



# **Effect of Changes in Technology on Management and Protecting Workers Mental Health and their Aspects in Legitimate Legal way**

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**Abstract:** Right now, the speed of life is quickening and the strain of employment is growing. Workers must contend with growing job competition, which is positive. This results in employee mental health issues, and the enterprise managers' different actions are to blame for their health protection issues. In order to more fully grasp the causes of the issues, analyze the legal issues of workers' mental health protection from the actual situation, and realize that there should be no disputes between employers and employees in order to support workers' fundamental interests, this paper analyzes the legal issues against the backdrop of ongoing information technology reform. cooperating in the development of businesses.

**Key words:** Information technology; Worker, Law, Mental Health, Organization and Management

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## **1 INTRODUCTION**

The speedy economic development has always been seen by Global as the primary objective of the entire population's efforts since the reform and opening up. Employers now have stricter requirements for employees due to the quick pace of economic activity and intense market competition. These requirements include overtime work, a poor wage environment, increased workplace pressure, brutal post competition, and disregard for employees' own physical and mental health in the name of pursuing financial gains. Protecting one's physical and mental wellbeing is crucial.

In a similar vein, efforts to protect workers' occupational health are actively moving forward, and tremendous progress has been made in the prevention and control of occupational diseases [1]. Regardless of whether employees can adhere to it or not, many factories are trying to keep up with the advancements even if the negative effects of prolonged work on health are incalculable. In this regard, Wang Guanghui (2021)

and others further examined if there are cyclical variations in the definition of working hours and the effect on employees' health. Their physical and mental health will dramatically worsen if they work more than a specific amount of hours [2]. Its economics of mental health has emerged as a crucial discipline in health economics.

Mental health economics focuses on mental health issues in three directions: labor economics, welfare economics and macroeconomics. In order to better understand the various factors affecting workers' mental health, Li Tinghui (2021) discussed the influencing factors and planned the direction of future research [3]. At present, in order not to affect the work efficiency of employees and enterprise efficiency, many enterprises carry out employee assistance plans for employees with high work pressure. Zouyanrong (2019) and others discuss the specific methods of system construction of the plan, so as to truly serve every employee of the enterprise and improve the mental health level of employees [4].

This study does an empirical examination of how healthy human capital affects the wage level of workers based on the recent dynamic survey data of the global labor force. The factors that affect their wage level are examined by Zhang Jing (2019), who finds that middle- and high-income men and middle- and low-income rural registered residence workers are more affected by these factors [5]. There are frequently labor issues among businesses as they grow. The non-standard internal administration of businesses is one of the many factors contributing to these labor dispute issues. The synchronized growth of business efficiency and economy has been further enhanced by Wang Qin (2019), who has also explored the complex issues and better sought remedies [6].

Workers are the primary force behind the market economy's development, and employment for workers is the norm. How can we develop a more effective and comprehensive protection mechanism by assessing the workers' mental health? Zhou He (2018) and others research this subject and put the analysis technique into practice. Before attempting to propose legal protective measures, we must first assess the current situation and the relevant practical issues [7]. This essay explores the ongoing reform and development of information technology as a foundation for its analysis of the legal concerns surrounding organizational management and the protection of workers' mental health.

## **2. DESCRIPTION AND ATTRIBUTES OF WORKERS' MENTAL HEALTH**

### **2.1 Mental health context**

All facets of psychology and the way things are done when they are going well or normally are referred to as having excellent mental health. A person should strive to

retain excellent character, normal intelligence, accurate cognition, acceptable emotion, reasonable will, a positive attitude, appropriate action, and good adaptation in order to be in good mental health. Mental illness and sub-health issues have a relationship to mental health. From various angles, mental health can have a variety of meanings, and there are also a variety of measurement methods.

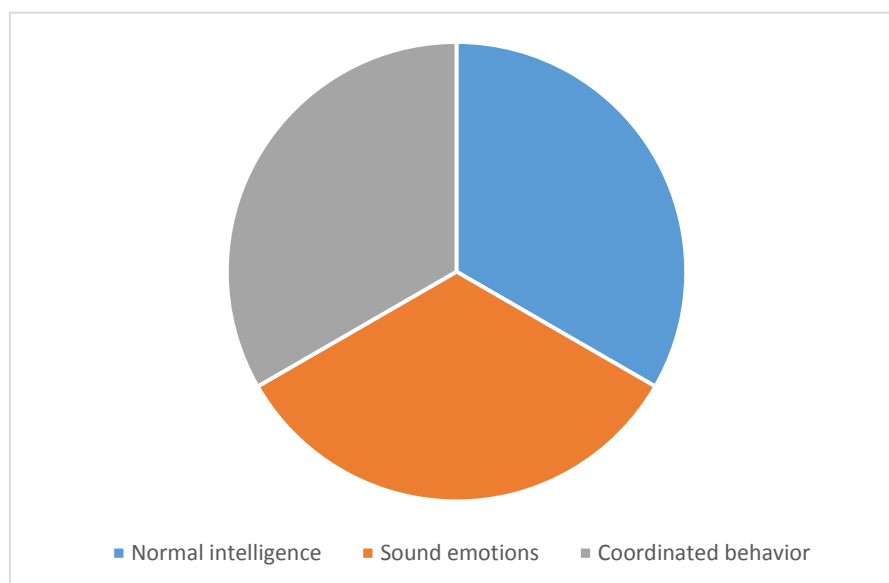
The subject of mental health has also received extensive scholarly study. An important predicate and foundation for the development of a health curriculum evaluation system in colleges and universities was supplied by Zhong Wenshan (2022), who is capable of observing the efficacy of learning from all angles and reaching informed conclusions [8]. There are, of course, many foreign academics with differing perspectives on what mental health entails, and there is currently no agreed-upon definition. In general, a mentally healthy condition is one that is effective and beneficial, with a high level of psychological satisfaction and external adaptation.

The term "occupational mental health" refers to the adjustment of one's psychological state in response to intense work pressure, frustration, and depression while working in a particular setting with a set personnel makeup and a specific level of labor intensity, in order to get rid of negative emotions in a way that is socially acceptable, prevent them from impairing work performance, and achieve the corresponding stability and harmony of one's physical and mental states.

There are various components to the occupational mental health of its employees, which can be broken down into three categories. Normal government comes first. The term "intellect" refers to a person's overall indicators of insight, imagination, comprehension, and ideals. Having a high level of intellect provides the foundation for people to understand and act in unison, as well as the fundamental psychological conditions for life and work; sound feelings, next. The emotions of a person cannot be measured. They come and go quickly and are very intense. As a result, the capacity to control one's emotions is a crucial indicator of mental health.

Third, coordinated behavior, thinking, and action should be constant and unified. They can mediate in time when confronted with uncomfortable situations or adverse feelings to ensure emotional stability. The proportional value of each factor can be determined more precisely by evaluating the data for the three factors, as illustrated in

**Figure 1** below. The three components are essential and cannot be separated.



**Figure 1** Mental health of workers

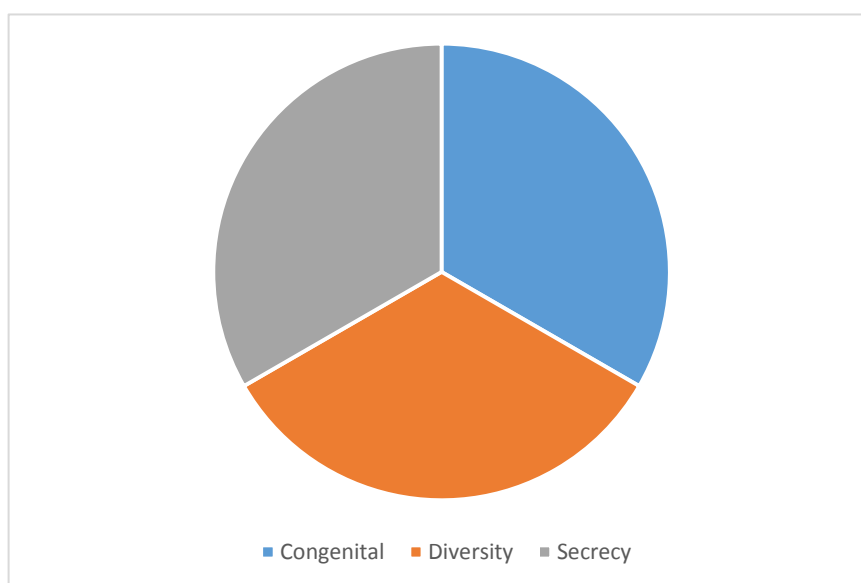
## 2.2 Mental health Distinctive

As can be observed, employees' mental health in their positions must exhibit the following qualities: the influence of mental health produced by congenital variables such as IQ as the primary factor, except for other external factors, is quite minor. The first category is congenital, which refers to the congenital individual differences. Two-Diversity: People perceive the world and solve problems in various ways, leading to variances in occupations. Compared to mental employees, manual laborers have lower incomes. These manual laborers do not have an efficient, straightforward, and direct mediation plan, therefore their psychological tolerance is low and their negative emotions are discharged when they experience the same economic strain and occupational pressure as high-income people.

Consequently, there is a greater likelihood of psychological issues. Age is another important consideration, but age is less of a social experience than age. Internal and external harmony's new mental health index increases with age and vice versa. Dong Jun (2021) is aware of the best ways to enhance experiences, enhance continuous growth in cognitive development, and better encourage students' and employees' comprehension of cognitive development and progress in the learning process [9]. Three: Secrecy: When employees are overworked and under pressure from the Commission for Discipline Inspection, reprimanded and abused previously, or when some women experience sexual harassment, they frequently find it difficult to share

their feelings with others at work.

Long-term accumulation is likely to cause mental tiredness, trance depression, and other problems. When it gets worse, a suicide tragedy will happen. Foxconn does a lot of labor. Physical illnesses will worsen in those who have been plagued by negative emotions or an irregular lifestyle for a long time. Overwork-related fatalities have been on the rise in recent years. Figure 2 shows the association between the three components. We can see from the figure that the statistics for the three criteria are identical and that they all play a crucial role. The three factors are interdependent, indispensable, and they all have a prominent position.



**Figure 2** Distinctive of workers' mental health

### **3 PRESENT SCENARIO OF MENTAL HEALTH PROTECTION OF WORKERS IN GLOBAL**

Due to the high frequency of psychological issues among workers, they are starting to pay attention to and pay attention to the protection of their mental health, despite the fact that it is a very important yet simple to ignore problem. Although Global is paying more attention to the legal protection of workers' mental health, there are still many gaps in its legal framework, judicial system, and administrative oversight that need to be filled in order to catch up with foreign countries that have made significant strides in this area. Legally protecting workers' mental health is a complex issue, and every nation will approach it differently depending on its unique national circumstances.

More professionals and academics have focused their attention on this issue and

have started to investigate and advocate for the preservation of workers' spiritual rights and interests as well as the protection of their mental health. We should improve the enterprise's psychological training and communication as well as the psychological counseling provided during regular business hours. Even if the nature of the work is extremely challenging, when the employees have already received the basic ideological preparation, together with the enterprise's mobilization and psychological counseling, they are full of confidence, up for the challenges, and complete the assignment flawlessly.

By improving employees' awareness of innovation, contribution, collective awareness, and team spirit, good psychological education, counseling, and training can improve employees' willpower, self-confidence, anti-setback ability, and self-control ability, resulting in a win-win situation for businesses and employees. Cultural variables significantly affect how people think and feel at work. Chinese occupational psychology has a substantially greater sub-health rate than that of other nations due to the Oriental psychological traits. Every day, emotional disorders, professional difficulties, and family conflicts affect Chinese people, but the most severe kind of depression—suicidal tendencies or actions—affects roughly 26 million individuals

Some people are not adept at expressing their thoughts, and people who are unfamiliar with them express their sentiments instead. This is relevant since one of the significant reasons why Global's cultural aspects directly lead to mental health problems. They can only make late-night calls to the radio's emotional hotline in the hopes that complete strangers will be able to assist them, solve their issues, hear a few motivational words, and even some people go to fortune tellers, draw lots, ask for God's worship, and seek psychological solace. Some people, who are unable to let go of their excessive psychology, may only let the agony to corrode their enjoyment in life while perpetually blaming themselves or others and searching for other people's faults.

There aren't many people who will consider asking for advice from trained psychological counselors. Now, a lot of individuals in our lives will acknowledge that they are under strain, but they will not acknowledge that they are ill, choosing instead to let this invisible psychological ailment devastate themselves. Some people delay going to the hospital because they are afraid of being mocked or discriminated, which can lead to severe psychological issues or a worsening of mental illness. People's psychological resilience is like a water storage dam with a finite capacity that will eventually collapse, just like the way floods keep building up over time.

Our own self-denial at work is another one of the psychological diseases. Self-doubt, a daily inability to take even the slightest pleasure in one's work, and a propensity to moan endlessly are signs of a variety of psychological problems that are

really serious and for which one is ignorant. The demands of their line of work and the rules governing survival of the fittest in the workplace have a significant negative impact on their personal psyche. In this regard, if you want to protect the mental health of employees, you must start with the aforementioned points in order to properly resolve the occurrence of this issue and protect the rights and interests of workers.

In order to reduce workplace exclusion and promote personal development, corporate culture has increased its emphasis on workers and their psychological well-being. When problems arise, you can confidently and courageously speak with the relevant people. With the assistance of these elements, this problem can be easily solved in order to deal with an urgent problem in our country.

## **4 CONFIRMATION OF RESULTS**

### **4.1 Significance of workers' mental health**

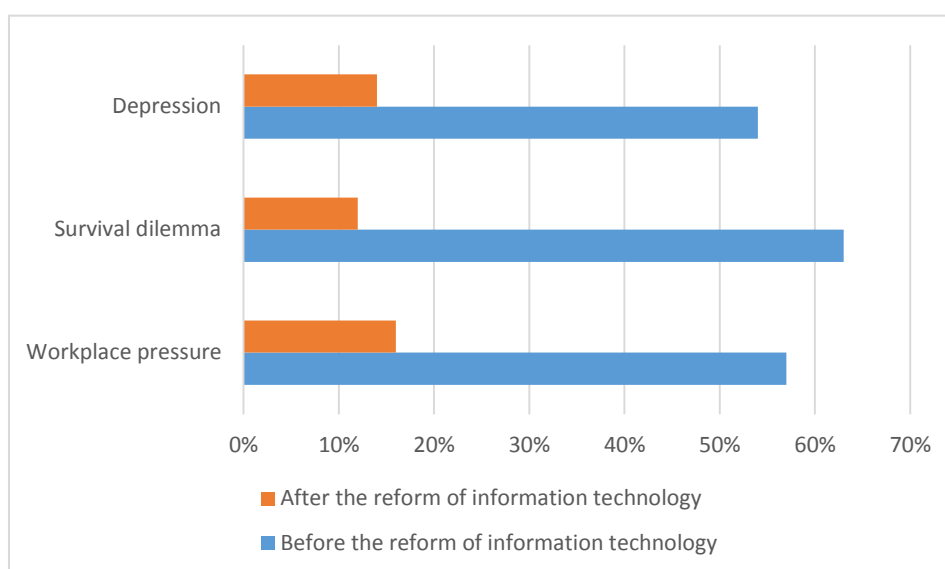
Due to the intense market rivalry nowadays, businesses tend to prioritize their own interests over the wellbeing of their workers. The state of workers' mental health is a hot topic right now. In South Korea, 81% of employees claimed that stress at work had caused them to develop physical and mental illnesses. Because of unemployment, job searching, etc., there are more persons choosing suicide in Japan every year. Hu Peng (2021) investigated the causes of the widespread incidence of "death from overwork" in Japan, assessed the country's remedies to prevent this social issue, and examined the mitigation and enlightenment of these actions [10]. Worker mental health and the growth of the productive forces are mutually exclusive, which has an impact on how businesses optimize their use of the labor force. Psychological issues within the workforce make it simple to procrastinate, which significantly lowers work efficiency. One of the main reasons of the psychological issues faced by Chinese workers is the pervasive global phenomenon of overtime, which puts workers under psychological pressure. Now that we've examined the likelihood of psychological issues among workers at various stages, we can compare their stress at work, survival issues, and depression. The information is then put into **Table 1** as follows:

**Table 1** Probability of psychological problems of workers

Grouping	Workplace pressure	Survival dilemma	Depression
Before the reform of information technology	58%	65%	55%

After the reform of information technology	18%	14%	16%
t	8.797	8.582	9.015
p	0.014	0.022	0.013

Prior to the information technology reform, **Table 1**'s stress levels for the workers' various workplace issues were over 50%; however, following the information reform, the stress level was noticeably lower, with the highest workplace pressure being only 18%. When two data are put through a bivariate t-test, the test result of  $t < 10.000$  and  $p < 0.05$  shows that there is a statistical difference between the data. Create the diagram in **Figure 3** using the data mentioned above:



**Figure 3** Probability diagram of psychological problems of workers

**Figure 3** shows that the usage of information technology greatly lowers the level of job pressure, survival issues, and despair among employees. It is conceivable that integrating information technology into an organization's commercial and production processes will significantly lower the likelihood that its employees may have psychological issues. The conflict between supply and demand in the market and the production efficiency of businesses are both impacted by the workers' mental health in addition to their physical and mental well being. For the market to grow healthily and sustainably, the government and businesses should pay greater attention to and efficiently address the psychological issues of employees.

#### 4.2 Analysis of the role of factors on employees' mental health

Workers must continually modify their physical and psychological states to



conform to the surroundings due to the ongoing growth of modern civilization. An essential component of overall health is mental well-being. When someone is mentally healthy, all areas of psychology are functioning properly. There will be psychological issues that affect their ability to regulate their emotions normally, which will result in poor mental health. Studying the psychological well-being of workers in a few different companies, examining the factors that influenced their psychology, and conducting statistical analysis using multiple linear regression and variance, Xia Tingsong et al. (2020) came to the conclusion that businesses should modify working hours as necessary and provide employees with the necessary training to improve their psychological well-being [11].

In general, a variety of things influence mental health. Psychological factors: It is simple to develop psychological issues over time because many people's pursuits in contemporary society conflict with the reality of the situation. Physical factors: Some individuals may experience psychological issues as a result of physical flaws or anomalies. Social elements, such as one's own working environment, common interpersonal interactions, and family ties, have a direct impact on how people feel, which in turn affects their mental health.

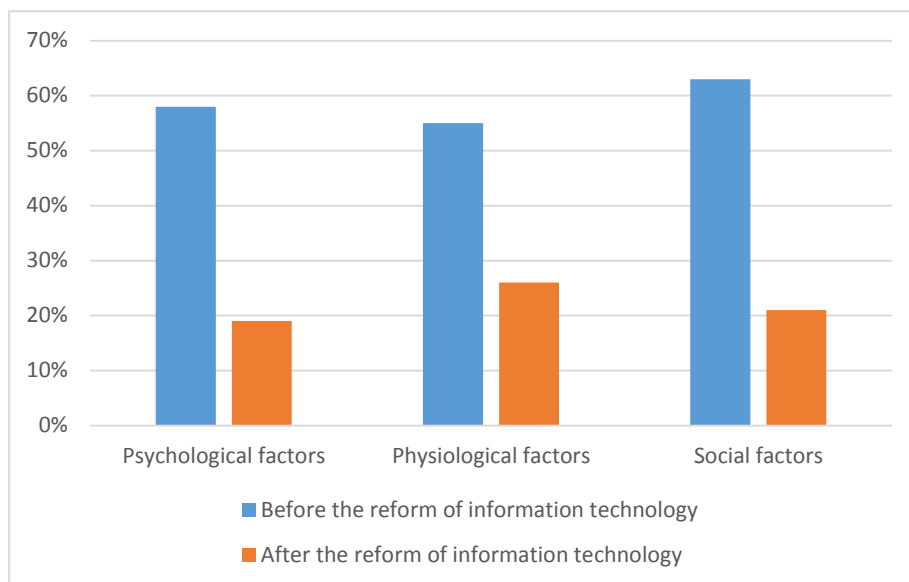
The statistics are presented in **Table 2** as follows: At this point, the psychological effects of these factors on employees before and after the organizational management reform are addressed and studied.

**Table 2** Influence changes of workers' mental health factors

Grouping	Psychological factors	Physiological factors	Social factors
Before the reform of information technology	60%	57%	65%
After the reform of information technology	20%	27%	23%
t	8.155	8.034	8.377
p	0.013	0.024	0.015

**Table 2** demonstrates that when information technology is not included into organizational management, psychological, physiological, and social elements have a greater than 50% influence on employees' psychology. The effect of these elements on

employees' psychology has, however, drastically diminished after the information technology revolution. The results of the bivariate t-test between the data were  $T < 10.000$  and  $P < 0.05$ , suggesting that there was a statistical difference between the data. Create the diagram in **Figure 4** using the data mentioned above:



**Figure 4** The influence of workers' mental health factors

In **Figure 4**, the impact of various factors on workers' psychology after the reform of information technology is significantly lower than that before the reform. It can be considered that the use of information technology can effectively reduce the impact of external factors on workers' psychology and contribute to mental health. So that every worker can learn to better regulate their emotions, do a good job in psychological construction, and improve their pressure resistance, so as to reduce the impact of the outside world on psychology.

#### **4.3 Information technology's effects on management and organization**

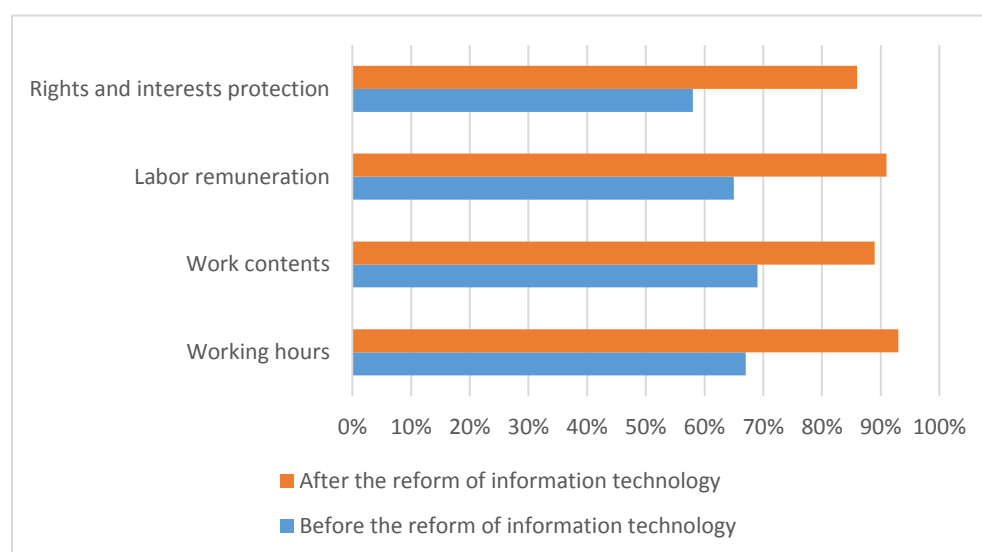
A competent organization and management system are essential for any successful business or nation. Not only is creating an organization and management system necessary for the growth of the nation and the business, but it is also necessary for the growth of the workforce. Han Wenjing (2019) investigated how the degree of company management system construction affected employee happiness and offered some recommendations on how to create a rational and scientific personnel management system [12]. Establishing a healthy business atmosphere inside and outside, as well as creating a thorough organizational structure and management system, can inspire employees' enthusiasm and initiative while lowering their chance of developing

psychological issues. The facts are presented in **Table 3** and compare and analyze how laws and regulations have improved with regard to working hours, work content, labor remuneration, and the protection of rights and interests.

**Table 3** Table of improvements in organizational management

Grouping	Working hours	Work contents	Labor remuneration	Rights and interests protection
Before the reform of information technology	68%	68%	66%	59%
After the reform of information technology	94%	88%	92%	87%
t	9.015	8.303	8.638	8.342
p	0.016	0.012	0.014	0.011

According to **Table 3**, the enterprise's various management systems were less than 70% flawless before the information technology reform and more than 85% perfect after. By comparing the data line by line, it can be said that there is a bivariate t check result of  $t < 10.000$  and  $p < 0.05$  between the data before and after the information technology reform and the data of organizational management perfection. **Figure 5** displays a visual analysis based on the information in **Table 3**



**Figure 5** Organizational management perfection change chart

As illustrated in **Figure 5**, different management systems have improved to differing degrees as a result of the technological reform, more effectively managing workers' working hours and job duties, distributing labor compensation, and enhancing the protection of workers' rights and interests. According to the analysis, the organizational management is better now than it was before the reform, and this makes it possible to properly support employees' mental health. The internal harmony of businesses can be improved, all forms of employee psychology that are out of balance can be eliminated, and the growth of employees' mental well-being can be supported.

#### **4.4 The effect of information technology on the global workforce's mental health protection system**

The psychological issues that workers face are becoming more prevalent as a result of economic globalization. The right to health is evolving and getting better as a legal concept. The system in place at Global to protect employees' mental health has undergone additional adjustments as a result of the development of information technology. Regarding the creation of laws to protect workers' mental health, it forbids all forms of workplace discrimination, broadens the definition of anti-discrimination, avoids differential treatment, defines more strictly the constituent elements and the burden of proof that harm workers' mental health, expands the channels for filing complaints against mental health, and safeguards legal labor contracts. The facts in **Table 4** are as a result of comparing and assessing the legal modifications in the aforementioned areas.

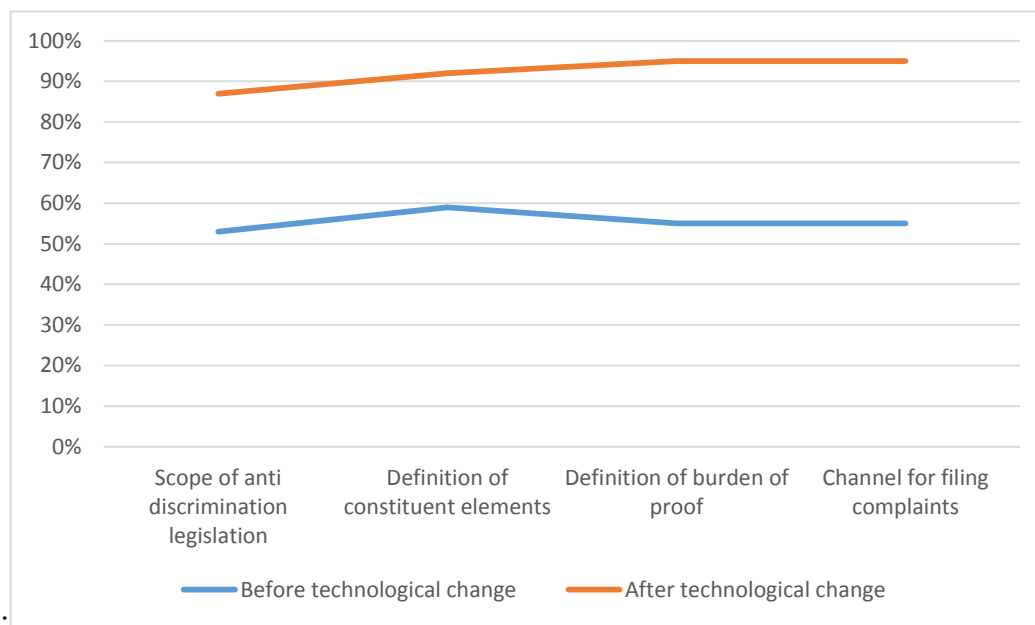
**Table 4** Comparative analysis of global worker mental health protection schemes

Grouping	Scope of anti discrimination legislation	Definition of constituent elements	Definition of burden of proof	Channel for filing complaints
Before technology change	54%	58%	56%	56%
After technology change	88%	91%	96%	96%

According to **Table 4's** data, these protection mechanisms, such as the scope of anti-discrimination laws, the definition of constituent elements, the definition of the burden of proof, and the channels for filing complaints, were all more perfect after the

information technology reform than they were before, at 54%, 58%, and 56%, respectively.

Create a diagram using the data in Figure 6 to represent the above information:



**Figure 6** Comparability of Global's system for protecting the mental health of its employees

Figure 6 illustrates how various legislative elements have been supplemented and altered to diverse degrees as a result of the information technology reform, increasing the breadth of the protection system. In summary, information technology may assist Global in creating a system of worker mental health protection that is more thorough, protects worker psychological rights and interests effectively, and generally works to improve worker mental health.

#### **4.5 Effects of mental health on the quality of life of employees**

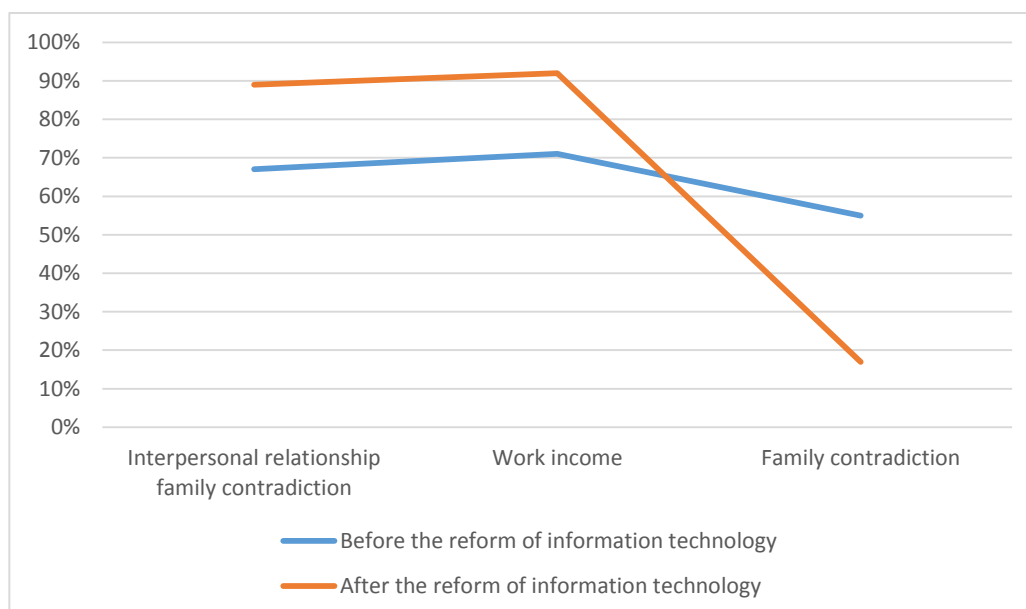
The mental health of employees may have an impact on their quality of life at work. Some employees may be unable to manage their interactions with coworkers, superiors and subordinates, or customers due to psychological issues, which may also prevent them from developing healthy interpersonal connections in both their professional and personal lives. Workplace engagement is impacted by mental health. As a result of psychological exhaustion, employees become disinterested in their jobs, which immediately affect their productivity and income. Family violence, friction in the family, and other family conflicts may result from unrealistic expectations from the family, unreasonably high standards for performance, and comparisons to others. We

now examine the psychological well-being of employees over time in terms of income, work relationships, and family conflicts. The results are displayed in **Table 5**:

**Table 5** Effects of mental health on the quality of life of employees

Grouping	Interpersonal relationship family contradiction	Work income	Family contradiction
Before the reform of information technology	68%	72%	56%
After the reform of information technology	88%	93%	18%
t	8.326	8.266	8.427
P	0.014	0.016	0.012

Table 5's interpretation indicates that there is a statistical difference between the data with a t value of  $<10.000$  and a p value of  $<0.05$ . Relationships with others and earnings at work were 68% and 72%, respectively, before the reform, and 88% and 93%, respectively, after the information reform. Family conflicts only happened in 18% of cases after the change. Visualize the aforesaid data into Figure 7 as follows to more accurately show the differences between the before and after the reform:



**Figure 7** Effects of mental health on the quality of life of employees

Information reform can boost workers' employment income, lessen family strife, and foster their interpersonal interactions, according to the analysis of Figure 7. The

findings demonstrate how having a healthy psychological state can help workers handle stress in their personal and professional lives in a way that fosters the development of strong interpersonal relationships and a productive working environment, thereby enhancing the quality of their lives and their job.

## **5 DISCUSSION**

Full-speed economic development has always been seen by Global as the primary objective of the entire population ever since the reform and opening up. The economy is growing quickly, there is intense market competition, and employers are under tremendous pressure to boost their production efficiency. As the most essential and significant workers in economic development, enterprise employers frequently give too much thought to how to reduce costs and maximize efficiency, ignoring the rights and health of workers themselves. Zhang Dabing (2020) made a precise and thorough investigation of the value under corporate management.

The value of customer value, employee value, enterprise value, and their internal social value relationship are all strongly tied to one another in the modern period [13]. Different occupations have unique requirements that have a significant impact on employees' health. Wang Xiaojuan (2022) discussed and analyzed the effects of their disparities from a variety of angles, including position and gender. The level of health differs significantly [14]. It is clear that each aspect influences employees' mental health in a particular way. When required, we should get past and let go of our personal motivations for existing, refuse to be treated unfairly, fight back or make an appeal, and seek out qualified professionals for assistance.

## **6 SUMMARY**

This study evaluates and validates the challenges against the backdrop of information technology reform based on the legal issues of organizational management and workers' mental health protection. It examines the significance of the health issue and how high-tech information technology affects the system designed to preserve mental health. In order to study the issue more thoroughly and come up with a more effective solution, it also uses the evolution of the impact of company organization and management on health. If this issue is not resolved or effectively managed, it will impede Global's economic growth and is incompatible with the needs of economic development, which are long-term development objectives. As long as it is resolved rationally, it may serve as the foundation for economic growth, comprehensively advance the global economy, enhance the national economy, raise living standards, and increase worker welfare. Reduce the number of individuals who commit suicide each year as a result of despair, boost people's self-confidence, and help Global grow into one of the most powerful nations are all things that should be done for the benefit of the

populace and the well-being of every family. Data Availability

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