LEARNING OBJECTIVES

After studying this chapter you should be able to:

• explain the concept of psychological (mental) health in general and in the work context
• compare the meaning of salutogenic and pathogenic approaches
• compare various psychological approaches in explaining psychological adjustment
• explain culture in psychological adjustment or maladjustment
• examine possible causes of psychological disorders
• identify possible hassles and life changes as stressors
• explain the moderating factors in the relationship between stress, illness and health
• explain a diagnostic system for psychological disorders
• give classifications of psychological disorders and work dysfunctions
• compare the main characteristics of various types of psychological disorder
• discuss the impact of symptoms of psychological disorders on work performance
• describe the characteristics of various types of work dysfunctions
• give an overview with regard to work-related health management and promotion.

KEY CONCEPTS

psychological or mental disorders – disturbances in thinking, emotions and behaviour impairing people in fulfilling one or more life roles

pathology versus salutogenesis – illness versus health, or the positive approach to health

culture-bound syndromes – syndromes peculiar to a specific group of people
stress – physical and psychological reactions to events

hassles – everyday problems or obstacles

defence mechanisms – patterns of protective behaviour used to avoid emotional conflicts

coping – using internal and external resources to handle life demands effectively

adjustment/adaptive reactions – adapting to life’s demands/stressors

general adaptation syndrome – a reaction to acute and chronic stress

anxiety – worry or concern

schizophrenia – a complex psychological disorder involving psychological disorientation in various functions

delusional – having false beliefs (for example, of persecution)

hallucination – an inaccurate observation without the existence of a corresponding stimulus

substance abuse – dependence/usage of alcohol, drugs and chemicals

personality disorders – rigid and poorly acquired patterns of behaviour or conduct

somatic disorders – physical diseases of the human body

work adjustment – the emotional ability to handle work demands

health – successful adjustment to work-related demands

system – a set of connected things or parts

self-system – a unique combination of individual experiences and characteristics

work personality – one’s personality attributes related to working

person-environment fit – the correspondence between employee characteristics and work attributes

work stress – stress related to work activities

causes – factors that produce an effect or consequence
work dysfunction – impairment of work performance

workaholism – an addiction to working

Employee Assistance Programme (EAP) – a health-promoting initiative to enhance employee health

coping behaviours – behaviours contributing to wellness, such as cognitive self-control and psychological capital

CHAPTER SYNOPSIS

This chapter focuses on psychopathology with particular attention devoted to the classification and description of psychological disorders. It also covers maladjustment in the work context, different types of work dysfunctions and the management and promotion of occupational health and adjustment.