

Psychological Health: A Must for the Students in Management Education

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Abstract

Manager plays a crucial role in leading an organisation to success. It is their personality that creates a good marketing condition within and without the organisation. They should possess very good decision making abilities, with clarity about their decisions. They should also be able to face the repercussions that arise out of their decisions. Then only they can win the trust of their stakeholders. In the ever changing business environments which are becoming more and more unpredictable and which are facing cut-throat competition, managers have to face many challenges from political, environmental, social, technological, economic and legal sectors. In this process, they are facing a tremendous pressure which is resulting in their physical, psychological, cognitive and social attitudes. Consequently their psychological health is up-set, seriously damaging their managerial abilities. This article throws light on some aspects which show strong impact on the psychological well being of the managers.

Keywords: Autonomy Dimension, Personality Disposition, Gender Variation, Disruptive Tendency, Distress, Neuroticism, Conscientiousness, Self-comparison, Self-acceptance

According to the study undertaken by Sri M. Venkatesam, Associate Professor in HRM, IIFT, New Delhi, and Sri Anubha Rohatgi, Project Consultant, NIEPA, New Delhi, to whom the author of this article is very much indebted, for their variable sources, most of the dimensions of personality disposition, resilience and decision making were understood to be prominently co-related with the psychological health of the executives. They significantly predict how the managers tackle the organisational issues with a balance of mind and unperturbed attitude. There were notable variations in thinking and feeling dimensions of personality disposition and autonomy dimensions of personality disposition on the basis of the gender of the management graduates. Even their work experience and their age showed considerable variation in this regard.

Resilience is the natural ability of individuals to respond positively to disruptive tendencies. When the managers pose the tendency to bounce back and face the challenges, their resilience is demonstrated. It is very crucial in the present uncertain and ever changing business environment; marketing situations and conditions. When the managers face pressure in executing their duties, they have to display high resilience tendency to with hold the stress and disruptive atmosphere; to find shrewd solutions.

India is the most sought after country by global organisations, for out sourcing. It is expected that in future, more multinational companies would enter into our country and offer more competitive businesses. Naturally they will be in need of efficient managers with exemplary resilient and decision making qualities. They will look forward to those who are gifted with sound psychological well-being. Decision-makers will be considered as essential attributes to sustain the growth of organisations.

The three noble traits, personality, decision-making and resilience, when combined in an individual, enhance his psychological well-being. But when they are perverted, there is every danger of their becoming the negative. Among the three, resilience is the highest. It is demonstrated to represent very positive work attitudes, to keep up the lowest levels of psychological distress and to reach the higher levels of optimistic thinking. It is to be noted that managers are also human-beings first, with their weakness and sentiments. As individuals, they are supposed to be stable in their personality. They should be firm in their attitude. They should be a reckoning force in any business organisations. These attributes may sometimes be inherent in them. Or they can be acquired by constant deliberation, or taught by orientation and training. That is why organisations spend a lot in guiding, mentoring and training their executives for holding key positions. For any business organisation there will be four generations. They are: baby boomers, generation x, generation y and millennial. Really it is a challenge for managers to connect and co-ordinate with these generations. To meet this, they must have a thorough understanding of human nature, which is complex in itself. They have to reciprocate the issues related to an organisation amicably, so that any stake holder is not hurt or provoked. When crises arise in management, they should be cope up with the situation and overcome them with tact and talent.

Personality dimensions mainly influence the psychological well-being where as they also influence the total well-being of university students. Neuroticism and conscientiousness emerged to be the common predictors in both men and women, as per a study. It also revealed that there is a close relationship between personal traits and personal effectiveness. There is also notable positive correlation between psychological well-being and self compassion. It is negative with neuroticism and again positive with other personality traits. The study found that there was no correlation between autonomy and agreeableness. It was also revealed that extroversion, environmental mastery, purpose in life, self acceptance and positive relations with others are the indicators of psychological well being. Certain personality traits like extroversion and neuroticism represented enduring cognitive dispositions directly affected the well-being of an individual psychologically. Other traits like agreeableness and conscientiousness have an indirect and instrumental role, which lead people to encounter specific situations also influenced well-being.

When the relationship between a positive affect with dimensions of resilience and perceived self. Efficacy in life skills were studied by Italian psychologists, it was known that those with high positive affect reached higher levels of resilience than those with low positive affect. Researchers who analysed cross cultural relationships reviewed different empirical studies on mental toughness and individual differences in learning, personality and other psychological attributes. After this review, it was authenticated that better psychological well-being is possible for those who were able to maintain greater levels of confidence and control sever pressure. According to another study, there are significant positive relationships between resilience and all the six indicators of well-being. Resilience

can strike a balance between negative events in life and mental health. There are positive relationships between resilience and environmental mastery, personal growth, and self acceptance. To achieve resilience, business leaders have to choose the context suitable to personal needs and see themselves as self-satisfied. Differences as per age and gender were found to be more resilient than middle aged people. Men showed greater psychological well-being than women. Even happiness is positively related to resilience which enables people maintain their and physical and mental health and overcome crises.

Decision making is another factor which betrays psychological well-being. There are four decision making styles according to the psycho-analysts. When the relationship between decision making styles and stress-handling was examined, it was authenticated that the avoidant style was associated with distress, both before and after taking a decision. It indicates a generally higher level of cortisol secretion. Even gender and age are the determining factors for mental health. Women scaled higher than men in the sub-scales of psychological well-being, such as personal growth, positive relations with others, purpose in life and self-acceptance. In autonomy and emotional control, there was no considerable difference in both. It is also argued that in the employees of IT and Software sectors, there is a strong co-relation between work–life balance, turnover intention and organizational support. Even in this regard gender variations are visible. As far as age is concerned, it is learnt that the younger adults with less education reported lower levels of psychological well-being, which tends to change, as age advances. In old age, autonomy and environmental mastery tend to increase; whereas purpose in life and personal growth tend to decrease.

To calculate, the management students who came from different states of our country demonstrated that their personal traits and decision making styles had an influence on their psychological well-being. These predictors have to be regulated so that the mental health can be maintained constructively. Managerial skills also include psychological well-being. So that promising business leaders can take challenging assignments in their career.

To bring about work life balance among management professionals, it is necessary to groom them accordingly; to imbibe work commitment and job-involvement in them. Most of the organisation are concentrating on the behavioral issues of the employees. Hence psychological well-being has to be given importance in the career of the managers.

Source

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