

The Mechanisms of Psychological Health Promotion in the Professional Environment

آليات تعزيز الصحة النفسية في الوسط المهني

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Abstract:

Mental health is an essential element in creating a safe and healthy work environment. It is known that mental and physical disorders and behavioral deviations increase the possibility of reduced performance and professional achievement, which requires the provision of psychological care to get rid of various issues and feelings of exhaustion and stress. Mental health helps the worker to fit in well and succeed in all areas of life. Through this article, we aim to identify ways and mechanisms to promote mental health in the professional environment as a touchstone for growth, compatibility, and the ability to produce and create in the professional environment.

Keywords: Career Counselling, Job Performance, Mental Health, Professional Environment.

Résumé :

La santé mentale est un élément essentiel pour créer un environnement de travail sûr et sain. On sait que les troubles mentaux et physiques et les écarts de comportement sont capables de contribuer à une diminution des performances et de l'accomplissement professionnel, ce qui nécessite la fourniture de soins psychologiques pour se débarrasser de divers problèmes et des sentiments d'épuisement et de stress. La santé mentale aide le travailleur à bien s'intégrer et à réussir dans tous les domaines de la vie. Cet article vise à identifier les moyens et les mécanismes permettant de promouvoir la santé mentale dans l'environnement professionnel en tant que pierre de touche de la croissance, la compatibilité et la capacité à produire et à créer dans l'environnement professionnel.

Mots-clés : Environnement Professionnel, Orientation Professionnelle, Performance Au Travail, Santé Mentale,

Introduction:

The mental health of workers is very important from both of economic and humanitarian angle, so what is spent on the health, social and recreational care of workers cannot be considered as services but as one of the most important ways of investment because it contributes to increasing the production of workers quantitatively and qualitatively, in addition to the fact that occupational diseases leave tragic and bad effects on workers, their families and the institution to which they belong. It is estimated that 15 per cent of working-age adults suffered from a mental disorder in 2019. Around 12 billion working days are lost each year due to depression and anxiety, costing the economy US one trillion dollars a year in lost productivity.

The treatment of occupational diseases is not limited to the organic aspect and the improvement of working conditions only, but extends to the psychological care provided to workers and plays a major role in improving productivity and production as an indicator of good performance and professional growth. In the same context, the promotion of mental health does not reflect positively on the individual alone, but on society, if the individual suffers from any kind of psychological disorders, it will affect the overall system. Mental disorders cause the spread of crime, corruption and many other issues, which shows the need to intensify programmes that promote mental health. According to the World Health Organization (WHO), mental health promotion involves actions that seek to create the right living conditions to support mental health and enable people to adopt healthy lifestyles, including multisectoral strategies such as intensifying prevention and community-based activities and programs for the elderly (*Ma'rūf Alā' Abd Allāh, Wadā'ah Nizār Najlā', 2018*).

1. Mental health

The New technology (NTIC) has created a new way of life that is different from what we are familiar with within the traditional closed society, prompting individuals to live a kind of challenge to prove themselves by using all their resources, especially **mental health**, as defined by the World Health Organization (WHO): 'It is a complete physical, psychological and social well-being that includes not only the absence of disease and disability' (*Abd al-'Azīz ḥdār, 2013: 62*). We note that the World Health Organization (WHO) has included psychological well-being in the definition of mental health and the WHO's famous definition of health refers to it as: 'a state of physical, psychological and social well-being and not simply the absence of disease or infirmity' (Muḥammad Ruzayqah, Ayt Mawlūd Yasmīnah, 2016: 177). It is about giving the individual the space to unlock their potential and provide a sense of adequacy and happiness in solving their problems, making decisions and actively interacting with their surroundings, considering that internal psychological integration provides the basis for positive and effective interaction with others (Muṣṭafā Hījāzī, 2004: 39).

Those interested in the field of individual and community mental health must intensify their efforts to care for the mental health of the individual in the school and the professional side, as the school is a microcosm of society, if not the society itself, as they must make the school environment a suitable environment for teaching them sound educational methods and healthy social relations, and implement this through curricular and extracurricular activities, which requires the school administration to develop an effective strategy to achieve this goal.

2. The Relationship Between an Individual's Mental Health and Occupational Integration

The success in any profession and the positive adaptation of the individual to it requires an acceptable level of mental health, as mental health disorders negatively affect the individual and do not lead to professional adaptation. The effects of mental health on professional integration can be identified in the following points:

Satisfaction with the profession: The individual who is satisfied with his profession is sat is seeking to develop it, grow in it, and retain his own freedom to choose from the available alternatives and take responsibility for his choice. **Commitment to the profession** The individual seeks to stabilize and commit to his work and tries his best to succeed in it and endeavors to develop it whenever possible, taking into account his abilities and capabilities. **Concern** A mentally healthy person is interested in his work and does it well, does not neglect it, does not feel bored, and on the contrary, feels satisfied with it. **Productivity** A healthy person is more capable of production than others because he understands and realizes the importance of this in self-realization and his feeling of satisfaction, he gives and rests reasonably and is faithful in his work (Jawdat 'Izzat wa-Sa'id Husnī al-'Azzah, 2014, §234).

3. Mechanisms to Promote Mental Health in the Professional Environment

According to scientists, occupational performance and mental health are related to each other, as the performance of duties requires the enjoyment of healthy mental and physical health, which is free from severe disorders, because the ability to accomplish tasks is a conscious and voluntary act. It expresses the most important manifestations of the individual's fulfilment of his existence (Āyidah Nājī, 2020, p. 508). It is worth noting that there are a certain set of factors that are associated with the emergence of psychological disorders in the professional environment, namely the following.

Clarity: Role ambiguity results when supervisors do not explain how and when duties will be carried out and may result in job dissatisfaction, low self-confidence, low motivation and a desire to leave the job, and is associated with frustration, anxiety, stress and depression in the work environment. **Change:** Change in the work environment is a major source of psychological disorders, even if this change is aimed at improvement, especially if it is accompanied by a lack of clarity. It may threaten the private interests of employees. **Control:** Workplaces require some kind of control over the behavior of their employees. This is to ensure that they adopt the organization's values and objectives. The latter relies on the use of a system of positive and negative incentives. **Innovation:** It means the amount of diversity and change in the accomplishment of work and the use of innovative methods. **Physical conditions of the work environment:** Specialists in this field have been interested in studying the impact of physical conditions on the level of professional performance. They confirmed that they affect concentration and thinking, and poor working conditions may affect mental health and may even lead to isolation and stress among workers in general ((Āyidah Nājī, 2020, p. 508).

Research indicates that there are a range of mental illnesses that affect productivity in the professional environment, including

Delusional illness: It is a severe psychological concern for public health in which an individual believes that he or she is ill with a disease that has no physiological basis, such as a person's belief that he or she has cancer, nerve weakness, or other diseases without having symptoms of the disease he or she believes he or she has, or an individual's belief that he or she will inevitably go crazy or die young, and other false beliefs that have no factual justification.

Psycho Somatic Diseases: Psychosomatic diseases are a category of psychological disorders that affect the body, and as such, a psychosomatic disease refers to the appearance of organic pathological

symptoms whose real causes are psychological factors, such as: **Feeling tired and fatigued** almost constantly despite nutrition, **Arrhythmia despite** being organically healthy, primary hypertension, which is also not due to known organic causes, gastric and duodenal ulcers, some cases of chronic diarrhea and constipation, some cases of asthma, some cases of migraine headaches, some skin diseases, and some articular pains.

In fact, the sufferer of this disease uses it as a means to gain sympathy from family, work peers, friends and acquaintances in a convincing and socially acceptable way, or uses it to protect himself from work or life situations that he is not confident in his ability to face, or on the contrary, he may use it to put himself in the center of attention from others that he may have been deprived of in his childhood.

Anxiety and fear: Anxiety and fear of something, expecting evil and danger in normal circumstances, is the most important psychological illness in the professional environment, since its owner is always characterized by the inability to work efficiently, no matter how intelligent he is, and is characterized by self-centeredness, so he is unable to form normal human relationships, if he is a worker, supervisor or boss, he turns away from others, nor is he quick and decisive in making decisions if he is a boss or manager, but rather resorts to unlimited complexity to ensure himself from the imagined danger at every step of the work. If he is a boss or manager, he resorts to endless complications to ensure himself from the danger that he imagines at every step of the work, and he is not flexible but uses new behavioral patterns, and at the same time he is very sensitive as a result of his severe psychological tension, and very forgetful because he is subconsciously preoccupied with his fears and delusions.

The Hysteria: One of the most important occupational psychiatric illnesses, it has many symptoms such as hysterical (pseudo) paralysis, hysterical neurological convulsions, hysterical contractions, hysterical tremors, loss of speech, nervous movements of the eyes, face, or lips etc. One of the characteristics of a hysterical person is that he does not suffer from his physical or psychological symptoms except in situations in which these symptoms serve him and fulfil his desires, while in situations of play and pleasure he uses all his organs and senses well.

This personality has a great impact in the professional environment, if the patient is a boss, his treatment of his subordinates harms their psychological health and their compatibility with their work, and thus harms production and increases the rate of accidents and absences, and if he is a worker, he is always characterized by aggression against management, and many of them lead the rebellion against management and authority, because these patients are characterized by a strong propensity for authority, and they are characterized by rigidity, extreme accuracy and excessive organization, and their desire for accuracy and perfection often causes discomfort to those around them. (Al-Adili, 1995, pp. 80-83)

Psychological burnout: Burnout is the feeling of a terrible inner emptiness that an individual experience after he has used up all his physical strength without reinforcement, he becomes devoid of any feeling towards others and appears in the individual due to the impact of the work pressures that he is exposed to and affects his attitudes negatively. It can be clearly diagnosed through their behavior at work and their relationship with others Burnout has three main dimensions: Emotional stress, emotional numbness, and lack of sense of accomplishment (Miknāsī Muḥammad wqđāsh Rabīḥah, n.d.).

Protecting and promoting mental health at work is about strengthening the capacity to recognize and deal with mental disorders at work, which is especially important for people who supervise others, such as managers. To protect mental health, the WHO recommends the following:

Train Mental Health Professionals, which helps recognize and respond to signs of emotional distress in employees under their supervision; builds interpersonal skills such as open communication and listening; and improves understanding of the impact of work stress on mental health and how to manage it.

Train Mental Health Education and Awareness workers to improve mental health knowledge and reduce the stigma associated with mental ill health at work.

Implement Interventions for Individuals to build skills to manage stress and reduce mental health symptoms, including psychosocial interventions and opportunities for recreational physical activity

The United Nations Convention on the Rights of Persons with Disabilities (CRPD) is an international agreement to promote the rights of persons with disabilities (including psychosocial disabilities), including at work. The organization recommends three interventions to support people with mental health impairments in accessing, maintaining and participating in work:

Flexible Work Arrangements adapt work environments to the abilities, needs and choices of a worker with a mental health impairment. These may include flexible working hours, extra time to complete tasks, modification of tasks to reduce stress, time off for health appointments, or regular supportive meetings with supervisors.

Return to Work Programs combine guided care at work (e.g. flexible arrangements or gradual return to work) with continued clinical care to support workers to return to work meaningfully after a mental health-related absence, while reducing mental health symptoms.

Supported Employment Initiatives help people with severe mental health conditions to start paid employment and keep their time in work by continuing to provide mental health and vocational support. (WHO, 2022)

4. Recommendations

- Giving the worker a suitable income to meet his living needs and make him feel that he belongs and loves his work.
- The principle of putting the right person in the right place must be respected, i.e. taking into account abilities and capabilities in professional selection.
- Encouraging relationships between individuals in the same group and between different groups helps to increase production
- Achieving health for workers.
- Respect the physiological conditions of work.
- The size of the work unit should be small so that the worker knows exactly what his role is.

- Giving the worker the opportunity to participate in management by decentralizing management to the branches of the organization.
- The worker must achieve well-being so that he does not feel frustrated and psychological distress, which is reflected in the quality of his work.

Conclusion:

Safe and healthy work environments minimize stress and conflict at work and improve staff retention, work performance and productivity. Otherwise, the lack of effective structures and support at work, especially for people living with mental health conditions, can affect an individual's ability to enjoy their work and perform well; it can limit people's attendance at work and may even prevent them from having a job at all. Preventing mental ill health at work should be done by managing psychosocial risks in the workplace. The ILO recommends that employers do this by implementing organizational interventions that directly target working conditions and environments. Organizational interventions are those that assess, mitigate, modify or eliminate workplace risks to mental health. Institutional interventions include, for example, providing flexible working arrangements, or implementing frameworks to deal with violence and harassment at work.

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