

Determinants of mental health in light of the dimensions of human resources management

محددات الصحة النفسية في ظل أبعاد إدارة تسيير الموارد البشرية

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Abstract:

This study, titled "Mental Health Indicators in Light of Human Resource Management Dimensions," aims to clarify the determinants of the mental and physical health of human resources within the organization. It examines this through human resource management dimensions, which are adopted as a systematic strategy to establish a stable roadmap for laying the foundations and means of achieving psychological and physical security for the individual worker in a work environment fraught with risks and occupational accidents.

Given the multiplicity of negative phenomena and psychological disorders diagnosed by international health and labor organizations and psychologists, this study analyzes and discusses the extent to which the dimensions outlined by the organization—based on specific strategies—align with the goal of achieving occupational security and safety in the professional sphere. This is achieved by answering the following question: Is there a relationship between mental health and human resource management dimensions? And to what extent do these two concepts influence one another?

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Keywords: Indicators, Mental Health, Human Resources, Management, Dimensions of Human Resource Management.

ملخص:

تهدف هاته الدراسة الموسومة ب: مؤشرات الصحة النفسية في ظل أبعاد إدارة تسيير الموارد البشرية إلى توضيح محددات الصحة النفسية والجسدية للمورد البشري داخل المنظمة، من خلال أبعاد إدارة تسيير الموارد البشرية التي تعتمد كإستراتيجية ممنهجة لرسم خطى ثابتة لإرساء قواعد وسبل تحقيق الأمن النفسي والجسدي للفرد العامل في بيئة عملية مليئة بالمخاطر وحوادث العمل، ويتعدد الظواهر السلبية والأمراض النفسية التي شخّصت من طرف منظمة الصحة والعمل العالمية ومن قبل الأخصائيين النفسيين. جاءت هاته الدراسة لتحليل ومناقشة كل ما يتعلق بمدى توافق الأبعاد التي تسطرها المنظمة وفق استراتيجيات معينة وصولاً إلى تحقيق الأمن والسلامة المهنيين في الوسط المهني. من خلال الإجابة على التساؤل التالي: هل توجد علاقة بين الصحة النفسية وأبعاد إدارة تسيير الموارد البشرية؟ وما مدى تأثير المفهومين ببعض؟

الكلمات المفتاحية: المؤشرات؛ الصحة النفسية؛ الموارد البشرية؛ التسيير؛ أبعاد إدارة تسيير الموارد البشرية

1. Introduction: The topic of mental health is considered one of the topics of the hour due to its great importance at the organizational level, as it is the sensitive chord that the human resources management fears due to its connection to the most important resource, which is the human resource; since the beginnings of administrative thought that was built on the individual as a productive and creative human being, in return volatile and moody, and is affected and influences the environment of his existence, especially in the practical environment, which is the basic environment for his development and growth or his disappearance and decline, According to several psychological indicators that determine the psychological level and physical health of working individuals as well as the normal individual, there are many crises and setbacks that are observed on the individual in certain situations and circumstances at work. Some researchers in this field have touched on the most important diseases and psychological and physical risks that threaten the individual within the organization In his workplace, the World Health

Organization has identified risks to mental health at work, summarized in working long hours, violence, harassment, bullying, unsafe working conditions, not having sufficient skills to carry out tasks, and a culture of perpetuating negative behaviors within the organization...Etc., all these risks and negative phenomena have been the subject of the field of mental health at the global level. We begin this study with:

2. **In the concept of mental health:** Scientists and specialists have agreed that physical health is the safety of the body from diseases and pain and the safety of internal organs, in addition to the safety of the functioning of vital processes and their functions actively. However, the concept of mental health cannot be as simple as some scientists believe, as the meanings of the soul, its innermost feelings, its level of safety and compatibility are not tangible material things that can be measured. It is inferred from the individual's external behavior, interactions, and responses. Concepts of mental health differ according to societies, their culture, the behavioral rules by which they take place, and according to the beliefs and cultures adopted by scientists (Zahran, 1997)

- It is defined according to the Constitution of the World Health Organization and the Charter of the United Nations as a state of complete physical, mental and social well-being, not merely the absence of disease or disability.
- As defined by Abdul Latif 2013: It is the prevailing and continuous state of the individual in which the individual is stable and psychologically and socially compatible, in addition to feeling happy with oneself and with others, and thus the ability to achieve and appreciate oneself, and exploit self-skills and competencies to the maximum extent possible. (Abdul Latif, 2013)

- The most important psychological schools knew it, according to Sigmund Freud's psychoanalytic school: It is the ability to do work, as long as a person does not suffer from any disease that prevents him from doing so. Thus, the Freudian school considers mental health to be the opposite of disease.

The behavioral school defined mental health as: an individual's choice of appropriate behavior for the situations he faces, based on the social ideas he acquired from the society in which he lives.

School of Human Relations: According to Maslow, who defined mental health as a person having a normal personality that helps him deal with the events that happen to him; It differs from an abnormal personality that is unable to deal well with the events surrounding it. (Abboud, Zain Al-Abidin, D.S.)

It is also defined as: a relatively permanent state in which the individual is psychologically compatible and feels happy with himself and others, is able to achieve himself and exploit his abilities, is able to face the demands of life, has a complete and sound personality, behaves normally, and enjoys a healthy mind. (Chick and Tim, 1999).

As Dr. Saad Galal stated in his book: "Mental Health", both mental and psychological health are interchangeable, as in his opinion they do not differ from each other in meaning: psychology is a science that aims to prevent and treat mental illnesses, and it derives its material from various sciences such as psychology, the study of childhood and education, sociology, mental medicine, medicine, and the science of life, and the ultimate goal is to help the individual adapt to himself properly and to his material and social environment (Zidan, 1972)

3. Dimensions of human resources management:

The organization represents an organized social entity consisting of a group of individuals who participate and contribute collectively within a structured

organization in providing and producing goods and services, organized under the human dimension in the conduct of business in the organization, and it should not be satisfied with looking at it as a group of equipment, machines, working hours, and a production system.

The organization's inability to extrapolate and address its humanitarian and social problems requires the development of precise strategic dimensions with a set of rules that work to meet the needs of individuals in an environment with unified values and principles in order to achieve the organization's goals according to the following dimensions identified by the researcher, Professor Dr. Muhammad Jabbar Hadi, in the educational package on human resources management. At the Karbala Technical Institute, Iraq, it was as follows:

3.1 Social dimension: It is represented by the contribution of human resources management to reducing unemployment and qualifying and employing individuals and the disabled.

3.2 Ethical dimension: It is represented by fair management of human income when accepting, selecting, training, developing and promoting candidates and helping to perpetuate the required ethical policies and social behavior.

3.3 Economic dimension: Analyzing and interpreting the costs and profits of human resources management activities represents cost reduction / return on investment such as productivity, salaries, profits, training, transportation, retirement, etc

3.4 Organizational dimension: It is embodied in the role of human resources management in achieving the organization's goals and objectives of efficiency and effectiveness, as well as facilitating organizational competition and enhancing productivity and quality

3.5 Functional dimension: It consists of employing the skills and capabilities of the Force Work workforce and equipping the organization with qualified, trained and well-motivated individuals, i.e. achieving the optimal and rational use of human resources.

3.6 Personal dimension: It consists of achieving job satisfaction and self-realization for employees to the maximum extent possible and achieving the goals of the individual, groups, organizations and society

3. 7 Health and security dimensions: This consists of providing a healthy and safe work environment and taking care of it so that it makes working within the organization more enjoyable, joyful and safe.

The process of planning the administrative function is considered the first, and includes determining the goals that the organization seeks to achieve during a future period of time, as well as the policies, means and activities necessary to achieve those goals. Whatever the goals of any organization, the human element is the most important resource that must be secured. Without it, the material and natural elements of production cannot be exploited and operated. The success of the planning function can only be embodied on the ground by the presence of dimensions that express the organization's distance of view towards itself and towards the human resource, through rational and rational leadership that is characterized by wisdom and the spirit of responsibility that falls on its shoulders.

The real dimension is an identification card for the organization, which determines its position among organizations and its importance to the human resource as an individual in society or as an individual working within the organization, by imposing its respect and appreciation through its services and good reputation in society, and this can only be achieved by adopting the aforementioned dimension

4. Interpretation of results

The functional, organizational, ethical and social dimensions are considered an indicator by which modern organizations are measured, which work hard and diligently to develop and grow the human resource and bring it to the highest levels, which in turn brings the organization to the highest ranks among its counterparts and gives it the competitive advantage that all service and production organizations seek. The presence of dimensions with a solid background cannot confront the problems of globalization, prevailing technological development, differences in the labor market, and the dominance of robots and artificial intelligence in an era of speed and survival of the fittest. The human resources management of modern organizations knows very well that the strategic dimension is what awards the organization the Medal of Honor.

Accordingly, the analytical overlap between the indicators of the term mental health is dependent on the extent to which the dimensions of human resources management within the organization are achieved by meeting the needs and requirements of the working individual during his professional practices in a practical environment free of impurities, problems and obstacles that destroy his psychological and physical health, and thus he becomes an ideologically and physiologically abnormal individual. Accordingly, the impact of each of the dimensions of human resources management is through The results of the dimensional impact in the social dimension, which is the beginning of the settlement and psychological treatment of the individual within the organization by providing job positions for individuals and reducing the unemployment crisis that worries our youth today, while qualifying the human resource by following up on his professional path based on the process of

training and training on the worker's weaknesses in his professional job. According to what is determined by the process of evaluating the organization's performance by evaluating the performance of the working individual, which in turn works to clarify the positions that require training, training and supervision, taking into consideration the qualification of the category of people with special needs. Thus, the social dimension has contributed to overcoming the first psychological complex facing the individual before and after employment.

- We now come to the ethical dimension that most organizations focus on, as it is considered a device for controlling the level of values of organizations that contribute to self-control of the human resource without falling into ethical problems that oppress him and other individuals within the work group. In return, the organization must prove its ethical identity within the scope of professional ethics; It is represented in the fairness of human resources management when accepting, selecting, training, developing and promoting candidates and helping to perpetuate the required ethical policies and social behavior; which maintains a distance of security and safety between the individual and another individual and between the individual and the organization and thus avoids the problems and psychological illnesses that result from the destruction and transgression of professional ethics, and both parties do not need them.

- The third dimension, which also has a very important impact, is the economic dimension, which is represented in analyzing and interpreting the costs and profits of the activities of the Human Resources Management Department, as it allows the Human Resources Management Department to exploit its material, financial and human resources in the best possible way and at the lowest possible cost, and the possibility of covering the wage policy and the financial

compensation package of wages, bonuses, promotions, up to the retirement stage. Thus, the economic dimension has ensured a human resource that is psychologically and physically prepared for the required professional practices in light of the state of psychological and mental equality that results in sound physical health without falling into financial negatives that may frustrate the working individual and thus negatively affect the level of performance and the quality of life of the organization in general.

- The organizational dimension is embodied in the role of human resources management in achieving the organization's goals and objectives of efficiency and effectiveness, which result from some procedures used by the responsible management to manage its resources within the organization; which is the responsibility of the administrative leadership that plays the role of control and guidance during work periods to avoid known work accidents. Also, avoiding negative phenomena such as leakage, absence, and falling into the phenomenon of work turnover, which costs the organization, frustrates the individual's morale at work, and leads him into mazes that he can do without. Organizational rigor, which works to achieve a balance between the requirements and needs of the human resource and what the organization seeks as general goals, guarantees the quality of the worker's psychological health, as well as a competitive advantage and a good reputation for the organization at both the level and the quality of production. Based on good communication and contact between the authority or leadership and the employees, both parties feel psychological comfort.

- The functional dimension, in turn, contributes to employing the skills and capabilities of the Force Work force and equipping the organization with qualified, trained and well-motivated individuals, i.e. achieving the optimal and

rational use of human resources, through the proper exploitation of human resources in the positions of performing their professional job duties; and this comes starting from the recruitment process that relies on its internal and external sources to achieve attracting the best capabilities and talents to fill vacant positions. An individual who is initially qualified is better than one who is later qualified for employment, given several backgrounds that administrative decision-makers know, including financial and material costs, time management, and the zero-error strategy, all of which are strategies that the organization must address to ensure a healthy intellectual human capital, both psychological and physical.

4. The personal dimension: It is represented in achieving job satisfaction and self-realization for employees to the maximum extent possible and achieving the goals of the individual, groups, organizations and society, as organizations cannot achieve a high level of job satisfaction for the working individual because he is variable and moody as a human nature, not to mention that all the wages, bonuses, promotions, retirement and social services provided by the organization may not be at the level of the individual's aspiration. Satisfaction has degrees. What pleases and convinces one individual does not necessarily convince another. This is what makes the organization face a major challenge aimed at satisfying its human resource, as the latter is reflected in the individual's psychology within his work environment. If human resource management succeeds in achieving a good level of satisfaction among its users, it will ensure a healthy psychological level free of impurities, problems and obstacles. This is done by providing and meeting both his material and moral requirements and achieving his individual goals.

The health and security dimension is represented in providing a healthy and safe work environment and taking care of it in a way that makes work within

the organization more enjoyable, joyful and safe, by focusing on the ergonomic design aspect with the aim of adapting the work environment for the worker within the scope of biometric measures conducive to the size, weight and energy of the worker, and this is what the field of position analysis and management of institutions in light of modern educated organizations has been interested in. The space in which the working individual must be present must provide a vital field characterized by comfort and physical safety and give an opportunity for freedom of movement and movement of all kinds (sitting, standing, turning, ...), because it makes the individual feel free and if he has that, his psychological health will be good, far from physical work accidents, and this is the responsibility of the occupational health and safety team within the professional environment.

Psychological crisis also increases the rate of injuries and work accidents, as a person loses control of his nervous system, his mind is distracted, and his concentration decreases. On the contrary, high morale among workers increases their activity, improves their production, and reduces their chances of being exposed to risks (Ezz Al-Kabed, 2015)

Here, the role of health education as a health and safety program in the work environment is clearly highlighted, as all members of the occupational health and safety team must participate in health education for workers at all levels, including senior management, as workers must be fully aware of the risks of their professions, and of the safe ways to perform work and participate positively in the accident prevention program. They must also participate in monitoring the proper performance of work risk control and prevention devices, including personal protective equipment, and commit to using them where necessary, and ensure their maintenance in a way that leads to their

efficient performance. Workers must also be aware of the early symptoms of occupational diseases, and of first aid methods in the event of injuries, as well as of the principles of personal hygiene and are used in health education and personal meetings Posters, films, slides, lectures, seminars, training programs, etc. (Abu Zaid, 2012)

Among the strategies for achieving mental health in the professional field, we find some ways to prevent occupational mental illnesses: choosing the right man in the right place avoids workers from (psychological maladaptation) that causes them psychological disorders. Work must satisfy the worker, giving the worker an appropriate income sufficient to meet his living needs. In order for the worker to feel his belonging and love for his work, he must have a position and importance in the work he does In order to help increase production and achieve health for workers, relationships must be encouraged between individuals in one group and between different groups, because this creates an atmosphere of cooperation, love and fair competition. In order for the factory to have a healthy psychological atmosphere, work must be carried out in a state of cooperation, not in a state of orders and prohibitions.

The factory must be clean and comfortable in terms of lighting, heating and ventilation, free of noise and dust, because the work atmosphere has a positive or negative impact on the psychological health of workers. In order to achieve the satisfaction of the worker's basic psychological needs, he must not feel that there is a huge difference between what he actually owns and what he believes he deserves, which causes him distress and arrogance The size of the work unit must also be small so that the worker knows his exact role in the industrial process carried out by the group, and does not feel lost and lost among the huge group. The worker must be given the opportunity to participate in management so that management is decentralized with respect to the branches

of the institution and there is no control by the management side over the workers. The management must gain the respect and trust of the workers.

It is also necessary to provide healthy housing for workers and pay them sickness bonuses, provide medical care and achieve security at work because this has an impact on the psychological health of workers, so the worker feels that when he gets sick he will not be exposed to loss of money or the risk of dismissal, and finally we must achieve well-being for the worker so that he does not feel frustration and psychological distress. For example, he wants many products from modern civilization, such as television and radio, because the worker's move from rural society to the city makes him begin to care more about his worldly happiness, and the common beliefs in the village no longer have a place in his mind. Therefore, the worker must achieve well-being, because all of this is reflected in the work and in the increase in production and its quality. (Al-Issawi, DS)

5. Conclusion

Finally, through everything that has been discussed, we find that the inevitability of achieving mental and physical health is a foregone conclusion to ensure a healthy, working human resource that is far away and immune to disturbances that would destroy all the hopes of organizations and what they have sought, and thus the collapse of their strategies with a long- or short-term goal. We find that studies by White in 1983, Gabriel and Limatianin in 2002, and others have shown a close relationship between psychological disorders and workers' productivity. Likewise, the study by Al-Jaafra and Fares Helmy in 2005 showed that there is a relationship between psychological health and the work environment. The better the work environment, the higher the levels of psychological health, and the lower the quality of the work environment, the

lower the levels of psychological health of its workers Which made the interconnectedness of the dimensions of human resources management management within the organization intensify efforts with the aim of optimally exploiting its human, material and financial resources with a balance of costs and services and the rights and duties that the individual must work, so coordination between its dimensions (the social, economic, personal, functional and organizational dimensions, Health and security) A major role in providing a healthy psychological environment, even at a certain level, as we said that reaching the highest levels of satisfaction is impossible except in rare cases, and according to the capabilities, strength of strategies, and exceptional leadership of management and organization that the organization possesses We find that indicators of mental and physical health are rooted in accordance with the quality standards of what each organization seeks through each dimension of what was mentioned previously, so the difference between organizations is possible and certain, but what is constant is the integration and consistency of the dimensions of human resources management management.

6. recommendations and proposals for the study:

- ② Identify appropriate and appropriate strategies for human resources management interventions in achieving physical safety and mental health.
- ② Achieving compatibility and balance between the capabilities and requirements of the organization in light of relying on the efficiency factor at work (the individual's possible and available capabilities)
- ② Providing a favorable and suitable work environment that meets most environmental, material, financial and ergonomic factors to achieve job satisfaction
- ② The more rational and rational the leadership is, the more the results will be at the required level

☐ Seeking the external expertise of specialists and pioneering experiences in this field

☐ Applying the principle of justice and equality between individuals within the organization to establish professional ethics

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