

Discussion



In the highly competitive global business, mental illness like depression has become major concern. According to a study by Druss, Rosenheck and Sledge (2000) depression amongst the employees costs much more than other medical conditions like diabetes, heart diseases, hypertension and backbone. The cost incurred on medical expenses and in terms of loss of man-days that adversely impacts the performance outcome of the business has made it a major issue for the employers. In the fast changing environment of societal norms and business compulsions, people are finding it increasingly difficult to adjust. They develop socio-psychological problems, resulting in low confidence and low adjustment within the given paradigm and become 'depressed'.

The widespread implications of depression amongst the employees significantly impacting the economic performance, socio-psychological well being of the workforce and organizational capabilities become urgent issues that need to be addressed. Effective interventions and treatment of the mental illness needs to be taken by from the holistic point of view because holistic approach treats the disease, not as an isolated event but as part of the wider perspectives that takes into account the physical, mental and social aspect of the individuals. Harter, Schmidt and Keyes (2003) assert that 'presence of positive emotional state and positive appraisals of the workers and his or her relationships within the workplace accentuate workers performance and quality of life'.

The job satisfaction, encouraging work environment and leadership initiatives that work towards mutual respect, shared learning and understanding become major facilitating agents of improved performance. Empowered workforce and proactive management promote positive attitude

and impetus for higher level of achievement. Thus mental and physical wellbeing of the workers becomes important consideration for management, consultants and employees. (279)

Through the ages behavioral scientists have tried to explain human behavior for the wider welfare of human race. Human behavior under normal and excruciating circumstances differ widely and is often subject to one's approach and understanding of the issue that broadly confines to individual's choice and thereby his or her actions. Some scientists broadly categorize abnormal behavior in terms of 4 Ds of human behavior described as: deviation from the generally acceptable social behavior or acts considered 'normal' by people at large; deviation from the social norms and cultural ideas; how behavior impacts individuals or groups; and distress or emotional inability to cope with the situation (ThinkQuest; Mojo21, 2008). All these reason just broadly give indications of 'different' behavior and therefore cannot be considered as scientific definition of abnormal behavior. Indeed, if one goes by these definitions, many of our greatest scientists, leaders and artists would become 'abnormal' rather than geniuses who have made significant impact on the world! (Long, 2009).

I personally believe that normal and abnormal behavior is situational. It depends on the environmental factors that may provoke behavior which may not be acceptable by people in general. Barring the medical cases where the actions of the persons, deviant or otherwise, are primarily affected by the hormonal changes or medication, the human behavior which adversely impact the social settings on a recurring basis is 'abnormal'.

Distress or depression/ stress is a mental condition where the person develops emotional instability in the face of adverse situations. He loses his

ability of objectivity and rationale when he or she is under stress. Hence, people must learn to de-stress through rationalization of events that may lead to it. Better understanding of the circumstances not only leads to better relations but also prevents stressful situation which often prove damaging for health and peaceful co-existence. (302)

Reference

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