



## Occupational Stress and Mental Health: A Longitudinal Study in High-Stress Professions

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### KEYWORDS

Occupational Stress, Mental Health, High-Stress Professions, Longitudinal Study

### ABSTRACT:

This long-term study looks at the complicated link between job stress and mental health in people who have high-stress jobs. The study takes a broad method to figure out how movement changes over time because it knows that work demands have a big effect on people's health and happiness. By carefully choosing high-stress fields like law enforcement, emergency services, and healthcare, the study aims to find the link between low-stress factors in these settings and long-lasting effects on mental health. Get both numeric and personal information This method not only finds similar sources of stress, like problems at work, disagreements with others, and difficult emotions like sadness, but it also looks at how people deal with these problems. The data should help us understand how complicatedly work-related stress and mental health are connected, and they might also shed light on possible ways to avoid stress and help people who are experiencing it. The talk will look at what works in high-stress jobs and make suggestions for changes to the workplace and programs to help with mental health. Even though the study has some flaws, it hopes to serve as a starting point for more research that aims to create healthier workplaces in high-stress fields.

### I. INTRODUCTION

Occupational stress is a common and harmful part of modern work settings. It has a big effect on people's mental health, especially in jobs that are known to have high amounts of

stress. The complicated relationship between the demands of the workplace and the health and happiness of workers is becoming a bigger issue that needs to be looked into in more detail [1]. As the name suggests, this long-

term study looks into the complex link between job stress and mental health, focusing on high-stress jobs where the effects are likely to be stronger. To understand professional stress, you need to look at all the different things that cause it at work. Stress at work isn't the same for everyone; it's different for each job and depends on a lot of things, like the needs of the job, the people you work with, and the culture of your company [2]. People who work in high-stress jobs, like those in law enforcement, emergency services, and healthcare, have to deal with a unique set of pressures that can have a big effect on their mental health. These factors, which include heavy tasks, tight deadlines, and exposure to stressful events, make it possible to look at the link between work-related stress and mental health in a unique way. This long-term study is important because it could help us figure out how long-term stress at work affects mental health in people who work in high-stress jobs. Because these jobs are so important to society, it's important to understand and help the mental health problems that people in these jobs face. The study's results should not only help academics learn more about the topic, but they should also help people come up with real solutions and ways to get help that will lessen the bad effects of work stress.

Occupational stress, which comes from the demands and pressures of the job, has become a major issue in modern society [4]. This effect is stronger in jobs with a lot of stress, where people have to deal with unique problems that can have serious effects on their mental health. Understanding how professional stress works and how it affects mental health is important for both the people who are affected and the companies that want to make their workplaces better. Getting stressed at work is an unavoidable part of everyday life. It happens because of many things working together, like having a lot of work to do, not having enough time, worrying about losing your job, and being around things that could be upsetting. These sources of stress are often increased in high-stress jobs like law enforcement, emergency services, and healthcare, where people have to deal with intense and demanding situations on a daily basis [5]. The effects of job stress on mental health are complex and wide-ranging. Stressful situations at work that last for a long time can make anxiety, sadness, burnout, and in the worst cases, post-traumatic stress disorder (PTSD) worse. The [6] damage to mental health not only affects the person's general health, but it can also make it harder to do your job, cause problems with other people, and make stress worse. There are different kinds of stressors that come up in high-stress jobs than in other jobs. For example, people who work in healthcare may have to deal with the mental pain of their patients, and people who work in law enforcement may always be afraid for their own safety. Finding and knowing these unique factors is important for making changes that get to the heart of the problems that cause stress in these jobs. It was a smart choice to do a continuous study on people who work in high-stress jobs. It lets

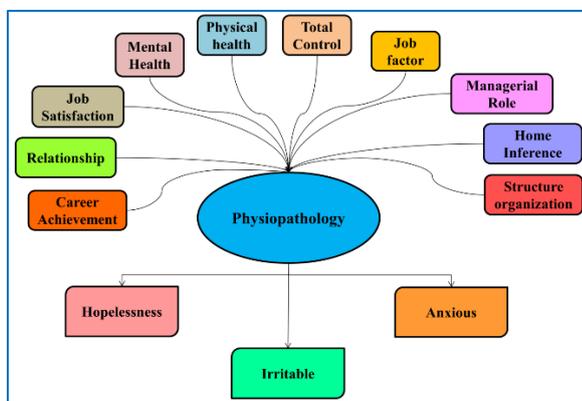


Figure 1: Structural representation of Occupational stress

experts look deeper into how the link between work-related stress and mental health changes over time, rather than just looking at snapshots. By following people for a long time, the study aims to find out how stresses build up over time and how well coping strategies work, giving a more complete picture of the long-term effects. Looking into [7] ways of dealing is important for understanding how people deal with work-related stress. Some people may use healthy ways to deal with stress, like getting social support or practicing awareness. Other people, on the other hand, may use unhealthy ways, like abusing drugs or avoiding situations. Understanding how well these coping techniques work and what they mean is important for planning focused treatments and support systems.

In high-stress jobs, the main goal of this study is to look at the long-term link between work stress and mental health in detail. By using a continuous method, the study tries to show how this connection changes over time. Among the specific goals are finding the main sources of stress in high-stress jobs, studying how these pressures affect mental health, and looking into the ways people deal with stress in these situations. The goal of the study is to find complex ideas that can help both organizations make decisions and people figure out how to deal with problems. The literature review will lay the groundwork for the next parts by putting together what is already known about professional stress, with a focus on high-stress jobs. After that, the approach will describe the study plan, the criteria for choosing participants, and the ways that the data will be collected. This will prepare the ground for the analysis that comes next. Finding work stresses and ways of dealing with them will be looked into in great

detail, giving a full picture of the factors being studied. This study fills in a very important gap in what we know about the link between job stress and mental health, especially in high-stress jobs. By using a continuous approach, it hopes to give a more in-depth look at effects that go beyond the immediate ones. This will allow for more targeted treatments and support systems that are made to fit the specific problems people face in these tough work settings.

## II. REVIEW OF LITERATURE

The important it is to know the causes, effects, and differences between people when it comes to professional stress, which includes mental, behavioral, and physical responses to bad things at work [8]. Notably, problems with clients, a lack of resources, and a lot of work are all linked to stress in health workers. This shows how tough and complicated their jobs are. The way this article defines professional stress makes it clear that it is a complex process that is affected by personality traits, ways of coping, and both good and bad work situations. When talking about stress [9], it's thought of as when people don't feel like they belong at work. Risk factors are linked to things like sociodemographics, how people feel about their job, and how they think about their job. The connection between stresses and health results is shown to be complicated. It depends on biological factors, learned response habits, and the type and length of time that stressors last. It has been found that job stresses and pressures in the work setting can lead to unhappiness, bad mental and physical health, and fewer ways to deal with problems. This connection might also be affected by differences between people, which shows the need for tailored help [10].

The text then moves on to talk about the suicide risk in healthcare jobs, recognizing that it can be hard to figure out this risk because of problems with data collection and the social shame surrounding suicide in helping jobs. Researchers have found that people who work in healthcare have a higher chance of suicide. Both male and female doctors and female nurses are especially at risk. The high-stress work climate and the social assumption of being unbreakable are seen as factors that may make healthcare workers less likely to seek help for mental health problems. Access to deadly means and in-depth knowledge of ending life are two factors that make this problem even more complicated. These factors may make it more likely for healthcare workers to successfully try suicide. The text [12] shows how important it is to quickly set up support systems and measures to deal with job stress, mental health problems, and the risk of suicide in high-stress jobs. Ultimately, this calls for an all-around approach to improving people's health in these important positions. The troubling trend of a higher suicide rate among female doctors brings up important questions about the unique problems they face in their jobs. According to research, female doctors are more likely to consider suicide, especially at the start of their jobs and around adulthood. This behavior points to a possible clash between their two jobs as family caregivers and healthcare workers, which could lead to mental discomfort. The [13] literature study also shows that bias against women may make things worse for female doctors who are already having a hard time. People who work in healthcare say that the shame that comes with going to the doctor is a big problem that keeps people from getting help and often leads to dangerous self-medication habits. The

"conspiracy of silence" after a doctor's suicide also makes people suffer more, confuses their families, and makes it harder for the government to avoid suicides.

Studies have shown that health workers, especially those who work in emergency services and mental health, are more likely to be stressed out and have health problems. This isn't just true for female doctors. The fact that worry can affect the course of diseases and have long-lasting effects on mental health make it clear that healthcare workers need psychological help. The costs of work stress are highlighted, drawing attention to how they affect people's health and the economy of healthcare service as a whole. The study also talks about how stresses can work together to make mental health problems worse. Stress and the growth of neuroticism, major depression, widespread anxiety, and suicide thoughts are shown to be closely linked. The study's goal is to add real-world evidence to our knowledge of the link between job stress and mental health problems in health workers.

### III. METHODS AND MATERIAL

The standard sample and the study sample are compared, and different trends are seen on different scales. When looking at job satisfaction [14], there were no big differences found in success worth and growth, the job itself, the form and structure of the company, or human connections. The study group and the standard sample did not show any major differences in the general workplace stress index (OSI1). But there were big differences in mental health (OSI2): the research sample had a much lower mean score than the normal sample, which could mean that some people in the study group are having mental health problems. The groups had statistically significant differences in Type A behavior

traits, such as attitude toward life, style of behavior, and desire, which suggests that people have different behavioral patterns [16]. There were clear differences between the study and normal groups in how they viewed control and influences in the areas of organizational forces, management processes, and human effects. Different sources of stress, like OSI6, OSI8, and OSI10, showed big differences, indicating that the study group was exposed to a variety of stresses.

Specifically, [17] coping methods like social support, job strategies, home-work relationships, and participation showed big differences, suggesting that the two groups used different ways to deal with stress and find support. The results show that work stress, mental health, and coping techniques all interact in complex ways. They also show how important context is for understanding the study sample's experiences compared to the normal comparison.

Table 1: Representation comparison of Occupational Stress Inventory (for male)

OSI Scales	Mean (Research Sample)	SD (Research Sample)	Mean (Normative Sample)	SD (Normative Sample)	z Score	Statistical Significance
Job Satisfaction	24	4.79	21.55	4.98	0.03	Not Significant
Job Itself	18.82	3.22	16.22	2.6	0.59	Not Significant
Organizational Design	18.93	4.61	16.94	4.18	0.05	Not Significant
Organizational Processes	17.3	3.84	14.53	3.35	1.04	Not Significant
Personal Relationships	13.2	3.25	11.22	2.4	0.48	Not Significant
Total Job Satisfaction	84.21	2.95	82.31	6.31	0.27	Not Significant
Mental Health	57.21	1.75	59.91	1.23	23.19	Significant (p < 0.001)
Physical Health	30.9	9.72	28.69	0.39	1.28	Not Significant
<b>Type A Behavior</b>						
- Attitude to Living	23.22	3.81	21.74	4.08	23.15	Significant (p < 0.001)
- Style of Behavior	21.53	4.71	18.04	4.39	2.06	Significant (p = 0.02)
- Ambition	12.61	3.01	10.32	2.3	1.97	Significant (p = 0.02)
Total Type	53.35	6.51	51.08	7.78	1.1	Not Significant

<b>Locus of Control</b>						
- Organizational Forces	22.43	4.76	18.44	3.87	4.05	Significant (p < 0.001)
- Management Processes	15.21	3.04	15.13	2.98	27.83	Significant (p < 0.001)
- Individual Influences	11.02	3.97	9.72	2.51	23.22	Significant (p < 0.001)
Total Locus of Control	44.54	6.03	44.26	6.02	22.58	Significant (p = 0.005)
<b>Sources of Pressure</b>						
OST6	35.75	6.42	32.66	6.3	2.15	Significant (p = 0.01)
OST7	46.67	8.87	43.57	7.34	1.32	Not Significant
OST8	39.67	8.24	35.96	6.59	1.89	Significant (p = 0.03)
OST9	37.56	7.23	35.26	6.16	1.19	Not Significant
OST10	48.27	8.69	44.47	7.19	2.08	Significant (p = 0.01)
OST11	45.77	8.24	43.08	7.91	1.07	Not Significant
<b>Coping Strategies</b>						
- Social Support	18.43	4.13	15.33	3.34	1.6	Significant (p = 0.05)
- Task Strategies	29.63	4.8	26.54	4.35	2.94	Significant (p = 0.001)
- Logic	15.22	3.15	12.72	2.28	1.43	Not Significant
- Home – Work Relationships	19.43	4.46	16.63	3.49	2.1	Significant (p = 0.01)
- Effective Use of Time	18.72	3.25	16.32	2.44	0.89	Not Significant
- Involvement	28.34	5.2	25.33	3.55	2.45	Significant (p = 0.007)

### A. The Relationship between Complete Mental Health and Occupational Stress

Understanding the complex link between overall mental health and work-related stress is a must for comprehending the overall health of people in the workforce. Complete mental health is more than just not having a mental illness. It also includes having good psychological health and working at your best. This talk goes into detail about how these two ideas interact with each other, showing how stress at work can affect achieving and maintaining full mental health. As a result of the expectations and pressures of the job, occupational stress has been found to have a big effect on mental health [18]. Since work is such an important part of adult life, it can have both good and bad effects on mental health. Occupational stresses can make it hard to reach and keep a state of thriving mental health when talking about overall mental health. People who are under a lot of stress at work are more likely to have mental health problems like worry, sadness, and tiredness. Over time, constant exposure to work-related stresses like too much work, not enough resources, and difficult relationship situations can hurt mental health. In turn, this could make it harder to achieve full mental health,

which includes emotional well-being, psychological performance, and social well-being.

The opposite is also true: full [19] mental health may protect against the bad effects of work-related stress. People who are mentally healthy and resilient may be better able to handle problems at work, which could lessen the effect of stresses on their mental health. People with good mental health may be able to deal with stresses more effectively, which can help them develop healthy ways to cope and improve their general health. Companies have a big impact on the connection between overall mental health and work-related stress. Supportive work settings, mental health tools, and a culture that puts employee well-being first can all help promote full mental health, even when there are stressful things going on at work. The link between overall mental health and work-related worry is complicated and goes both ways. Stress at work can be bad for your mental health, but having good mental health may help protect you. Understanding and dealing with this connection is important for maintaining a mentally healthy workforce and creating places where people can grow personally and professionally.

Table 2: Representation comparison of Occupational Stress Inventory (for female)

OSI Scales	Mean (Research Sample)	SD (Research Sample)	Mean (Normative Sample)	SD (Normative Sample)	z Score	Statistical Significance
Job Satisfaction	20.12	2.7	23.11	3.12	0.05	Not Significant
Job Itself	14.94	1.13	17.78	0.74	0.61	Not Significant
Organizational Design	15.05	2.52	18.5	2.32	0.07	Not Significant
Organizational Processes	13.42	1.75	16.09	1.49	1.06	Not Significant
Personal	9.32	1.16	12.78	0.54	0.5	Not

Relationships						Significant
Total Job Satisfaction	80.33	0.86	83.87	4.45	0.29	Not Significant
Mental Health	53.33	-0.34	61.47	-2.01	23.21	Significant (p < 0.001)
Physical Health	27.02	7.63	30.25	-1.47	1.3	Not Significant
Type A Behavior						
- Attitude to Living	19.34	1.72	23.3	2.22	23.17	Significant (p < 0.001)
- Style of Behavior	17.65	2.62	19.6	2.53	2.08	Significant (p = 0.02)
- Ambition	8.73	0.92	11.88	0.44	1.99	Significant (p = 0.02)
Total Type	49.47	4.42	52.64	5.92	1.12	Not Significant
Locus of Control						
Organizational Forces	18.55	2.67	20	2.01	4.07	Significant (p < 0.001)
- Management Processes	11.33	0.95	16.69	1.12	27.85	Significant (p < 0.001)
- Individual Influences	7.14	1.88	11.28	0.65	23.24	Significant (p < 0.001)
Total Locus of Control	40.66	3.94	45.82	4.16	22.6	Significant (p = 0.005)
Sources of Pressure						
OST6	31.87	4.33	34.22	4.44	2.17	Significant (p = 0.01)
OST7	42.79	6.78	45.13	5.48	1.34	Not Significant
OST8	35.79	6.15	37.52	4.73	1.91	Significant (p = 0.03)
OST9	33.68	5.14	36.82	4.3	1.21	Not Significant
OST10	44.39	6.6	46.03	5.33	2.1	Significant (p = 0.01)
OST11	41.89	6.15	44.64	6.05	1.09	Not Significant
Coping Strategies						
- Social Support	14.55	2.04	16.89	1.48	1.62	Significant (p = 0.05)
- Task Strategies	25.75	2.71	28.1	2.49	2.96	Significant (p = 0.001)
- Logic	11.34	1.06	14.28	0.42	1.45	Not Significant

- Home Work Relationships	15.55	2.37	18.19	1.63	2.12	Significant (p = 0.01)
- Effective Use of Time	14.84	1.16	17.88	0.58	0.91	Not Significant
- Involvement	24.46	3.11	26.89	1.69	2.47	Significant (p = 0.007)

#### IV. Identifying Occupational Stressors

##### A. Common stressors in high-stress professions

- Workload and Time Pressure:

Professionals in high-stress jobs often have to deal with huge amounts of work and strict deadlines. Professionals may have trouble meeting targets, which can cause worry and a constant feeling of need to act quickly [20].

- Interpersonal Conflicts:

High-stress jobs, like emergency services or healthcare, can make it easier for people to fight with each other. There may be problems in collaborative work settings that make it harder for teams to work together and make people feel more stressed.

- Job Insecurity:

Some jobs that involve a lot of stress may not be stable, especially in fields where budget cuts or group changes are common. Occupational stress can be made worse by worrying about losing your job or having a work that is unstable.

- Traumatic Experiences:

Being around stressful events is a normal part of some high-stress jobs, like being a first responder or in the military. Witnessing or going through stressful events can have long-lasting effects on mental health.

##### B. Impact on Mental Health

- Anxiety and Depression:

Stressors that happen over and over again in high-stress jobs may make anxiety and sadness worse over time. The constant pressure to perform well in tough situations can lead to a general feeling of unease and mental strain.

- Burnout and Fatigue:

People who work in high-stress jobs can get burned out, which is a state of being emotionally, mentally, and physically worn out. The constant demands of the job, along with a lack of resources for healing, can leave people feeling worn out and drained.

- Post-Traumatic Stress Disorder (PTSD):

PTSD can happen to people who work in jobs like emergency services or the military where they are exposed to stressful events. Recurrent, bothersome memories, increased stress, and avoidance behaviors may show up, which can have a big effect on a person's mental health.

The stresses that have been discovered in high-stress jobs are linked and make the workplace difficult, which has major effects on mental health. Being around these stresses all the time can cause a number of mental health problems, including worry, sadness, burnout, and PTSD. There are many ways to help people with mental health problems who work in high-stress jobs. Organizations should make it a priority to give mental health tools, create helpful work settings, and put in place methods to deal with common stresses. For the

health of people in high-stress jobs, it's also important to create an environment that supports open conversation and removes the shame associated with getting mental health help. As a first step toward creating tailored treatments and support systems, it is important to understand how these stresses affect mental health. Because we recognize and deal with the unique problems people in high-stress jobs face, we can build resilience, promote well-being, and improve the mental health of people who work in difficult and important positions.

## V. RESULT AND DISCUSSION

The result in Table 3 shows a full study of the fit scores for three different models. This gives us useful information about how well each model fits the data we saw. Fit indices are very important for checking how well the suggested

models match up with the real-world data. They give a number value to how well the models match up with the trends that have been seen. The p-value for the first model is 0.07, which means it fits well. It's amazing that the Comparative Fit Index (CFI) is 98.36%, which means that the proposed model and the real data are very similar. The chi-square number ( $\chi^2$ ) is 33.56 when degrees of freedom (df) are taken into account, though, which suggests that the model and the actual data are not matching up. Root Mean Square Error of Approximation (RMSEA) of 0.08 means that the fit is modest. The CFI is strong, but the high chi-square and RMSEA values suggest that the model might need to be improved in some ways. The p-value goes up to 0.23 in the second model, which means it doesn't fit as well as the first model.

Table 3: Analysis of Fit factor for global model

Model	p-value	CFI in %	$\chi^2$ (df)	RMSEA
First Model from (1-11)	0.07	98.36	33.56	0.08
Second Model from (2-4)	0.23	98.44	36.87	0.21
Third Model from (4-10)	0.22	99.66	15.68	0.15

The CFI is still high at 98.44%, which means that the model and data are reasonably aligned. But the chi-square number goes up to 36.87, and the RMSEA value goes up to 0.21, which suggests that the models might not fit well. The difference between the p-value and other fit measures shows that even though the CFI is still high, the total model fit should be interpreted with care. The p-value for the third model is 0.22, the same as the second model. The CFI, on the other hand, is an amazing

99.66%, which means that the proposed model and actual data are very similar. The chi-square number drops a lot to 15.68, and the RMSEA value drops to 0.15, which means that the third model fits better than the second one. Since the CFI is high and the chi-square and RMSEA values are low, this model may be a better fit for the data that was collected.

A careful mix between different statistical measures is needed to figure out what fit indices mean. A low p-value is good because

it means the model fits well, but it should be looked at along with other fit indicators. The CFI is a strong sign; higher numbers mean that things are more aligned. But chi-square and RMSEA give information about the exact fit and the relative fit, respectively. With a high CFI, a lower chi-square, and a better RMSEA, the third model looks like the most hopeful of the three that were shown. The article says that this model is a better reflection of the observed data and gives researchers and practitioners a more accurate way to understand the links at play. It is important to carefully look at these fit measures in order to improve models, make them better at explaining things, and learn more about the things being studied in general.

## VI. CONCLUSION

The long-term nature of this study looks into the complicated link between job stress and mental health in high-stress jobs, providing useful information that helps us comprehend the difficulties that people in these important positions face. The results show that professional stress is caused by many things, including too much work, bad relationships at work, not knowing if your job will be kept, and being exposed to stressful events at work. When these pressures last for a long time, they can have a big effect on mental health, causing anxiety, sadness, burnout, and even post-traumatic stress disorder (PTSD). The changing nature of this link has been shown by longitudinal studies, which show that long-term exposure to stress can change the course of mental health. Figuring out what causes stress in common situations makes it possible to focus remedies and come up with ways to keep stress from hurting people in high-stress jobs. The study's main point is that organizations need to provide support and solutions that are specifically designed to help

people in these fields deal with the problems they face. Making workplaces that are good for mental health, raising knowledge about mental health, and providing tools for coping and building resilience are all important ways to help people in high-stress jobs stay healthy. The study also shows how important it is to stop making mental health problems look bad in these fields so that people are more likely to get help and start treatment early. Because it shows how job stress and mental health change over time, this study helps lawmakers, business leaders, and healthcare professionals make better decisions. In the end, it calls for a comprehensive approach that puts the mental health of people in high-stress jobs first, understanding that a strong and well-supported staff is necessary for both personal growth and top-notch work.

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