

MENTAL HEALTH PROBLEMS AND ALCOHOL USE AMONG PROFESSIONALS

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Abstract

Objectives: The present article emphasized on the importance and factor which relate the mental health problems and alcohol use in context of workplace. Mental health is very important aspect of person's life. Mental Health refers to a state of wellbeing in which person realizes his/her own abilities, can manage normal stresses of life, work productively and effectively, and able to make contribution to his/her community [1]. If the person is not able to realize his/her abilities to deal with demand of the workplace, not able to manage normal stress of workplace life then he/she may have develop some kind of mental health problems. When it comes to the workplace there are many factors which influenced the person's mental health. Several Factors like, shift work, monotony at work, negative emotions, unclear roles, and day to day problems, due to these factors people develop some of the mental health problems such as negative affect, depression, and psychological distress. Some specific task may carry a higher personal risk for the employee, which influenced the mental health further lead to the cause for mental disorders, and then it may lead to harmful use of alcohol or psychoactive drugs. Risk is more in those situations where there is a lack of social support and team cohesion at the workplace [2]. The present article also highlighted the need to organize mental health workshop for alcoholics at the workplace so that the positive mental health can be enhanced. *ASEAN Journal of Psychiatry, Vol. 22 (1): January – February 2021: XX XX.*

Keywords: Mental Health Problems, Professionals

Introduction

Mental health problems are very important when it comes to Professionals behavior at workplace. The majority of mental health problems are observed between the ages of 15-24 [3]. There are many factor associated with the Mental health problems such as, substance use, employment, poorer academic, and other social outcomes [4]. In another study, among professional the occupational stress play an important role in mental health who are working in teaching, nursing and clerical jobs. The sources of stress are various for working professionals such as, heavy workload, lack of co-operation from colleagues or

neighbors and the unfavorable community attitude [5]. Mental health is very significant for person, families and communities, and it is more than simply the absence of a mental disorder. Mental health is defined by the World Health Organization as 'a state of well-being in which the person realizes his or her own abilities, can manage normal stresses of life, work productively and effectively, and is able to make a contribution to his or her community'. A mental disorder is any illness that affects people's emotions, thoughts or behaviour, which is out of keeping with their cultural beliefs and personality, and is producing

a negative effect on their lives or the lives of their families [6]. There are many different types of mental disorders ranging from common disorders such as depression and anxiety to more severe ones such as schizophrenia. Effective treatments are available for people with mental disorders, and many types of mental disorder can be managed at the primary health care level with complementary support from community-based workers and community members.

Review of Literature

Mental health issues are more significant in context to the workplace; Psychological demands, low control and influence, and double exposure had significant inverse associations with mental health problems [7]. Research has shown that engaged workers report well mental and psychosomatic health problems [8]. There are number of factors that have been associated with mental health problems at workplace which are, hopelessness [9], elevations in suicidal ideation [10], higher levels of affect deregulation, and greater numbers of self-injurious behaviours [11]. Some other study shows non working has better mental health in comparison to working women [12]. Study revealed women have shown poor mental health at their organisation environment because they are not sharing their problem with other at workplace [13]. In recent study, Dhanalakshmi found general health problems negatively correlated with work satisfaction and positive correlated with work family conflict and both are the predictor of general health problems [14]. Among police personnel study investigated by Sharan and Shyam in which they have found stress turned out to be a negative predictor of self-rated health as well as general health whereas optimism was found to contribute positively to the domain of health [15]. Self-awareness and spiritual belief are predictors of mental health among working professionals [16]. Hasnain, Ansari, and Sethi reported the no significant difference between working and non-working woman on mental health [17]. In recent research, Yadav has shown male teachers score significantly high on mental health as compared to male bank employees [18]. On the other hand, women belonging to the two professions were similar to each other on dimension of mental health. Batth and Darolia revealed family distress and job distress exert negative effect on mental health [19]. These variables lead to somatic

complaints, sleep disturbance, problems in social functioning, anxiety, and depression. They concluded that work facilitation as well as family facilitation has positive effect on mental health. Recent studies are trying to find out the role of mental health problems among professionals especially in Indian context and revealed the depression, stress and suicidal ideation are major factor which play important role among working professionals [20,21]. Continuing to this, the researcher also emphasized the resilience level which played a significant role in wellbeing of the individual [22]. Recent researcher also emphasized on psychological factor to reduce the stress levels of the professionals so that the positive mental health can be enhanced.

Alcohol Education Programs

The alcohol use at workplace can hamper the professional health and their day to day activity and outcome related to the professional work. Sometime professional start using the alcohol for reducing the daily stress level which they have experienced at their professional front because of the alcohol use they may develop the habit of alcohol use at workplace. After developing this habit the professionals start using the alcohol even the working time which create a lot of problems in the work as well in family of employees. There are some education programs which can be conducted for an employee's off-the-job conditions known as alcohol education programs (EAP). These programs generally are linked with the EAP, a health promoting plan and both. The main objective of these educational programs is to encourage behavioral change or use of the other services like self-referral to an EAP.

Several empirical studies have been conducted to know the impact of alcohol education. In an important study, McLatchie and colleagues, by using 90- and 30-minute training sessions with supervisors and with employees, respectively [23]. They found significant change in their attitudes related to alcohol use after immediately the sessions. In another study, Brochu and Souliere investigated the impact of a "life skills re-education program" on changing new employees' attitudes toward AODs [24]. The findings reveals significant effects of the program on the bases of data which has been collected immediately and after 1 month, follow-up at 36 months. On similar line, Kishchuk and colleagues examined a program which

was formulated to make the drinking behaviors healthier and more socially useful [25]. They have revealed modest impacts on attitudes and behavior among drinking people. The drinking behavior leads to the suggestion that the experience of individual training rather than its content may have significant importance. One another study explained a comprehensive approach to change professionals drinking behavior as well as workplace culture in the 3M Company [26]. The program comprises 10-hour supervisory training activity, 2.5-hour section for the employees to discuss their behavior and policies related to them. The pilot program was conducted at a Midwestern site matched with a comparison plant. Finding of study reveal the participants had lower alcohol consumption, lower incidence of work performance which is negatively affected by AOD use, and improved prevention skills.

Similarly, Cook and colleagues examined the 108 employees at the alcohol education program [27]. The four training session was significantly influenced the self-reported alcohol consumption and motivated employees for reducing the consumption and problem related to consequences of drinking. In another research 371 employees using random sampling in experimental and control groups, Cook and colleagues investigated the effects of three classroom sessions in which they have used videos and booklets about AOD issues. Finding of the study also highlighted significant increase in their motivation to reduce alcohol use among the employees who is getting the training [28].

The reviews of the studies explain here generally reported beneficial effects of workplace-based education on drinking behavior. This study has certain limitations, however. Further, the effects of the training generally assessed immediately or shortly after the session's end. One of the researches with a longer follow-up session the outcome of the positive effects deteriorated completely. In conclusion, there are three suggestive point come from this study. First, alcohol education program appears to be a useful one, which shows significant effects in all mentioned study. Second, the data is also suggested that these effects need to be enhanced if they are to be sustained. Third, it is very much clear that more research is needed to specify the training content and efficacy of training program in a specific manner for the professional.

Work-related risk factors for Mental Health

There are several risk factors for mental health that can be observed among professionals. Most risks related factors are nature of work, the organizational and managerial space, the competencies and professionals skills, and the support offered by the authority for working professionals to carry out their task. Risks factors for mental health are such as, no proper health and safety policies; poor communication between the employer and employees; limited participation in decision-making or lack of support. Risks may also be related to nature of job, such as not suitable for the employee competencies and interest. Some specific task may carry a higher personal risk for the employee, which influenced the mental health further lead to the cause for mental disorders, and then it may lead to harmful use of alcohol or psychoactive drugs. Risk is more in those situations where there is a lack of social support and team cohesion at the workplace.

Conclusion

In conclusion, the present article emphasis on professionals mental health at workplace in connection with alcohol use. It serves as initial step in developing a better understanding of mental health problems among professionals. The present review suggests that mental health problems are major concern in context of workplace. This article provides a foundation and impetus for investigating mental health problems over time and underlines a need to assess the associated factors which play important role in mental health problems. Mental health should not be looked upon as single component rather it is a broad one. So academicians as well as mental health professionals should assess numerous psychological and professionals risk factors including depressive symptoms, negative affect, and professionals environment to pinpoint the problem so that a better treatment plan should be prepared. The review also suggested need to organize alcohol education program for the professional at the workplace so that the harmful of alcohol use can be detected and its impact on mental health in relation to workplace can be minimize. There are some education programs which can be conducted for an employee's off-the-job conditions known as alcohol education programs

(EAP) which are very important for reducing the

alcohol use at workplace.

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