The Impact of Hard Job on Mental Status of these Jobs Employees in their Workplace and Social Life

Mohammad Ali Zohrehie
Master of Management, Payam Noor University, Iran

Zohreh Tayefeh Seifi
Master of Management, Payam Noor University, Iran

Abstract

This study was conducted with the aim of investigation and comparison of psychological and mental status of people who work in hard jobs. Statistical society in this study includes the employees of hard jobs. The sample size required for data collection using obtained Cochran method is 100 people. Given that the questionnaire used in the study, data is from primary type. Research methodology was survey. To analyze the data in this study, Pearson correlation test methods and using Spss software was used. The results showed that the age, experience and hours worked per week has an impact on their health status.

Keywords: hard jobs, mental status of employees, social life.
Introduction

With industrialization of human societies and create a work environment and manufacturing and industrial work environment and great developments that machine entry created the evolution and development of the industry. Now more than ever, we are exposed to various hazards and accidents, these risks and events all activities of our life in the workplace, street, house and generally threatens everywhere. The pressures of work, fear of accidents, job insecurity, physical dependence, family problems and other shortcomings, irritating our souls and mental, also, due to huge advances in science and technology and the development of increasingly unimaginable industry and create a work environment and the various units and industrial production, and due to the issues and problems that are associated with the development and the risks that employees are aware of the car industry and that work-related accidents and diseases is increasing a rapid pace, the fact that clearly indicate a strong need and that we have to learn the principles and full respect for the principles of industrial safety and security and industrial hygiene keep to themselves and others against these dangers and various events and the causes of accidents in the workplace or outside the workplace happen to know and learn the why and how accidents occur and ways to prevent and remedy what is right? It should be noted that as a result of scientific advances, many of the problems caused by accidents and occupational diseases under control to some extent, but more to the progress and development of new techniques, along with its own issues and new items that side of the cobwebs and previous events will be added. Therefore the personal and psychological capacities of the individual to resist their help in difficult conditions and not to suffer from psychological disorders and even in such difficult circumstances experienced entrepreneurs and improve their crisis in terms of personality, has attracted the attention of psychologists. A concept which has been named as the Posttraumatic Growth and the capacity it has attracted much attention in this field, is resilience. Resilience, not only increase the power of tolerance and the individual in dealing with stress and crisis situations, but more importantly, mental health and improve it. Resilience gives people the ability to work effectively with the problems of the life and face (Linley, 2004: 13). Hardiness is also another factor that is considered in this context. Studies show that a positive relationship with physical and psychological hardiness and as a source of inner strength, to reduce the negative effects of stress and the physical and mental disorders prevented. It seems that perseverance, be raised to meet people and to help people cope with stress. Perhaps the stubborn people, to deal with problems active problem-solving methods that stress the way in a relatively safe experience transformed benefit and therefore, the level of concern and alarmed at the diehards in adverse events is very low. In fact, the diehards in adverse situations challenging their assessment of the threat, sense of self and a greater commitment to their job, a greater sense of control over their life experience and therefore retain their mental health. That means the diehards due to an optimistic explanatory style, a sense of empowerment in the face of problems, problem-oriented approach to problems, positive expectations about the outcome, and believe the outcome dependence to practice your mental health unanticipated events and adverse maintain (Linley, 2004: 15). Accordingly, today, to preserve and mental health in risky situations and jobs, apart from reducing stress, attention has been focused more towards strengthening interpersonal sources, such as hardiness and resilience. So far, a lot of research on understanding and reducing stressors in different fields of medical and paramedical especially nurses and nurses working in hospitals in particular have taken place. However,
according to McAllister & McKinnon (2009) most managerial and organizational factors and personal factors, not intrapersonal factors (Rostami, & Noruzi, 2008: 70).

**Research Objective**

Investigation and comparison of psychological and mental status of people who work in hard jobs

**Health**

Health is comfort body and soul and with the lack of physical ailments, emotional, mental and psychosomatic. In human resource management, employee health is important that basically healthy person, a person who with their surroundings, including the family environment, social and work is compatible. Healthy person usually finds life satisfying and pleasant lifestyle is such that he is trying to make it fresh for yourself and others. So, having healthy employees in the organization, will make the work environment comfortable, lively, energetic and productive and achieve the goals of the organization and the management and staff become easier.

Key components of health

1. The role clarity and accessibility,
2. Reasonable requirements
3. Job control and authority in decision-making
4. Workplace social support
5. Reward fair and equitable treatment
6. Adequate wages
7. Hours satisfactory
8. Job Security:
9. Secure organizational climate
10. Healthy employment arrangements;
11. Shift work:

**Definition of hard jobs and works**

Hard and hazardous work is that physical, chemical, mechanical and biological in them was non-standard workplace stress caused by employment is far higher than the normal capacity (physical and mental) is created in his/her that it is the result of occupational disease and its complications.
Job stress and mental health

Jobs and careers are an important part of our lives. Along with creating a source of income, jobs that help us to meet your personal needs, social networks, and we serve the community.

Stress at work

Even "dream jobs" have a stressful moments, expectations are work and other responsibilities. For some people, stress is a stimulant that does some certain things. However, workplace stress can easily affect your life. You may worry constantly about a specific project, the behavior of a colleague or supervisor (Head of Department) feel uncomfortable or conscious mind and hoping to earn a promotion, too do not accept your strength. If your job on top of all your affairs, your personal relationships affected by the pressure of the merger.

Events related to work

Definition of event

In dictionaries usually means the event of an accident, incident or written and more came to act or thing is inconvenient and out of order which may result in life and or financial losses. In the opinion of some, accident and sudden unforeseen events without self-interference caused by an external force or in other words what makes humans unwittingly strayed from the path of normal life and has the mental and physical discomfort or financial losses, called accident. According to L. Davis incident can be weak and escape accountability for defined scenarios. For example, imagine that heavy objects fall from a height to someone who is smarter, more agile and is understood to flee and the other person is lacking these traits is an accident. If we pay attention to the incident in the ILO Encyclopedia, the incident is an unforeseen and unexpected events that cause damage and injury. In addition to the general definitions for the various events mentioned above in the definition of a work injury can be said: Events related to work is that the events taking place in the line of duty and to cause it to happen insured.

The importance of events related to work:

According to human:

Any incident of even minor pain and discomfort caused in the working party and family and if they were severe accident and lead to death or permanent disability makes it even more important.

According to social:

ince social development and progress of any society depends on labor, so the product of the work of each worker not only a source of livelihood for himself and his family but also of capital and support the economy of a community. If so many people are unable to work due to work-related accidents carry out their social status, causing instability in society. If the number of people also due to work-related accidents would be unable to carry out their work in precarious social conditions.
According to economic:

In any case, the events and the degree to which workers, employers and community economic losses. These losses are the direct and indirect services. It can be argued as direct losses from damage caused by interruption of work due to accident, medical expenses and the payment of damages in case of temporary disability, permanent or death. Indirect losses in the calculation of the amount of which in all countries is greater than the direct losses must interruption losses resulting from the work of other workers help an injured person due to discuss the cause of the accident, to disassemble the worker to the hospital after the transition until the appointment of the right person to do things, damage to the machine and the damage caused by reduced activity of injured workers back to work after a disability if they have to be considered.

The causes of events related to work:

Direct causes

The direct causes of the causes are that the main contribution has been the creation of accident and according to the conditions of work and industry can be summarized as follows:

Transporting the goods, operating machinery, falling objects, workers falling from height, incorrect use of tools, slipping or falling due to collision with an obstacle, and finally burn car accidents in the workplace or when go or back to work

Indirect causes

Theses causes have not led the creation of accident directly, but if there is a direct cause of the accident, the chances are greater. This group includes all the factors that are causing fatigue, discomfort and dissatisfaction of workers. The most important of these factors include uneven lighting, voice-over, the lack of good ventilation, inappropriate workplace temperature, long working hours, excessive speed and the production of other factors such as family problems, financial, relationship with the employer and supervisor and etc., in addition, it should be noted that in addition to these two groups of causes, issues such as experience, skills and work safety are also important in the development of work-related accidents.

Occupational diseases:

Refers to a group of diseases that have arisen due to work or exclusively due to diseases that affect working at a job and the circumstances in which they arise.

Disease:

Disease is a biological phenomenon social, cultural or any change in other words, unpleasant and painful feeling of wellbeing that can interfere with the disease he called
Poisoning:

Poisoning is the physiological disorders, physical and mental, in a living organism.

A- Acute: High dose just suddenly comes up, there is much less opportunity for treatment and diagnosis.

B- Chronic: Low dose comes in a long time, we have enough time to heal, and time to diagnosis is high.

Poisoning types:

Leisure (due to lack of knowledge)
Intentional (like suicide awareness)
Job (in the industry)
Pharmaceutical (using excessive)

Occupational diseases:

here are diseases caused in the workplace and it is characteristic of the pathogen of the disease cannot exist and in this case, the medication will not be effective.

Evaluation of work-related risk factors:
A) Physical: noise, heat, cold, humidity, light, radiation, vibration
B) Chemical detergents, cosmetics materials, food additives, paints, medicines, solvents, gases, dust.
C) Biology: organisms, microbes, bacteria, fungi, parasites.
D) Mechanical machines and work tools.
E) Emotional: family problems, fatigue, illness, disease, workplace and so on.

Adverse psychological factors at work environment

According to the figures provided in industrialized countries, life machine now been increased mental illness. In the current situation about 20% of employees suffer from some form of mental distress and 30 percent of work absence, mental roots. Several reasons for the increase in mental disorders caused by work mentioned that the most important problem of human adaptation to the machine. It must be understood that in addition to work-related causes, the environment today, the use of alcohol, physical and social problems, due to medical advances that prolong human life as well as survival invalid and obsolete and prone to high concentrations due to kidney disease, especially different, is also effective in increasing these diseases. In terms of occupational medicine, fatigue more than other factors involved in psychiatric disorders. Pelatek believes not completely restored when the work-related fatigue, Surmenage (fatigue) will be formed, causing mental disorders. Surmenage when it comes to daytime fatigue effect is not resting on side the remaining amount will be accumulated every day and in which case the following problems occur: reduced labor power, impatience and lack of interest.
Research method

This study investigated with the aim of applicability has been set. In terms of methodology, the study is survey. Given that the questionnaire used in this study, data is the type of primary. Considering the nature and purpose of the research activities are divided into two categories applied research and basic research. Applied research in the search for a scientific purpose and its emphasis on happiness and well-being of the masses and improve the product or the process of testing theoretical concepts in situations with real issues and since this research in an actual, concrete and living (dynamic) takes place and the results can be used in practice is an applied research.

Methods and tools for data collection

In this study, descriptive - survey method were used. Theoretical foundations of books, publications and technical papers and numerous Persian and Latin library method and field collected through questionnaires carried out.

Statistical society, sampling and sample size method

The population in this study consisted of staff hard jobs in the city of Tehran. The sample size required to collect data using Cochran will be determined. Based on the following formula:

Approximate size sample are as follows:

\[
\begin{align*}
    n &= \frac{t^2 \cdot p(1-p)}{\sigma^2} \\
    n &= \frac{3.84 \cdot 0.25}{0.0049} = 100
\end{align*}
\]

d: Potential efficiency = 7%

t: Safety factor 95% = 96.1

p: Existence intended adjective

By putting the information referred to in formula n, obtained a sample of 100 people. On this basis it is determined that the sample values with 95% confidence intervals for statistical generalization to the community. Because of the possible removal of damaged questionnaire sample size has been reduced to 100 people.

The method of analyzing information

Statistical methods used in this research will be done in two ways:

Descriptive statistical methods are used to describe the demographic variables. Major parts used in descriptive statistics using frequency tables and graphs will be different. Inferential
statistics, in this part of the survey results and data to examine the hypotheses. After collecting the data, descriptive statistics will be used to analyze the questionnaire. Using the regression results will be analyzed.

To methods for analyzing data and testing hypotheses:

To analyze the data of the statistical methods used in this research are:

1. Pearson correlation test
2. Using of Spss software

Descriptive findings

Age

From those people surveyed were asked about their age. The results obtained show that the mean age of about 30.1 years. If the amounts indicated in the following table show that 65 percent of respondents 19 to 30 years, 26.8 percent 31 to 42 years and the rest (8.2%) 43 to 54 years old.

Table 1. Distribution of respondents by age

<table>
<thead>
<tr>
<th>Row</th>
<th>Age groups</th>
<th>Frequency</th>
<th>Frequency percentage</th>
<th>Valid percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>19 to 30 years</td>
<td>59</td>
<td>59.2</td>
<td>65.0</td>
</tr>
<tr>
<td>2</td>
<td>31 to 42 years</td>
<td>25</td>
<td>24.4</td>
<td>26.8</td>
</tr>
<tr>
<td>3</td>
<td>43 to 54 years</td>
<td>7</td>
<td>7.5</td>
<td>8.2</td>
</tr>
<tr>
<td>4</td>
<td>No reply</td>
<td>9</td>
<td>9.0</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>100</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>
As is evident from Table 2, in terms of education, the most frequent (53%) belonged to those who have education at the bachelor’s level and lowest frequencies are studying at diploma level, which is below 4.5 percent, in addition, 21 percent of respondents had a high school diploma and associate degree are 14.4 percent.

Table 2. The distribution of participants by level of education

<table>
<thead>
<tr>
<th>Row</th>
<th>Level of education</th>
<th>Frequency</th>
<th>Frequency percentage</th>
<th>adid percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Diploma</td>
<td>4</td>
<td>4</td>
<td>4.5</td>
</tr>
<tr>
<td>2</td>
<td>Below diploma</td>
<td>19</td>
<td>18.9</td>
<td>21.0</td>
</tr>
<tr>
<td>3</td>
<td>Associate Degree</td>
<td>13</td>
<td>12.9</td>
<td>14.4</td>
</tr>
<tr>
<td>4</td>
<td>Bachelor</td>
<td>48</td>
<td>47.8</td>
<td>53.0</td>
</tr>
<tr>
<td>5</td>
<td>Upper bachelor</td>
<td>6</td>
<td>6.5</td>
<td>7.2</td>
</tr>
<tr>
<td>6</td>
<td>No reply</td>
<td>10</td>
<td>10.0</td>
<td>-</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>100</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>
Marital status of respondents

The results of Table 3 show that 59.4 percent of the total sample were single and 40.6 percent were married.

Table 3. Distribution of respondents according to marital status

<table>
<thead>
<tr>
<th>Row</th>
<th>Marital status</th>
<th>Frequency</th>
<th>Frequency percentage</th>
<th>Valid percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Single</td>
<td>52</td>
<td>51.2</td>
<td>54.5</td>
</tr>
<tr>
<td>2</td>
<td>Married</td>
<td>42</td>
<td>41.3</td>
<td>43.9</td>
</tr>
<tr>
<td>3</td>
<td>No reply</td>
<td>11</td>
<td>6.0</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>100</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>
The relationship between age and health dimensions

There is no significant relationship between age and mental health. This is also the case for mental health, except in the case of anxiety. Thus, there is a significant relationship between age and anxiety. This relationship is positive and means that with increasing age of the respondents increased anxiety. The correlation coefficient of 0.159, which is significant at 99% confidence.

Table 4. The relationship between age and mental health dimensions

<table>
<thead>
<tr>
<th></th>
<th>Impairment of bodily function</th>
<th>Anxiety</th>
<th>Social dysfunction</th>
<th>Depression</th>
<th>Mental health</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>Pearson correlation coefficient</td>
<td>.080</td>
<td>.019</td>
<td>0.159 **</td>
<td>0.159 **</td>
</tr>
<tr>
<td>Significance level</td>
<td></td>
<td>.169</td>
<td>.743</td>
<td>.006</td>
<td>.006</td>
</tr>
</tbody>
</table>

The relationship between marital status and mental health dimensions

There is a significant difference between marital status and mental health and all aspects of it. Means comparison shows that the single most important health and those who have left are the least healthy. All these differences were statistically significant at the 99 percent confidence level. This is true in all aspects of health.
Table 5. The relationship between marital status and mental health and its dimensions

<table>
<thead>
<tr>
<th>Dependent variable</th>
<th>Independent variable</th>
<th>Frequency</th>
<th>Mean</th>
<th>Degrees of freedom</th>
<th>Amount</th>
<th>Significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental health</td>
<td>Married</td>
<td>187</td>
<td>7.7487</td>
<td>2</td>
<td>46.861</td>
<td>.000</td>
</tr>
<tr>
<td></td>
<td>Single</td>
<td>101</td>
<td>2.6931</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Divorce</td>
<td>6</td>
<td>28.000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health dimensions</td>
<td>Impairment of bodily function</td>
<td>Married</td>
<td>187</td>
<td>1.9358</td>
<td>2</td>
<td>31.467</td>
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<tr>
<td></td>
<td></td>
<td>Single</td>
<td>101</td>
<td>.6040</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Divorce</td>
<td>6</td>
<td>7.0000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Anxiety</td>
<td>Married</td>
<td>193</td>
<td>2.5596</td>
<td>2</td>
<td>39.780</td>
<td>.000</td>
</tr>
<tr>
<td></td>
<td>Single</td>
<td>101</td>
<td>1.0000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Divorce</td>
<td>6</td>
<td>7.0000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social dysfunction</td>
<td>Married</td>
<td>187</td>
<td>1.7807</td>
<td>2</td>
<td>27.997</td>
<td>.000</td>
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<td></td>
<td>Single</td>
<td>101</td>
<td>.7327</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Divorce</td>
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<td>7.0000</td>
<td></td>
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</tr>
<tr>
<td>Depression</td>
<td>Married</td>
<td>193</td>
<td>1.3782</td>
<td>2</td>
<td>48.368</td>
<td>.000</td>
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<td>101</td>
<td>.3564</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Divorce</td>
<td>6</td>
<td>7.0000</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The relationship between work experience and mental health dimensions

There is a significant relationship between work experience and health and all aspects of it. This means that with increasing years of work experience in all aspects of health is reduced. The history of the task of reducing health. This relationship is significant at the 99 percent confidence level and a correlation coefficient of 0.314 is equivalent work experience with health. Line the relationship between the other dimensions of 0.234 to 0.323 is seen.
Table 6. The relationship between work experience and mental health dimensions

<table>
<thead>
<tr>
<th>Work experience</th>
<th>Impairment of bodily function</th>
<th>Anxiety</th>
<th>Social dysfunction</th>
<th>Depression</th>
<th>Mental health</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson correlation coefficient</td>
<td>.314**</td>
<td>0.234 **</td>
<td>0.323 **</td>
<td>0.253 **</td>
<td>0.273 **</td>
</tr>
<tr>
<td>Significance level</td>
<td>.000</td>
<td>.000</td>
<td>.000</td>
<td>.000</td>
<td>.000</td>
</tr>
<tr>
<td>Frequency</td>
<td>294</td>
<td>294</td>
<td>300</td>
<td>294</td>
<td>300</td>
</tr>
</tbody>
</table>

The relationship between hours worked per week by mental health dimensions

There is no significant relationship between hours worked per week by respondents' health. Among the health aspects of this relationship is significant only with depression. Intensity of the relationship is equivalent to 0.141 and is significant at 99% confidence. This means that by increasing the working hours of the degree of depression will increase.

Table 7. The relationship between hours worked per week and mental health dimensions

<table>
<thead>
<tr>
<th>Working hours</th>
<th>Impairment of bodily function</th>
<th>Anxiety</th>
<th>Social dysfunction</th>
<th>Depression</th>
<th>Mental health</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson correlation coefficient</td>
<td>-.023</td>
<td>-.004</td>
<td>-.043</td>
<td>.141*</td>
<td>.011</td>
</tr>
<tr>
<td>Significance level</td>
<td>.691</td>
<td>.950</td>
<td>.463</td>
<td>.015</td>
<td>.856</td>
</tr>
<tr>
<td>Frequency</td>
<td>294</td>
<td>300</td>
<td>294</td>
<td>300</td>
<td>294</td>
</tr>
</tbody>
</table>

Conclusion

This study examines the psychological status of those who work in hard jobs in the city of Tehran. Research methodology was survey and with 100 of these employees was
interviewed. Realization findings showed that age, work experience and working hours per week has an impact on their health.

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