It recommends implementation of the mental health and well-being programmes with risk assessment and prevention programmes for situations that can cause adverse effects on the Mental Health of workers (stress, abusive behaviour such as violence or harassment at work, alcohol, drugs) and early intervention schemes at workplaces.

Depression is a significant contributor to the global burden of disease and affects people in all immunities across the world. Today, depression is estimated to affect 350 million people. The world Mental Health survey conducted in 17 countries found that on average about 1 in 20 people reported having an episode of depression in the previous year. Depressive disorders often start at a young age. They reduce people's functioning and often are recurring. For these reasons, depression is the leading cause of disability world wide in terms of Total years lost due to disability. The demand for curbing depression and other Mental Health conditions is on the rise globally. A recent World Health Assembly called on the World Health organization and its member States to take action in this direction (WHO, 2012).

Depression is a common Mental disorder that present with depressed mood, loss of interest or pleasure, decreased energy, feelings of guilt or low self-worth, disturbed sleep or appetite ad poor

concentration. Moreover, depression often comes with symptoms of anxiety. These problems on become chronic or recurrent and lead to substantial impairments in on individual's ability to take care of his or her everyday responsibilities. At its worst, depression can lead to suicide. Almost 1 million lives are lost yearly due to suicide, which translates to 3000 suicide deaths every day. For every person who completes a suicide 20 or more may attempt to end his or her life. (WHO, 2012).

There are multiple variations of depression that a person can suffer from, with the most general distinction being depression in people who have or do not have a history of mania episodes. Depressive episode involves symptoms such as depressed mood, loss of interest and enjoyment, and increased fatigability. Depending on the number and severity of symptoms, a depressive episode can be categorized as mild, moderate, or severe. An individual with a mild depressive episode will have some difficulty in continuing with ordinary work and social activities, but will probably not cease to function completely. During a severe depressive episode on the other hand, it is very unlikely that the sufferer will be able to continue with social, work or domestic activities, except to a very limited extent. Main purpose of this study was to study of Mental Health and Depression of bank employee in Relation to their work place.

#### **Review of Literature**

Mental Health and Stress among bank employee (Pandya,2011) : Result shows that private sector bank employees have poor Mental Health and feel more stress as compare public sector bank employees.

'Depression and psychological well being among bank employee' (Doshi 2010): According to result private sector bank employees more depressive as compare public sector bank employees.

#### **Objectives**

The main objectives of present study is as under.

1. To measure Mental Health among private sector and public sector bank employees.
2. To measure depression among private sector and public sector bank employees.
3. Check correlation between Mental Health and depression.

#### **Null-Hypothesis**

To select objectives of this study, null-hypothesis is as under.

1. There is no significant difference in Mental Health among private sector and public sector bank employees.
2. There is no significant difference in Depression among private sector and public sector bank employees.
3. There is no correlation between Mental Health and depression.

**Methodology**

Research Methodology involves systematic procedures which the researchers start from initial identification of the problem to its Final conclusion. The role of Methodology consists of procedures and techniques for conducting study.

**Research Tools**

For the purpose following test tools were considered with their reliability, validity and objectivity mentioned in their respective manuals. In present study two inventories was used.

**(A) Mental Health Inventory**

The Mental health inventory was developed by Bhatt D.J. and Geeda G. R. (1992). This scale contains 40 statements pertaining to five domains aim of mental health. These five dimensions include perception of reality, integration of personality, positive self-evaluation, group oriented attitudes, and environmental mastery to be rated on 3 point scale. In this scale statements no.

1,3,9,14,19,20,22,24,25,26,28,33,35,37,38 are negative and other are positive. Which statements are positive for agree, disagree, neutral 3, 1, 2, score was used and when are negative statements for agree, disagree, neutral 2, 1, 3, score was used. Reliability of present inventory was checked by three methods on which 0.81 by logical similarity 0.44 by half-divided method and test retest has 0.81.

**(B) Back Depression Inventory (BDI)**

Beckword Mendesion, Mock and Drbaug, 1961. It is comprised of 21 items. Although the inventory was designed as a clinical instrument but in practice it is frequently used to mental health subjects into depression. This inventory has test retest reliability coefficient ranging from 0.74 to 0.83 on different time intervals and positively correlated with Hamilton depression rating scale with a person of 0.71. Gujarati adoption in Sardar Patel University in Gujarat (1990). This is 4 point scale. Reliability and validity of Gujarati adapten was 0.80 and 0.65.

**Procedure of Data Collection**

Visits were made to the some private sector and public sector banks by the researchers, so that initial report can be established with the respondents. After emplacing the testing was done on a group of Private and public sector employees. The whole procedure of fill the testing was explained to them fully and clearly. The instructions given on the testing were explained to them. It was also made clear to them that scores would be kept secret. It was checked that none of the subjects left any questions unanswered or that no subject encircled both the answers given against a question.

**Research Samples**

According to the purpose of present study total 90 samples has been selected. There were 45 private sector bank employees and 45 public sector

bank employees were taken as a sample from different bank in Rajkot city. (Gujarat)

**Research Design**

The aim of present research was to a study of Mental Health and Depression of bank employee in relation to their work place. For these total 90 employees were taken as a sample. Here to measure Mental Health, MHI (Mental Health Inventory) was used made by Bhatt D. J. and Geeda G. R. (1992), check Depression in them BDI (Back depression Inventory) was used made by Beck et. al. (1961) variables study was (a) Dependent Variables i.e. scores of Mental Health and Depression Inventory and (b) Independent Variables: i.e. Private sector and Public sector bank employees. To check the difference between groups t-test was used, check relation between Mental Health and Depression Karl-Pearson correlation Method was used. The result & discussion of study is as under.

**Result and Discussion**

The main objective of present research was to a study of Mental Health and Depression among Bank employees in relation to their work place. Result is as under.

According to Table-1 Result obtained the basic area of Mental Health. Result shows that private sector bank employees have poor Mental Health as compare public sector bank employees.

Public sector bank employees received high Mean score 15.77 as compared private sector bank employee 14.20. The standard deviation score of private sector bank employees received **4.60** and public sector bank employees received **5.92**. The t-value was **2.08** significant at **0.05** level. Public sector bank employees have good Mental Health as compare private sector bank employees. So we can say that first hypothesis was not accepted because significant difference can be seen (Table-1). Evidence Research finding given by Pandya (2011).

According to Table-2 result obtained the basic area of depression. Result shows that private sector bank employees are more depressive as compare public sector bank employees.

Private sector bank employees received high mean score 36.56 as compare public sector bank employees 32.47. The standard deviation score of private sector bank employees received 3.90 and public sector bank employees received 8.11. t-value was 5.30 significant at 0.01 level. Private sector bank employees are more depressive as compare public sector bank employees. So we can say that second hypothesis was not accepted because significant difference can be seen (Table-2) evidence of Research Finding given by Doshi (2010).

According to Table-3 result obtained negative correlation between Mental Health and Depression - 0.65 negative co relations was seen. It means Mental Health increases depression

decreases and depression decreases mental health increases and vice versa.

#### **Suggestions for Employees**

According to result private sector bank employees were more depressive as compare public sector bank employees. Work place depression costs businesses a lot of money. Lower productivity, absenteeism, and even drug and alcohol abuse on company premises can adversely affect business success. Here are some ways to effectively deal with an employees who may be clinically depressed.

#### **Get smart about depression.**

Find out what you can about this disease. Understanding for instance, that depression is an illness, not a personality flaw or something that's contagious, well help you manage the situation. Don't treat it as a stigma, this will only make matters worse. Books and articles abound on the topic and you could tap into the expertise of a local professional who specializes in the treatment of depression. Make sure managers or supervisors in your Bank become knowledgeable as well.

#### **Learn how to recognize depression.**

Pay attention to your employees how's morale? Is someone regularly absent, or does he or she seem constantly absent, or does he or she seem constantly blue? Is any one experiencing dramatic mood swings (anger, sadness, sulking, etc.) Have you noticed a serious drop in productivity in any of your staff? Is the employee procrastinating more than usual? Does the individual withdraw from group activities? More for signs that dissect you posing and determine if depression could be the source.

**Talk.** Don't be afraid to speak with an employee whom you believe might be suffering from depression. Carefully discuss any changes you've observed and express your concern. If you've noticed poor performance discuss this and offer support. Allow the employee adequate time to explain the situation, and be sure to conduct this conversation in private. Empathy and non judgment stance on your part will go a long way toward easing the employee's anxiety about opening up to you. You might however, need to consider involving Human Resource for your protection and the employee's.

#### **Be flexible when you can.**

A depressed employee might need extra time away from the office for treatment or you might determine that alive of absence is necessary. Make sure you follow a prescribed company policy, and make allowances for the worker's absence, like resigning work and following up on any unfinished projects. Remember depression could be a disability requiring accommodation under state and federal law.

#### **Remember physical safety.**

Sometimes people suffering from depression may not care about their physical safety. Be alert for work place accident or circumstances that may lead to

an accident. If you do notice unsafe behaviour by some one you suspect is depressed, discuss this openly so that you can avoid dangerous situations.

#### **Recommend outside help.**

Just as you wouldn't diagnose depression your self, you shouldn't try to treat it either. Recommend to employees with symptoms of depression that they seek help. This could come from your Employee Assistance Program (EAP) or a Mental Health Professional, such as a social worker, clinical psychologists, or psychiatrist. The employee's primary care, physician can probably recommend someone. The idea is to set the care in motion.

#### **Take any threats seriously:**

A depressed person is not likely to harm coworkers, but you should be vigilant about responding to an employee's remark such as, "I want to die." "Life is not worth living any more" or "my family would be better off without Me." seek the advice of a specialist immediately if you hear comments like these. You could save a life.

Examine the workplace for stressors the environment you create could be contributing to an employee's depression. Be open to an honest assessment of your organization and determine if there is something than can change i.e. level and amount of work to be done, spacing out deadlines level and type of supervision. Training and development opportunities.

#### **Conclusion**

There were significant different in Mental Health and Depression in private sector and public sector bank employees. Private sector bank employees have poor Mental Health Sector bank employees. There were -0.65 negative correlations between Mental Health and Depression. It means Mental Health Increases Depression Decreases.

#### **Limitations**

In the Research work taken sample was not achieved with concentration on particular area. The study was restricted to only Bank employees. There fore the other persons is not affected with Result. The present Research includes 90 samples. So generalization of Result Might is unfelt here. In sample selection in this Research random Method was used. The present Research was only a part of study; this generalization should not be consumed. The scientific is not approached in the sample selection. The conclusions of present Research are significant, so one aspect of limitation reveals that both Mental Health and depression are internal aspect of person's personality and character. There for in this practical world all persons take differently and act differently. So it is inevitably complicated task to determine the proportion of employees Mental Health and Depression in person's character.

**Suggestions for Future Study**

Endeavor can be executed to analyze more than 90 data of sample with efficiency to attain better results. For the accumulation of information, variegated methods except questionnaires can be adopted. Selection of sample can be accomplished with the intake of different peoples from different state and district to ascertain their Mental Health and depression to crown the edifice of the research work other Method of selecting sample can be appropriated.

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