

Depression Effect in the Work Environment

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Abstract

Depression is characterized by persistent sadness and loss of interest in everyday life activities and work. Likewise, depression is one of the major central causes among adulthood.

To find out whether depression is a result of workplace stressors, factors unrelated to the job, or a combination of both lead to health problem.

To see depression significantly correlated with job insecurity and job dissatisfaction.

To examine occupational stressor leads to increased physical demands and increased the risk of depression for the individual.

Therefore, employment is central to the experience of adulthood of majority. Problems in getting or maintaining a job, as well as the actual qualities of the job, have important implications for mood. Likewise, salient events and experiences external to the workplace may increase the related risk like depression, obesity, high blood pressure and diabetic etc.

This paper demystifies the environmental characteristics of workplace that may stimulate feelings of depression and how depression affects the performance of employees and how to cope.

This paper also explains the maintenances of gains, an organization and individual can follow to minimize depression and maximize production. In sum, it is the imperative that individuals suffering from depression be identified encourages and supported so that they may improved their well-being and return to full work functioning.

Keywords: *Depression; Mental Illness; Unemployment; Personality Style*

Depression is mental disorders where the person suffers from prolong period of sadness, which disrupts not just their mood but daily activities as well. It is one of the most debilitating and most expensive mental health disorders, contributing to unemployment and work impairment in large number of adults. Depression affects employees at all levels of the corporate ladder. It ranks among the top three-workplace problems following the family crisis. Now days, one in every 20 employees experiences the illness. Depression tends to affect people in their prime working years if left untreated may last a lifetime. Depression is a common mental illness. sometimes, we all felt low but this negative state of being can trigger suicidal tendencies and various health problems like diabetes and heart disease, which are themselves among the world's biggest killers. As we go about with our day, we often fail to realize that some of our silly habits can be putting us at risk of depression. After all, our lifestyles choices play a big role for our overall health.

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Recent studies showed that people who are depressive symptoms find spent more time in the bed than do people with diabetes, back problems and so on.

In 2005 (Margaret Chan), rates of depression have risen by more than 18 per cent, but a lack of support for the mental health combined with a common fear of stigma means many don't get the treatment they need to live healthy, productive lives. "These new figures are a wake-up call for all countries not only in India for who has all middle- income countries. The report further revealed that in 2015, Indians suffer more than five cores, and over three cores dealt with anxiety disorders.

Therefore, it is very necessary to take an immediate measurement must be taken by the countries to address depression and prevent it.

Precipitating conditions

There are many causal factor for Depression: Personality style; learned helplessness and depressive attributional style; life stresses and coping style and biological processes; Factor all been implicated as workplace possible precipitant for depression.

The above factors had identified as salient catalyst for depression. Work place stress, for example has shown impact on the depression and physical health and somatic complaints. It is still often unclear result whether difficulties at work are the result or the cause of depression. Instead, they may be synergistically exacerbating each other.

*Unpleasant working condition have a potential significant impact, which may create challenges to the maintenance of basic physical needs such as sleep, safety, financial security and physical health conditions that may produce these challenges, are inconvenient working schedules (e.g. Shift work), difficult physical requirements, pay systems that threaten income stability or monotony. Each of these is an occupational stressor that may increase physical demands and increase the risk for depression [1].

The effect of *shift work on employees have received substantial attention in recent years. Generally, the shift work is considered a less than desirable working condition. It is often marked by complaints of disturbed appetite, sleep and concentration as well as fatigue and apathy. The effect of shift work on sleep is an important consideration in the discussion of the depression. *Sleep disturbance is both a common symptom of depression and a possible precipitant for recurrent episodes of depression.

In addition to work conditions involving shift work, a relationship has been found between *pay systems and employee emotional distress. Although there have been few studies in this area, most of the studies on pay systems have used somatic complaints and anxiety as measure of emotional distress. In other words, when employees' wages are contingent on performance, employees tend to report a higher degree of subjective monotony. In turn, these perceptions that work is monotonous may precipitate feelings of boredom, worthlessness, or hopelessness, which may contribute to depression.

Role ambiguity, which refers to a lack of clarity about one's role in a working environment, has been associated with increased depressed mood. The lack of clarity may stem from inadequate information about objectives, expectations, or responsibilities [1]. Role conflict, on the other hand, involves the presence of conflicting demands or multiple tasks that are either nor desirable or part of the job specifications. Researches on role congruence suggests that as role ambiguity and conflict increase, so does depression. Depression was found to be significantly correlated with role ambiguity, job insecurity and job dissatisfaction [2].

Job burnout also appears to be related to depression. Burnout is typically described as emotional exhaustion, depersonalization, and lack of performance accomplishment. Each of these components is associated with symptoms closely related to depression, such as low energy, feeling of lack of control, and helplessness; lowered motivation to engage in work; and negative attitudes towards the self; work and others. Findings suggests that work environment that contribute to employees feeling emotionally exhausted; unable to relate to their customers, clients or patients; or experiencing little sense of personal accomplishment may be increasing depression risk.

Relationships with superiors, inferiors, and equals; the structural makeup of the organization; and the experience of being a part of that structure can influence a person's access to certain psychological needs such as control support and understanding [1]. Although work relationships that are generally negative may increase the risk of depression, some research suggests that certain type of negative relationships may make employees particularly important to depression risk. Frone [3] found that conflict with coworkers is more detrimental to psychological health than is conflict with supervisions. When employees are faced with stressful working conditions, positive relationships with coworkers may actually provide a protective factor against depression.

Although workplace stressors can be important precipitants to depression, depression that effects the work environment may also be caused by factors external to the workplace, such as personal characteristics or non-workplace stressors. Researchers on depression has other focused on the cognitive characteristics that cause or precipitate depression., employees' style of coping may influence mood and the ability to cope with stress conditions. Coping responses that involve emotional discharge instead of problem solving or attempts to manage mood are associated with greater levels of depression [4].

Specific stressors such as family/marital problems, financial problems, and loss appear to further dispose individuals to depression. Paykel, *et al.* [5] found that several particular types of events were reported significantly more often by the depressed sample than the control group; increased arguments with spouse, marital separation, starting a new type of work, death of immediate family member, departure of family member from home, serious personal physical illness, and change in work conditions. Thus, it appears that the occurrence of stressful life events at home and at work may be associated with depression.

Effect of depression in the workplace

Depression in the workplace often manifests itself in a variety of ways, including:

- Decreased productivity
- Morale problems
- Lack of cooperation
- Excessive fatigue or low energy
- Sleep disturbances
- Difficulty in concentrating on the task at hand, making decisions or remembering instructions
- Lack of interest in the task
- Excessive Absenteeism
- Unexplained aches/pains
- Insecurity or negative evaluation of one's own work to the point that interferes with production
- Safety problems and accidents
- Alcohol and/or drug abuse

- Increased sensitivity to criticism
- Substantial disability.

Maintenance of gains/relapse prevention

Preventive measures should be taken by organizations and individuals that not only improve the work environment and employee well-being but may also prevent depression relapse.

Some are:

- Improving work conditions that might be likely to precipitate depression.
- Work roles should be well-defined, employees should be informed of job security and job opportunity issues.
- Education employees at all levels about depression and recognizing that it's a common medical illness that is more treatable in more than 80% of all cases.
- There should be social support and opportunities for social interaction at work.
- Improving work conditions and the general psychological well-being of employees.
- Ensuring management in understanding and being supportive to the employees with depression.
- Training supervisors and colleagues to recognize the symptoms of depression.
- Making sure that employee health benefits include mental health treatment.
- Offering specialized training, including mental health packages and making mental health programs available to all employees [6].
- Risk factors for depression or other mental health issues should be included in the assessment of workplace safety and industrial hygiene [7-10].

Conclusion

The environment impinges upon us and we react to it. Spontaneously there is adaptation to the stimulation that is we change our reaction to it over time. This reaction is either adaptive or maladaptive. There is a finite limit to the psychological and physical tolerance of the environmental stimulation. Maladaptive responses have a direct bearing on our psychological and physical health. Many empirical studies have been conducted to find out the constraints of environment stressors on physical as well as psychological health.

Liberalization and globalization of the Indian economy and technical advancement in the production systems has led to a new work culture and life style. Employment is central to the experience of adulthood of majority. Today the man is undergoing violation of his psycho-socio and psychological limits. He is under to cope with the troubles and problems he faces in life which results in poor performance at work. Problems in getting or maintaining a job, as well as the actual qualities of the job, have important implications for mood. Likewise, salient events and experiences external to the workplace stressors, factors unrelated to the job, or a combination of both, it will almost certainly affect work functioning negatively. This decrease in functioning may lead to a multitude of complex costs for the

employer as well as a reduction in self-esteem and a further worsening of depression for the individual. In such conditions, the proximity of managers and supervisors may help a lot to employees as well as the organization. In sum, it is imperative that individuals suffering from depression be identified, encouraged and supported so that they may improve their well-being and return to full work functioning.

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