



# Mental Health status of corporate workers: A cross-sectional Survey in Assam

Chayan Adak<sup>1</sup>, Panchali Aich<sup>2</sup>

<sup>1</sup> Ph.D. Candidate (SRF), Department of Education, Jadavpur University, Kolkata

<sup>2</sup> Research Scholar, Department of Education, Jadavpur University, Kolkata

Email – [Chayana.education.rs@jadavpuruniversity.in](mailto:Chayana.education.rs@jadavpuruniversity.in); [panchali.rim@gmail.com](mailto:panchali.rim@gmail.com)

**Abstract** – The practice of mental health has been on rise in recent times and truly it's a very apposite in present scenarios. Although this practice is relatively elevated in health and education sector but it is commonly found that the mental health condition of corporate workers are mostly neglected. Currently, this study was aimed to investigate the present status of mental health of corporate workers in relation with depression, anxiety and stress. A cross-sectional survey procedure was implemented with the help of convenient sampling technique. Major findings appeared with some very important suggestions and yielded that relationship with family was a key indicator of good and poor mental health conditions and it was statistically significant ( $p < 0.01$ ). Gender differences found on stress ( $p < 0.05$ ) and sleeping pattern found to be a significant factor on anxiousness ( $p < 0.05$ ). No significant differences were found in depression, anxiety and stress on the basis of work status.

**Keywords-** Depression, Anxiety, Stress, Mental disorder, Well-being

**INTRODUCTION-** Mental health is not seen as inseparable from physical health these days, hence it is an essential and integral component of overall health (Islam, 2016) and poor mental health has become one of the major causes to disability and illnesses worldwide. World Health Organization (2004) stated that mental health is “a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community” that indicates there is no health without mental health. Although the practice of mental health is relatively high in health and education sector but it is commonly found that the mental health condition of health care workers (Spoorthy et al., 2020), corporate workers and administrative workers are mostly neglected. The significant change in the working environment due to this current epidemic (Covid-19), resulting in thousands of workers lose their jobs, especially ladies (Wenham et al., 2020; Alon et al., 2020) that has accelerated the mental health problems to the maximum. Its direct effect has been seen among workers between the ages 20-30 resulting substance abuse and mood disorder at peak (Kessler et al., 2005). Most of the times poor mental health can cause a variety of problems such as- low work performance, disabilities, unemployment, productivity loss and so on (Birnbaum et al., 2010; Dewa et al., 2011). Just as our physical health has direct effect on mental health, so does mental health have direct effect on physical health. Researchers from all over the globe showed that mental health problems are directly associated with deadly chronic comorbid illnesses such as diabetes, cardio-vascular disease and complex respiratory disease (Merikangas et al., 2007). It is true that people are less aware of mental health and related problems in India and they tend to avoid mental health issues. It is often seen that no concerns showed unless it becomes a major problem requiring medical treatment. Mental health related problems are easily treatable with proper medications and interventions hence problems are required to be identified at the developmental stage for proper intervention. Present study focused on three major aspects of mental health as anxiety, stress and depression. Symptoms associated with anxiety, stress and depression are really common to be seen on majority of people in today's

complex society and it is quite evident that adults with mental health problems tend to have poor outcomes in later life (Roy, 2016). In 2002, it was found that 4.5% of overall worldwide population suffered from massive depressive disorder and 15% from it viewed in only developed countries and 30% among them were women (WHO, 2001). These days the current epidemic has exacerbated this concern. Most of the corporate houses are giving utmost importance to work at home (WAH) to keep the work trend going in these tough days. Researches suggested that the impact of WAH on mental health were complex. Many studies have been done on it and both positive and negative results have been found. Kim et al. (2020) found that males who have done regular work at home had lower level of stress and fatigue compared to female and who didn't do WAH. Whereas, Kazekami (2020) showed different result that revealed males with more time work at home reported increased stress than their other counter-part. These discrepancies between the results would be verified through present study.

**SIGNIFICANCE OF THE STUDY-** Current study was determined to investigate the present scenario of mental health problems of corporate workers of Assam in India. Corporate sectors are known as the leading intellectual heavy work organizations where workers have to work with excessive workloads. In most cases, corporate workers have to work like the wheels of a moving car because they have to keep working until they reach a particular goal. Jobs in the corporate world are target-oriented. Corporate workers are required to give best production and performance in a limited period of time in most cases. It's always been known to us that corporate houses appeared with the motto that reduce cost of time and product with high margin that could be beneficial for the company. That's why corporate workers had to work with a massive workload. Therefore, they always tend to suffer from various mental disturbances that could gone up to be severe level of mental illness like anxiety, stress and depressive disorder and somehow that would ended up with suicidal occurrence. Researches suggested that there also been a negative correlation between salary and productivity of corporate workers and it has a negative effect on their job satisfaction. In this current study the researcher wanted to observe the variations of different independent factors which can be led to good and poor mental health viz Sleeping pattern, relationship with family and friends, living and work status on anxiety level, stress level and depression level of corporate workers.

**OBJECTIVES-** Pertaining to the purpose of the study, following objectives have been identified –

- i. To understand the present mental health status of corporate workers at Assam in relation to anxiety, stress and depression.
- ii. To identify the variation of different independent factors on mental health aspects of corporate workers at Assam.
- iii. To understand the existing connection among anxiety, stress and depression of corporate workers.

**HYPOTHESES-** Following hypotheses were formulated based on stated objectives, as follows-

**H<sub>01</sub>** Gender has no significant variation on levels of anxiety among corporate workers.

**H<sub>02</sub>** Gender has no significant variation on levels of stress among corporate workers.

**H<sub>03</sub>** Gender has no significant variation on levels of depression among corporate workers.

**H<sub>04</sub>** Living status has no significant variation on levels of anxiety among corporate workers.

**H<sub>05</sub>** Living status has no significant variation on levels of stress among corporate workers.

**H<sub>06</sub>** Living status has no significant variation on levels of depression among corporate workers.

**H<sub>07</sub>** Work status has no significant variation on levels of anxiety among corporate workers.

**H<sub>08</sub>** Work status has no significant variation on levels of stress among corporate workers.

**H<sub>09</sub>** Work status has no significant variation on levels of depression among corporate workers.

**H<sub>010</sub>** Sleeping pattern has no significant variation on levels of anxiety among corporate workers.

**H<sub>011</sub>** Sleeping pattern has no significant variation on levels of stress among corporate workers.

**H<sub>012</sub>** Sleeping pattern has no significant variation on levels of depression among corporate workers.

**H<sub>0</sub>13** Relation with family has no significant variation on levels anxiety among corporate workers.

**H<sub>0</sub>14** Relation with family has no significant variation on levels stress among corporate workers.

**H<sub>0</sub>15** Relation with family has no significant variation on levels depression among corporate workers.

**H<sub>0</sub>16** Relation with friends has no significant variation on levels of anxiety among corporate workers.

**H<sub>0</sub>17** Relation with friends has no significant variation on levels of stress among corporate workers.

**H<sub>0</sub>18** Relation with friends has no significant variation on levels of depression among corporate workers.

**STUDY DESIGN-** Entire study was designed in a cross-sectional framework with the help of convenient sampling technique. All the active workers of each corporate house of Assam were selected as the population of the study and a limited number of sample units (175) were identified as sample of the study. Mental health status of corporate workers had been identified as dependent factor; whereas variation of different independent factors viz gender, living status, work status, sleeping pattern and relation with family and friends had been seen on it. Again, to aware of one's mental health status; anxiety, stress and depression were selected as main dependent indicators of current study.

- **INSTRUMENT-** Depression anxiety stress scale (DASS21) developed by Lovibond, S.H. & Lovibond, P.F. in 1995 was implemented on selected samples according to purpose of the study. The tool was consisted of total 21 items. Each three aspects of scale were contained 7 items and divided into subscales with similar content. Respondents had to respond on a 4-point Likert scale consisted of 0 - Did not apply to me at all, 1 - Applied to me to some degree, or some of the time, 2 - Applied to me to a considerable degree or a good part of time, 3 - Applied to me very much or most of the time. An information schedule also been produced jointly with the main questionnaire to know about the independent factors that associated with respondents' mental health issues.

**DESCRIPTIVE STATISTICS-** Descriptive statistics appears with the whole description and information related to the dataset. It describes true nature and characteristics of each data. A graphical presentation also been added here to represent the assessment of mental health status of corporate workers at Assam.

**Table 1: Percentage table of mental health status of corporate workers.**

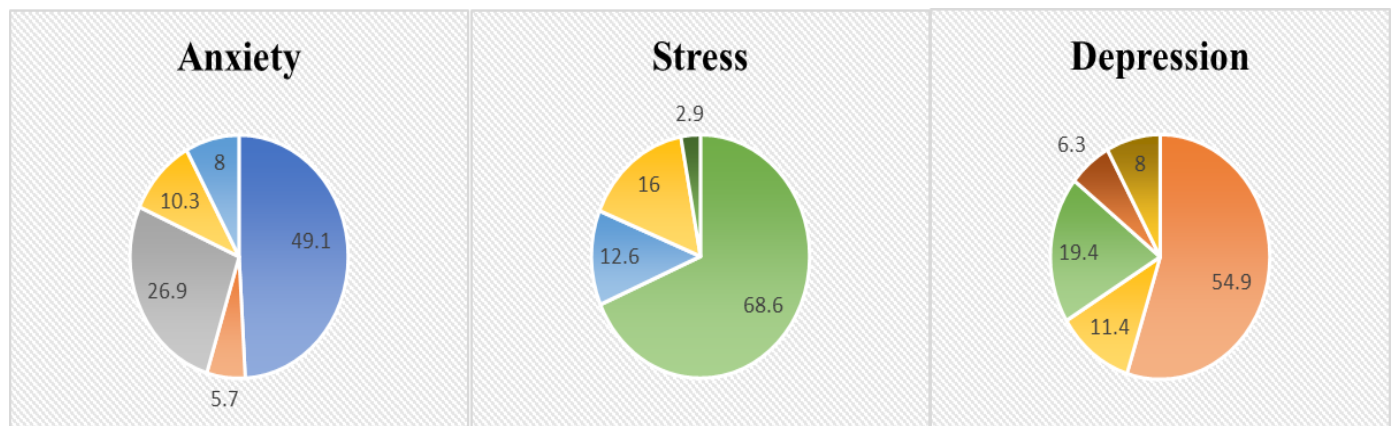
Dependent factors	N	Normal (% of total)	Mild (% of total)	Moderate (% of total)	Severe (% of total)	Extremely Severe (% of total)
<i>Anxiety</i>	175	49.1	5.7	26.9	10.3	8.0
<i>Stress</i>	175	68.6	12.6	16	2.9	Nil
<i>Depression</i>	175	54.9	11.4	19.4	6.3	8.0

Out of 100% (N=175), 49.1% responses showed normal level of anxiety, 5.7% responses showed mild level of anxiety, 26.9% responses showed moderate level of anxiety, 10.3% responses showed severe level of anxiety and 8% responses showed extremely severe level of anxiety.

Out of 100% (N=175), 68.6% responses showed normal level of stress, 12.6% responses showed mild level of stress, 16% responses showed moderate level of stress, 2.9% responses showed severe level of stress. No one found with extreme level of stress in used scale.

Out of 100% (N=175), 54.9% responses showed normal level of depression, 11.4% responses showed mild level of depression, 19.4% responses showed moderate level of depression, 6.3% responses showed severe level of depression and 8% responses showed extremely severe level of depression.

**Figure 1: Pie-chart of mental health status of corporate workers.**



**HYPOTHESES TESTING-** Inferential statistics, viz. Chi-square test was used for predicting the anxiety, stress and depression among the corporate workers under such independent factors.

**Table 2: Showing Non-parametric test Chi-square ( $\chi^2$ ) based on  $H_01$  to  $H_{018}$ .**

Independent Variables	Dependent Variables	$\chi^2$	N	df	Asymp. Sig.	Remarks*	Hypotheses Testing (Null/ $H_0$ )
Gender	Anxiety	7.906	175	4	0.095	NS ( $P>0.05$ )	Accepted
	Stress	8.407	175	3	0.038	S ( $P<0.05$ )	Rejected
	Depression	1.236	175	4	0.872	NS ( $P>0.05$ )	Accepted
Living Status	Anxiety	13.110	175	8	0.108	NS ( $P>0.05$ )	Accepted
	Stress	6.366	175	6	0.383	NS ( $P>0.05$ )	Accepted
	Depression	16.483	175	8	0.036	S ( $P<0.05$ )	Rejected
Work Status	Anxiety	6.677	175	8	0.572	NS ( $P>0.05$ )	Accepted
	Stress	11.885	175	6	0.065	NS ( $P>0.05$ )	Accepted
	Depression	5.262	175	8	0.729	NS ( $P>0.05$ )	Accepted
Sleeping Pattern	Anxiety	22.430	175	12	0.033	S ( $P<0.05$ )	Rejected
	Stress	10.955	175	9	0.279	NS ( $P>0.05$ )	Accepted
	Depression	12.492	175	12	0.407	NS ( $P>0.05$ )	Accepted

<b>Relationship with family</b>	<b>Anxiety</b>	26.779	175	12	0.008	<b>S (P&lt;0.01)</b>	<b>Rejected</b>
	<b>Stress</b>	63.513	175	9	0.000	<b>S (P&lt;0.01)</b>	<b>Rejected</b>
	<b>Depression</b>	44.341	175	12	0.000	<b>S (P&lt;0.01)</b>	<b>Rejected</b>
<b>Relationship with friends</b>	<b>Anxiety</b>	9.976	175	12	0.618	<b>NS (P&gt;0.05)</b>	<b>Accepted</b>
	<b>Stress</b>	5.134	175	9	0.822	<b>NS (P&gt;0.05)</b>	<b>Accepted</b>
	<b>Depression</b>	13.855	175	12	0.310	<b>NS (P&gt;0.05)</b>	<b>Accepted</b>

\*S = Significant, \*NS = Not Significant

**SIGNIFICANT FINDINGS-** Major Findings arisen through the study would help us clarify our understanding about mental health status and factors that could affect mental health of corporate workers, as follows–

- Majority of the respondents tend to show normal level of anxiousness, stress and depression.
- Significant differences found on stress level among male and female respondents.
- Current living status of respondents had a significant variation on depression.
- Differences found on various work status of corporate workers related to mental health status but found differences were not statistically significant.
- Significant differences found on anxiousness level of corporate workers on the basis of different sleeping pattern.
- Relationship with family emerged as a significant indicator of good and poor mental health of corporate workers.
- Relationship with friends had no significant variation on anxiety, stress and depression of corporate workers.

**DISCUSSION OF FINDINGS-** The present study appeared with some important suggestions that contribute to improve our understanding about the present status of depression, anxiety and stress among the corporate workers of the Assam state. Data were collected from workers who are currently attached with corporate houses or companies at Assam. It was found that majority of respondents showed normal level of anxiety, stress and depression (Rehman et al., 2020). According to gender differences on anxiety, stress and depression, both were seemed to suffer equally. Same findings found on a study conducted by Rehman et al. (2020). 56.36% male respondents showed normal level of depression and 52.30% females showed normal level of depression. 10.90% male respondents showed mild level of depression and 12.30% female showed mild level of depression. 20% male showed moderate level of depression and 18.64% female showed moderate level of depression. Significant differences found on stress level between male and female respondents. Male respondents appeared with 73.63%, 12.72%, 10%, 3.63% respectively as normal, mild, moderate and severe level of stress and female respondents appeared with 60%, 12.30%, 26.15% and 1.53% respectively as normal, mild, moderate and severe level of stress. Kumar, S.K. & Akoisam, B. S. (2017) found on their study that female respondents had greater level of stress than male respondents. Current living status was considered as an independent factor which had four categories. Living status on depression found to be significant in this study that indicates living status has a variation on various level of depression. This difference is seemed to be normal because in many cases many people had to stay out of the house days after days to contribute to the situation which made it a matter of concern. Significant differences found on anxiousness level of corporate workers on the basis of different sleeping pattern. Psychologists and psychiatrists believe that there is a direct link between sleep and mental health, studies have also proven that. Relationship with family emerged as a significant indicator of good and poor mental health in this study. It has also been found in other studies that the effect of mental health is also influenced by the financial conditions and socio-economic conditions of the family (Rehman et al., 2020). Depression is mostly the probable causes of all sorts of sufferings such as loss of dearest persons, divorce, loss of job opportunities, chronic illnesses and so on. Through this current study, researchers have found that good relationship among family members has a good effect on the mental health on the other hand bad relationship has a detrimental effect on the mental health of an individual.



**CONCLUSION** - This study showed that as the corporate workers has to work round the clock, they are very much prone to mental disorders such as depression, anxiety, mood disorders etc. so attention should be paid to the mental well-being of such individuals or workers by paying proper salaries, promotions and work-leaves. Good mental health is as important as good physical health so trying to maintain it as mandatory as we take care of our physical health. Further, proper guidelines should be constructed by the policy-makers of the renounced companies for the maintenance of well-being of the mental health of their employees. Mental health check-up cells should be set up inside the campus of the corporate offices and proper care should be taken of the routine check-up of the employees.

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