

Mental Health of Industrial Employees with Reference to Gender and Age Factor

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ABSTRACT:

The present investigation is to find out the differences in mental health of male and female employees of industrial area in Ahmedabad. The sample consisted of 200 employees out of which 100 were male and 100 were female. For this purpose of investigation 'Employee's Mental Health Inventory' by Dr. Jagdish (Agra) was used. The data obtained were analyzed through 't' test to know the mean difference between the two groups. The result shows that there is no significant difference in the mental health of male and female. There is no significant difference in the mental health of less than and more than 30 year male and less than and more than 30 year female.

Keywords: *Mental health, Male, Female, Age, employee.*

INTRODUCTION

Health, an indispensable quality in human beings, has been reported as soil from which the finest flower grows. Sound health makes sound mind, adds to the happiness of a person, and leads to a meaningful and active life.

“The preamble of the World Health Organization's charter defined health as a state of complete physical, mental and social well-being, not merely the absence of disease or infirmity” (MONOPOLIS ET.AL., 1977)

Before the second half of the twentieth century, mental health was considered as the absence of mental disease, But now it has been described in its more positive connotation, not only as the absence of mental illness, but as the ability of a person to balance one's desires and aspirations, to cope life stresses and to make psycho-social adjustment. Mental health problems can affect your feelings, thoughts and actions, and cause difficulties in your everyday activities, whether at school, at work, or in relationships.

Bhatia (1982) considered mental health as the ability to balance feelings, desires, ambitions and ideals in one's daily living.

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Anand (1989) has defined mental health as the behavioral characteristics of personality. According to him a mentally healthy person should be understood as a dynamic and conscientious individual who is found to be reasonably rational in the choice of means for the realization of his pious ends. The present study has been carried out to know whether it creates difference of mental health of personnel's working in different industrial employees with reference to gender, age and family status in Ahmadabad district.

OBJECTIVE:

To study differences between male and female and less and more than 30 year age employees relation to their mental health.

HYPOTHESES:

1. There is no significant difference between male and female employees of mental health.
2. There is no significant difference between less than 30 year and more than 30 year employees of mental health.
3. There is no significant difference between less than 30 year and more than 30 year male employees of mental health.
4. There is no significant difference between less than 30 year and more than 30 year female employees of mental health.

METHOD:

Sample:

As a sample for the present study in Ahmadabad district industrial area (Paras Industries, Varahi Industries, Gajanand Industries etc.), 200 male and female employees were selected. 100 were taken from male and 100 were taken from female employees.

Tool:

To obtain data, "Employees Mental Health Inventory" by Dr. Jagdish, Agra (2001) was used for the purpose of study. The inventory consists of 24 items with yes/no response pattern. The obtained reliability coefficient score of this test is 0.66 and Spearman-Brown formula reliability score of this inventory is 0.79 and index of reliability score is 0.89. The validity coefficient was found to be 0.57.

Procedure:

The collection of data was spread over a period of 25 days. The researcher personally visited the selected industry (Paras Industries, Varahi Industries, Gajanand Industries, Maheshwari Industries and Ambica Industries etc.) And contacted male and female employees in Ahmadabad district. On the schedule date, the researcher met the male and female employees and made clear to them the purpose of administration. The researcher sought their co-operation.

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The instructions were explained by the researcher and the doubts were clarified. They were assured that their response will be used for research purpose only and will be kept confidential. They were suggested to give free, frank and honest responses without any hesitation. The scales were administered to the people. The scales were collected only after they were responded by the subject. After the completion of the administration, the investigator conveyed her gratitude and thanks to all subjects for their kind co-operation. The raw scores were statistically analyzed in terms of means; standard deviation and t-test were used to compare mental health level of the industrial employees in relation to their gender and age factor.

RESULTS AND DISCUSSION:

The main objective of present study was to carry out the study of mental health level of industrial employees with reference to gender and age factor. In it statistical 't' method was used.

Results discussion of present study is as under:

Table-1 mental health of male and female employees

Group	N	Mean	SD	SE	SED	't'	Sign.
Male	100	16.78	2.72	0.27			
Female	100	16.29	3.04	0.30	0.41	1.20	NS

Non-Significant (0.05=1.98)

Table no.-1 shows mental health of male employees and female employees. For the male employees mean is 16.78 and for female employees mean is 16.29, S.D. for male employees 2.72 and female employees 3.04. For both groups 't' value is 1.20 and level of significance is not significant. Thus the null hypothesis, number 1, which states "there is no significant difference between male and female employees of mental health", was accepted. It means that the mental health of male and female employees is of the same levels.

Table-2 Mental health of less than and more than 30 year employees

Group	N	Mean	SD	SE	SED	't'	Sign.
Less 30 Year	122	16.43	2.97	0.27			
More 30 year	78	16.68	2.76	0.31	0.42	0.59	NS

Non-Significant (0.05=2.00)

Table no.-2 shows mental health of less than and more than 30 year employees. For the less than 30 year employees mean is 16.43 and more than 30 year employees mean is 16.68, S.D. for less than 30 year employees 2.97 and more than 30 year employees 2.76. For both groups 't' value is 0.59 and level of significance is not significant. Thus the null hypothesis, number 2, which states "there is no significant difference between less than and more than 30 year employees of mental

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health” was accepted. It means that the mental health of less than and more than 30 year employees is of the same levels.

Table-3 Mental health of less than and more than 30 year male employees

Group	N	Mean	SD	SE	SED	‘t’	Sign.
Less-30(male)	56	16.86	2.75	0.37	0.55	0.36	NS
More-30(male)	44	16.66	2.70	0.41			

Non-Significant (0.05=2.00)

Table no.-3 shows mental health of less than and more than 30 year male employees. For the less than 30 year male employees mean is 16.86 and more than 30 year male employees mean is 16.66, S.D. for less than 30 year male employees 2.75 and more than 30 year male employees 2.70. For both groups ‘t’ value is 0.36 and level of significance is not significant. Thus the null hypothesis, number 3, which states “there is no significant difference between less than and more than 30 year male employees of mental health” was accepted. It means that the mental health of less than and more than 30 year male employees is of the same levels.

Table-4 Mental health of less than and more than 30 year female employees

Group	N	Mean	SD	SE	SED	‘t’	Sign.
Less-30(female)	66	16.08	3.12	0.38	0.64	0.98	NS
More-30(female)	34	16.71	2.89	0.50			

Non-Significant (0.05=2.00)

Table no.-4 shows mental health of less than and more than 30 year female employees. For the less than 30 year female employees mean is 16.08 and more than 30 year female employees mean is 16.71, S.D. for less than 30 year female employees 3.12 and more than 30 year female employees 2.89. For both groups ‘t’ value is 0.98 and level of significance is not significant. Thus the null hypothesis, number 4, which states “there is no significant difference between less than and more than 30 year female employees of mental health” was accepted. It means that the mental health of less than and more than 30 year female employees is of the same levels.

CONCLUSION:

There is no significant difference between male and female employees, less than and more than 30 year employees, less than and more than 30 year male employees & less than and more than 30 year female employees.

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