

Impact of Workplace Risk on Employee Mental Health and Wellbeing in the Saudi Arabian Government Sector

Introduction

Employment considers as an important social explanation of workers' health (Marmot et al., 2008). According to that, increasing attention has been focused and emphasized by researchers to the communication between employment and workplace risk and common mental problems, such as depression and anxiety (Barnay, 2016). As the same context, the Mental Health Foundation (2021) has recently thought that workplace risks and the environment can significantly influence on mental health.

The association between workplace risks and mental health has been explained and documented in the epidemiological, medical, and sociological literature. There are many papers find a communication between worse working conditions (for example higher physical or psychological work demands, and lower control in meeting these demands) and higher stress levels and worse mental health.

Additionally, studies have examined evidence of mental health benefits (particularly concerning anxiety and depression) following enhancements in employees' degree of job control and declines in job request (Bell et al., 2020).

However, the evidence of a traditional communication link between job quality and workers' mental health is rarely, and the identification of such a causal communication is difficult as the result

of reverse causality concerns and unobserved confounding elements. This paper shows novel evidence on the traditional impact of workplace risks in Saudi Arabian government sector.

Understanding the communication between workplace risks and mental health has main economic and social relevance. On these days, almost 1 billion people worldwide have a mental disorder (The Lancet Global Health, 2020). The two most traditional disorders, depression and anxiety, are among the initial factors of disability worldwide, with an increasing influence on the number of years lived with disability, and on individuals' lives, from personal wellbeing to work and relationships. Furthermore, lost productivity as the result of anxiety and depression costs the global economy US\$ 1 trillion each year, a cost projected to rise to \$6 trillion by 2030.

Organizational change explains to the process of companies or organizations changing their structures, strategies, procedures or cultures through measures such as downsizing, restructuring, outsourcing and mergers (Fløvik et al., 2019). While it can have positive results for the company, such as reinforced efficiency, performance and profitability, the international literature proposes that organizational change is often carried out at the cost of employees' working conditions and health.

In terms of working conditions, it is well known that in industrialised states, risks have changed from those predominantly containing on physical risks (for example physical working conditions)

to those including psychosocial risks (for example psychosocial working conditions) such as time pressure, multitasking and work intensity, on the last years.

On the other hand, findings regarding trends and developments in psychosocial risks are often ambiguous, proposing both an improvement and a worsening of psychosocial risks at work. As such some studies point towards decreasing or stable trends. While other studies propose a deterioration and an increase psychosocial risks such as job strain, working intensity and working hours (Dragano et al., 2017).

Workplace risks are serious risks to workers' emotional and physical well-being. These risks could contribute to multiple health issues and work-related mishaps. Low job satisfaction, health difficulties, accidents at work, stress at work, and burnout are all associated with mental risks. Depression and anxiety are more traditional, and there is a communication between work-related stress and a decrease in social contact and concentration on the job, as well as an enhancing in in physical pain and problems. Anxiety at work is connected with several psychosocial risks (Giménez et al., 2020).

The Job Demands-Resources (JD-R) Model explains a comprehensive framework for comprehending the communication between work features and the well-being of employees. Lack of job management, organization, and social environments can contribute to stress, despair, and other psychological, physiological, and social

results. Mental risks forms multiple factors, such as organizational culture, workplace function, stress levels, work pace, and work relationships, that can impact on performance and well-being in the workplace. An individual's emotional control, adaptability, and a healthy mind-body relationship are elements that lead to mental wellbeing, a constantly changing internal state of balance essential for declining their abilities in line with societal standards (Galderisi et al., 2015).

Statement of Problem

The explanation of the causal impact of job quality on mental health is empirically difficult. As the result of health may limit the freedom of individuals to select specific jobs, and individuals can change (or lose) their job because of health changes, reverse causality is a main concern in this context. Additionally, multiple confounding elements are likely to be connected with both occupation and health, for example time-invariant elements such as education and genetic predisposition for certain jobs, as well as preference for health and mortality. Additionally, occupational health theories and evidence focus that health status might impact on job selection through the avoidance of potentially hazardous occupational exposure through an initial selection operation ('hire effect'), or through a 'healthy worker survivor influence, which shows and explains workers to decline their workplace exposures for health-related reasons, whether or not exposure affects their health. All this shows a selection effect of individuals into a definite occupation. The direction of the induced bias

is difficult to predict, while some selection mechanisms (for example better health and socioeconomic confirmations allow for selection in better jobs) point to an overestimation of the true negative effect of hazardous conditions on health (Ravesteijn et al., 2018), other mechanisms (for example the healthy worker effect) contribute to an attenuation of the true causal link.

Questions

Throughout the statement of the problem, the questions of the study shall be the followings:

1. What is the impact of Workplace Risk on Employee Mental Health and Wellbeing in the Saudi Arabian Government Sector?
2. Does workplace effect on the productivity of employees?
3. Does mental health connect with the poor performance of employees at the Saudi Arabian Government Sector?

Aim of Study

This study aims to fill this challenge by focusing on the relationship between workplace risks and mental health in Saudi Arabian government sector, ultimately contributing essential insights for the improvement of effective strategies to increase the well-being. The main purpose of the present study will be examined the complex relationships between workplace risks and mental health Saudi Arabian government sector.

The aim is to examine the complex relationships between psychosocial factors, work engagement, and mental health in Saudi Arabian government sector

Employee Mental Health

Employee mental health considers as a topic of growing concern for employers, employees, and researchers. Papers have examined that mental health problems can lead to unfavourable results such more absenteeism, lower productivity, and higher attrition rates. To explain this issue, researchers have carried out studies on the causes, consequences, and interventions connected to employee mental health. According to one research by Harvey, et al. (2017), work-related stress significantly enhances the likelihood of developing mental health issues.

Another study by Lee, et al., (2018) explained how job instability could harm an employee's mental health.

On the other hand, a study conducted in 2017 by Cooper & Nielsen explained that having high levels of job autonomy and peer support at work could be beneficial for mental health. The contribution of workplace interventions to reinforcing employee mental health has been studied by a number of researchers.

In a meta-analysis of workplace mental health interventions, LaMontagne et al. (2014) explained that they could significantly reinforce employee mental health outcomes. Lindsay made similar findings, et al. (2019), who reached that workplace adjustments can

motivate individuals with mental health concerns to remain working and be productive. The importance of organizational culture in fostering employee mental health has also been emphasized by research. According to a study by Aldamman, et al., (2019), factors of a supportive work environment, like a friendly team dynamic, are communicated to better mental health outcomes for employees.

Another study by Joo and Lee (2017) explained that an organizational culture that places a high priority on employee well-being could enhance employee engagement and decrease burnout. Individual-level features have also been explained to be significant indicators of employee mental health, in addition to organizational influences. For instance, Hakanen et al (2006) study shown that work engagement, which is featured as a pleasant state of mind related to one's work, is connected to lower levels of stress and burnout. Another study by Yang, et al. (2019) explained that improved mental health findings are related to self-compassion, which is explained as treating oneself with love and understanding.

Literature Review

Al Mater et al. prepared their study on the psychological health of ophthalmologists from different areas within KSA. They utilized the English version of PHQ-9, GAD-7, Insomnia Severity Index (ISI), and Perceived Stress Scale (PSS) (21).

Alzaid et al. conducted a survey in the Eastern Province of KSA in the English language to study anxiety in HCWs. The researchers

prepared the survey with 34 questions, divided into four sections, and the last section contained the GAD-7 scale to measure anxiety.

Zaki et al. surveyed the Northern armed forces hospital in Arabic and English to focus on the stress and psychological consequences in HCWs. The authors prepared the instrument with four sections and the last section included the Impact of Events Scale-Revised (IES-R). Alenazi et al. surveyed the HCWs' in the Arabic language to study the prevalence and predictors of anxiety in 13 regions of KSA.

Alsulais et al. summarized the psychological impact of COVID 19 in physicians. The authors prepared a questionnaire in the English language from a previous Canadian study done on SARS (25). Temsah et al. surveyed HCWs in King Khalid University Hospital Riyadh. The researchers prepared the survey and included the GAD-7 to evaluate anxiety (26).

Additionally, Kundi, Sardar and Badar (2021) explained that employees with high emotional stability will perceive work pressure as a difficult, and have an influence on commitment to being participated in the organization.

Dundon (2021) focuses the importance of the role of HR management practices in impacting employee performance results and contributing. HR management practices will assist shape the work climate. In line with Bronkhorst (2019) conveying research findings, which state that enhance the physical and psychological health of employees. The work safety climate is even able to keep employee

emotional stability in the midst of uncertainty and organizational change.

The second factor influencing on mental health is long working hours. Working hours or duration of work will trigger stress and negative emotional influence on employees. According to research by Schiller et.al (2017) long working hours can lead fatigue and a decrease in employee sleep quality which can affect mental health. For this cause, working hours affect the mental health of employees. This is also supported by research by Morgot Shields (2019) which explains that women who work too long are more likely to develop depression. This study will show more deeply and broadly based on a literature review on the impact of long working hours on the mental health condition of employee.

Mental Health Should Be a Priority for Public Sector Employees

Employees in the public sector are always willing to assist, but their workload can be overwhelming. If nothing is explained and their symptoms worsen, public sector employees' mental health can negatively lead to the point where they are unable to contribute meaningfully in both their personal and professional lives. When left untreated, government initiatives and programs will suffer, also influencing on the lives of tax-paying citizens.

Training and support consider as the two of the most influential strategic initiatives that employers can carry out to enhance the mental health and well-being of public sector employees. According to that,

because they give their all every day to serve their country, these employees deserve the best possible care and support for their mental health and wellbeing.

Mental Health for Public Service Professionals

Good mental health and wellbeing practices begin with management initiatives. Accordingly, employers are beginning to recognize that taking care of employees' mental health and wellbeing is more necessary than ever when working in high-stress public-sector jobs. In order to launch a mental health and well-being initiative, employers are stressed to advise their employees to take a break from work to re-energize in order to help them in enhancing their mental health. This will revitalize not only the worker but also those they serve.

Keeping Public Service Employees Healthy

Work-related mental health conditions have appeared as a main concern in the public sector. Employees in these industries are constantly confronted with life-threatening emergencies and situations, and their exposure to these hazards can result in job-related stress. When stress levels are extremely high or prolonged, they can eventually result in depression and anxiety, seriously influencing on mental health and wellbeing.

Preparing sound management practices entails allocating funds to programs that show employees' mental health and well-being. Employees in the public sector face constant difficulties on the job. Employers require to encourage their employees to take time away

from work to recharge their batteries in order to aid in their mental health and wellbeing.

Public sector employees should remember to look after themselves by taking breaks, eating healthy, staying fit, having a support system, and seeking professional help. Work in the public sector can be draining, and this is one of the main reasons why mental health and wellbeing initiatives are the walls that stand between your employees and future mental health problems.

Research Methodology

In this paper, the researcher will refer to library research. This research will be carried out by collecting and interpreting reading sources and carrying out multiple things, especially emphasizing on multiple previous literature. The literature here is referred to as sources that are interconnected with issues regarding its definition and characteristics. In this study using data collection methods, namely literature collection, then analyze the descriptive literature data. The data use to conduct this survey is secondary data, namely data through existing publications or data issued by research institutions with the title of research and a document. The data sources utilize to conduct this research are secondary data sources, namely books, documents, other data related to the author's title. The main research variable used is the mental health of employees at work

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