

MENTAL HEALTH OF INDUSTRIAL WORKERS

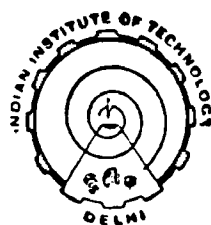
by

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DOCTOR OF PHILOSOPHY



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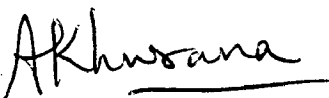
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TO
MY PARENTS
AND
TEACHERS

CERTIFICATE

This is to certify that the thesis entitled, "MENTAL HEALTH OF INDUSTRIAL WORKERS" being submitted by Mr. Avneesh Singh to the Indian Institute of Technology, Delhi for the award of degree of Doctor of Philosophy, is a record of bonafide research work carried out by him. Avneesh Singh has worked under my guidance and supervision and has fulfilled the requirements for the submission of this thesis, which to my knowledge, has reached the requisite standard.

The results contained in this thesis have not been submitted in part or in full, to any other university or Institute for the award of any degree or diploma.


(AMULYA KHURANA)

Supervisor

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(Avneesh Singh)

ABSTRACT

In the present study an attempt has been made to investigate the mental health of industrial workers in some public and private sectors of India. The objectives of the study are to find out the relationship between mental health and certain background variables, distress variables and job performance, to compare the level of mental health and performance, of the workers of public and private sectors and to examine the predictive efficiency of different variables to predict mental health and job performance.

Altogether twenty seven variables, nine of them are classified as background variables, fourteen mental health variables, three distress variables and one job performance variable were studied.

The sample studied consisted of 500 skilled industrial workers of some public and private sectors (300 from public and 200 from private) of nearby areas of Delhi (250 km radius). The workers were selected on the basis of simple random sampling. The data were collected by using a set of three questionnaires, viz., background variable questionnaire, mental health questionnaire (MHQ), Cornell Medical Index (CMI) Health questionnaire.

Two of the supervisors of every worker were asked to appraise his performance at job on Performance Appraisal

Scale. Data were analysed by employing various univariate, bivariate and multivariate statistical techniques.

A total of eighteen specific hypotheses were tested and interpreted. On the basis of the findings it has been concluded that mental health is the combined function of certain background and distress variables. Job performance is the function of mental health. Workers of public and private sectors differ in the levels of their mental health and distress. By the knowledge of certain background variables and level of distress, worker's mental health can be predicted. Similarly, by the knowledge of the level of mental health, worker's quality of job performance can be predicted.

A causal model of mental health has been developed. Suggestions for further research are made.

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