



International Journal of Advanced Academic Studies

E-ISSN: 2706-8927

P-ISSN: 2706-8919

www.allstudyjournal.com

IJAAS 2021; 3(4): 184-187

Received: 25-08-2021

Accepted: 27-09-2021

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Study of the association between personal effectiveness and mental health among employees of nursing sector

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Abstract

The aim of the present study was to investigate the association between Personal effectiveness and mental health of workers of the nursing sector. To fulfill this aim a correlational design was used in present study to investigate the role of personal effectiveness in mental health of employees of nursing sectors. For the current study Personal Effectiveness scale by Udai Pareek (2001) was used to measure Personal effectiveness of the employees and for assessing mental health (Psychological Distress Manifestation Scale (PDMS) by Masse, Poulin, Dassa, Lambert, Belair and Battaglini, 1998) was used. A purposive sample of 100 nurses was taken irrespective of genders. The results of the correlational analysis show a significant negative correlation between dimension of personal effectiveness openness to feedback, perceptiveness, and self-disclosure, and PDMS dimensions (e.g., irritability, anxiety/depression, social disengagement and self-depreciation). At workplace workers lacking in personal effectiveness can suffer from mental health complaints. Findings of the study indicate that self-disclosure as well as openness to feedback (dimensions of personal effectiveness) are negatively correlated with self-depreciation and social disengagement dimensions of PDMS. While on the other hand perceptiveness another dimension of personal effectiveness is negatively correlated with social disengagement and overall mental health of the employees.

Keywords: personal effectiveness, mental health, irritability, anxiety/ depression, social disengagement and self-depreciation, irritability, anxiety/ depression, social disengagement and self-depreciation

Introductions

Employees are the building block of any organization. Without employees any organization can't sustain on its own. Employee's behavior and mental health is highly affected by the workplace or in other words the climate of the organization. From the past few years organizations has started putting emphasis over the concept of mental health or psychological well-being which is also a part of overall health that refers to behavioral, emotional and cognitive well-being. It all comes down to how folks think, feel, and act. The word "mental health" is occasionally used to refer to the lack of a mental disease. It has gained critically wide acceptance at different levels for e.g. at the general level (day to day life events) as well as in the work life also. In this fast growing economy and cutthroat competition among the tech giants it has become really difficult for the organizations to take care of their employee's health (both, physical and psychological). There are numerous workplace factors (both, internal and external) that may contribute both positively and negatively to the mental health of the employees for e.g. day night shift, work pressure or work overload, salary work environment, support from the co-workers. Not only the externals but some internals factors like self-efficacy, motivation, dedication towards their work, role absorption and personal effectiveness etc may contribute in both manners (both, positive and negative) to the organization as well as to the mental health of the employees. For the present piece of research personal effectiveness has been taken as one of the factor that can play a crucial role in the mental health of the employees at the workplace.

Personal effectiveness is a branch of self-help ideology that concentrates on goals, achievement, and other similar subjects. Personal effectiveness is inspired by "positive psychology" and "the power of positive thinking," but it differs from the New Thought Movement world in general. The very term personal effectiveness from the surface seems a single personal psychological construct but in actual it is an umbrella term which includes organizational skills and social abilities apart from personal skills and beliefs. Not only this, each of these aspects is further having deep roots in the behavior of an individual on personal as well as professional front.

Employees usually perceive their effectiveness as the degree to which they have met the standards of their job or as the amount of work they have done on their own. The work environment has a tremendous impact on personal performance and productivity (Arthur, 1994; Donald Taylor, Johnson, Cooper, Cartwright, Robertson, 2005) ^[1, 5]. Personal effectiveness is thought to be positively linked to organisational culture approaches that promote people's ability to approach their jobs in productive and satisfying ways. Pareek (2001) ^[12]. Defined the term personal effectiveness "as being the best to oneself by mobilizing motivation and galvanizing cognitive capability in order to address the demand of a given situation". Personal effectiveness is not a one-dimensional concept instead it has many facets like Self-disclosure (the act of communicating one's thoughts, feelings, emotions, and experiences with others). Openness to feedback, (which includes the ability to give, receive, and accept input from others). Perceptiveness (refers to being more conscious of other people's actions, sentiments, and emotions). Self-efficacy alludes to a person's belief in his or her ability to carry out the actions required to achieve specified performance objectives. All the above discussed dimensions show their relationship with the employee's morale, organizational development and also with the mental health of the employees.

A growing body of research shows a significant relationship between the above two discussed variables.

A study conducted by Fu, Liang, An, and Zhao (2018) ^[17] shows positive relationship between physical environment contentment, social support, self-efficacy and psychological well-being. Results of another study shows that people who have high self-efficacy expectancies—the belief that they can achieve their goals—are healthier, greater productive, and much more successful than people who have low self-efficacy expectancies (Bandura 1997) ^[2]. Hanjani, Dastres, Mirshekari, and Moniri (2016) ^[7] discovered a link between self-efficacy and growth and development, autonomy, and meaningful connections. They also found happiness and well-being as crucial factors that can influence self-efficacy. The findings of another study demonstrated that perceived physical ability and self belief, as well as psychological well-being, influenced organizational citizenship behavior positively. Physical ability had a significant effect on psychological well-being as well. (Kang, Ji, Baek, & Byon, 2020) ^[8]. Ojedokun, Idemudia, and Omotoso (2013) ^[11] showed that perceived organizational support and self-efficacy, according to the results, are adversely connected to job burnout and its symptoms. Yao, Zhao, Gao, Wang, Gao, Lu, and Dong (2018) ^[17] concluded from their study that, stress was found as the most critical component in work-related burnout. Psychological characteristics, particularly self-efficacy, play an important role in achieving occupational well-being. According to Singh, Pradhan, Panigrahy, and Jena (2019) ^[14], the link between self-efficacy and workplace well-being was stronger among executives who exhibited high levels of resilience, and vice versa.

As researches shows a positive relationship between personal effectiveness and mental health. In Indian context researchers have limited information in the context of the relationship between personal effectiveness and well-being

or mental health among employees. The significance of this emerging relationship makes it clear to examine the link between personal effectiveness and mental health and also provided a direction to this study. In the light of previous review, it was decided by the researcher to Study of the association between Personal Effectiveness and Mental Health among Employees of Nursing Sector.

Problem

On the basis of conceptual understanding of the psychological constructs and available review of literature the identified problem for the present piece of research work is: Study of the Association between Personal Effectiveness and Mental Health among Employees of Nursing Sector.

Objectives

To study the association between Personal Effectiveness and Mental Health of Employees of Nursing Sector.

Hypotheses

There would be significant association between Personal Effectiveness and Mental Health of Employees of Nursing Sector.

Methodology

Sample: A purposive sample of 100 nursing sector employees of both the gender with the age range of 20 to 60 years was taken in present study. Participants having graduation as their educational qualification and knowledge of English and Hindi were taken up for the study.

Research Design: A correlation research design would be used to investigate association between Personal Effectiveness and Mental Health of Employees of Nursing Sector.

Tools: Following tools would be used in present study

1. **Personal Effectiveness-** Personal Effectiveness scale was developed by Udai Pareek (2001) ^[12]. The PE scale gives personal effectiveness types in terms of feedback, self-disclosure and perceptiveness. There are 15 statements in all, with five for each of the three components. It assigns points on a five-point scale. All 15 objects have a Cronbach's α of .90. On a five-point likert scale, the responder read each sentence and indicated how much it applied to him or her.
2. **The Psychological Distress Manifestation Scale (PDMS)** is a 23-item measure with four variables (irritability, anxiety/ depression, social disengagement and self-depreciation) created by (Masse' *et al.* 1998a, c). For non-clinical groups, this scale measures psychological discomfort without regard to context. The Psychological Well-Being Manifestation Scale and the tool have a strong relationship (PWBMS). The measure's and factors' internal consistency was confirmed in the original validation research (.81.93; Masse' *et al.* 1998a, c). Cronbach's Alphas are satisfactory in this investigation (scale: $\alpha = .94$; factors: .82.85) (Desmarais & Savoie 2012) ^[4].

Result & Discussion

Table 1: Descriptive statistics and correlation matrices explaining relationship between Personal effectiveness and mental health complaints.

Variables		Anxiety/ Depression	Irritability	Self- depreciation	Social disengagement	Overall mental health
	Mean (S. D)	18.12 (4.65)	22.93 (6.23)	25.65 (8.29)	27.98 (5.29)	24.42 (11.41)
Self-disclosure	15.23(5.68)	-.284	-.361	-.404*	-.542**	-.423
Openness to feedback	14.72 (5.13)	-.226	-.398	-.426*	.692**	-.442
Perceptiveness	12.44 (5.62)	-.269	-.216	-.300	-.680**	-.555*

**p ≤0.01, * p ≤0.05

Table 1 has indicated that self-disclosure dimension of personal effectiveness is statistically correlated with self-depreciation (r = -.404, p<0.05) and social disengagement (r = -.542, p<0.01) in negative direction. Self-disclosure dimension of personal effectiveness is not statistically correlated with Anxiety/ Depression (r = -.284, NS), Irritability (r = -.361, NS) and overall mental health issues (r = -.423, NS).

Second dimension of personal effectiveness that is Openness to feedback is negatively correlated with Self-depreciation (r = -.426, p<0.05) and social disengagement (r = -.692, p<0.05); it is not statistically associated with Anxiety/ Depression (r = -.226, NS), Irritability (r = -.398, NS) and overall mental health issues (r = -.442, NS).

In table 1 correlational results of the present study revealed a statistical significant negative association between perceptiveness and social disengagement (r = -.680, p<0.01); perceptiveness is also negatively correlated with overall mental health issues (r = -.555, p<0.01). This dimension of personal effectiveness is significantly not associated with Anxiety/ Depression (r = -.269, NS), Irritability (r = -.216, NS) and self-depreciation (r = -.442, NS).

Discussion

Results of the present study shows a negative relationship between all the three dimensions of personal effectiveness e. g. openness to feedback, perceptiveness and self-disclosure and mental health and its dimensions, because higher score on dimensions of personal effectiveness indicate the higher degree of that particular dimension. On the other side, higher score on mental health and its dimensions (anxiety/depression, irritability, self-depreciation and social disengagement shows low level or related complaints/issues of that particular area.

Self-disclosure, which is the practice of sharing stuff about yourself to other people that they do not already know. Firstly self-disclosure is negatively associated with self-depreciation and social disengagement among employees of nursing sector. In other words, the higher the self disclosure, lower is the likelihood of self-depreciation and social disengagement. means when employees of nursing sector who has to more deals with the public, works in more than one shift, than their ability to disclose their personal information to others, discussing their problems with their caregivers or loved ones reduce or minimize the chances of self-defaming & inferiority thoughts and social isolation. When it comes to work, those who score high on self-disclosure usually have a lot of vitality, and endurance, and they have fewer health problems. Previous studies also support this finding of the study e. g. self-disclosure aspect of personal effectiveness shows that the evolutionary role of exposing our innermost feelings and thoughts with those

around us is to build our interpersonal relationships. Self-disclosure has a numerous health benefits in addition to building social ties. (Sloan, 2010) [15]. Another study by Taniguchi and Thompson (2021) [16] found that self-disclosure indirectly leads to mental well-being through the advancement of social support (i.e., self-disclosure is considered as a pre-requisite of social support).

Furthermore, correlational findings revealed a substantial negative relationship between both the openness to feedback dimension of personal effectiveness and social disengagement and self-depreciation among nursing personnel. Openness is defined as the ability to freely speak, share, and connect with others without fear of being judged, as well as taking feedback from consumers and offering ideas and advice to coworkers (Pareek, 2003) [13]. Results of the study revealed that in nursing sector (public health dealing sector) employees who are higher at openness, are also high on interaction with others, have less self-defeating thoughts and don't disconnect to others, enjoy their sociability. Costa and Mc. Crae (1992) [3] emphasized that open people are curious about both their inner and exterior worlds, and their lives are more experientially rich. They are more open to new ideas and alternative beliefs than closed persons, so they're more sensitive to both emotional states positive as well as negative.

Finally, there was a substantial negative link between the perceptiveness component of personal effectiveness and social disengagement, as well as general mental health problems, according to the findings. Perceptiveness refers to being more conscious of other people's actions, sentiments, and emotions. Perceptiveness is defined as awareness to the feelings of others as well as nonverbal signs. Furthermore, perceptiveness or awareness to others' feelings and nonverbal clues is crucial. Results of the present study stated that nursing employee who have sense of understanding other's feelings and emotions, are also high on sociability, they are not socially disengaged in their work-field; they also report less mental health complaints, sharing or ability of perceptiveness of emotions make them more healthy and efficient at their work place.

Personal effectiveness is generally seen by workers as the level to which they have met the requirements of the task of their work, or the degree of their work performances, according to researchers. Personal Effectiveness is one such influencing aspect that is concerned with unlocking an individual's capacity, and higher levels of personal effectiveness offer employees with a high level of well-being at work.

Implications of the study

Present study suggests that constructs of personal effectiveness decrease mental health issues at work place. Especially in public dealing health sectors like nursing

sector where level of personal effectiveness play a significant role on employee's own benefits as well as benefits of that institution/Organization. It would be more helpful to design strategies which enhance personal effectiveness and well-being of employees. A brief training in personal effectiveness is needed to help professionals like care practitioners, speech and language therapists, nursing assistants, and chiropractors to cope better with stress and become more efficient in their everyday work with coworkers and in sharing skills to clients.

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