

## **CHAPTER 20 – PSYCHOLOGICAL DISORDERS AND WORK-ADJUSTMENT PROBLEMS**

### **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.