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Abstract

A Comparative Study of Mental Health between the Laid-Off and the Employed Worker in the Similar Industry

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Objectives: This study was conducted to examine the mental health status of the laid off by comparing the unemployed with the employed.

Methods: A survey questionnaire was used to investigate the mental health status of the laid-off in comparison with that of the employed. The study sample consisted of 247 laid-off people formerly employed in A auto factory and 167 employees working in B auto factory.

Results: The proportion exercising regularly was 20.2% for the laid-off and 34.8% for the employed and the proportion having regular meals was 10.9% and 50.6%, respectively. In addition, the frequency and amount of alcohol consumption and smoking of the laid-off were higher than those of the employed. Among the laid-off, 69.4% responded that they spent less time in talking to their spouse, and 65.4% also reported reduced sexual activities with their spouse. Because of unemployment, 41.8% of the laid-off experienced conflicts with their children, and 53.5% also perceived that they were stigmatized and treated badly by their neighbors, friends and relatives. Mean IFR in the laid-off was 22.9, which was much higher than the 15.3 recorded in the employed. The mean PWI-SF was 24.2 for the laid-off and 13.0 for the employed, which indicates the lower psychological health status of the laid-off than that of the employed. Age, annual salary, family relationship, regular exercise, regular diets, possibility to return to work and perception of the future were related to mental health status for the laid-off. Stepwise multiple regression analysis showed that the most important factor influencing mental health status for the laid-off was family relationships.

Conclusions: According to the above results, the mental health of the laid-off is worse than that of the employed. Based on this study, a follow-up study focusing on the mental health status of the reemployed to the same factory, is needed to understand the direct mental health effect on the laid-off.

Key Words: Sudden Lay-off, Workers ' Mental Health, IFR (Index of Family Relation), PWI (Psychosocial Wellbeing Index)

2.5 2000 2,967
 B 167 , , 가
 8 21~22 , 가 가
 (Table 1)
 82.2% 17.4%,
 가 66.9%, 33.1% 가
 , 가 , 89.2%,
 8.8%, 2.1%
 92.7%, 1.2%, 6.1%
 , 가 (Table 2).
 Chang (1995)
 (1999) , 가 2.
 IFR Nuris Hudson(1993)
 , 3
 45 ' 1 3 , 1 30
 SF-PWI(, 2000) . IFR , 20.2%,
 SF-PWI 4 34.8%
 가 10.9%, 50.6% .
 77.9%가
 3. 70.1%
 1.0 0.9
 가
 가 89.4% 78.7%
 1 3.04
 , t-test , 1.69
 , 1
 SPSS(version 10.0) 3.46 5.19
 1.49 , 2.84
 1. 63.4%가
 가
 7.8%가 71.2%가 가
 38.6 , A
 11.8 12
 가 2.9 , 2000 0.8%, 2.5%
 2,313 가 9.5% 가
 . B 71.1%,
 33.1 , 8 , 가 3.3% 74.4% 가

Table 1. General characteristics of study subject

Variable	Laid-off		Employed		P-Value
	Mean	SD	Mean	SD	
Age(yrs)	38.6	5.3	33.1	4.7	0.000
Dependent family(pers ons)	2.9	1.2	2.5	1.2	0.016
Work duration(yrs)	141.3	52.4	99.2	47.8	0.000
Income(10,000won/year)	2312.9	579.3	2967.3	508.7	0.000

Table 2. Sociological characteristics of study subject (%)

Variable		Laid-off	Employed	P-Value
Marriage	Married	203(82.2)	111(66.9)	0.001
	Single	43(17.4)	55(33.1)	
	Other	1(0.4)	0(0.0)	
Education	Middle School	21(8.8)	2(1.2)	0.001
	High School	214(89.2)	152(92.7)	
	College	5(2.1)	10(6.1)	
Religion	Christianity	22(10.5)	27(18.5)	0.110
	Buddhism	45(21.5)	21(14.4)	
	Catholicism	18(8.6)	15(10.3)	
	Other	1(0.5)	2(1.4)	
	None	123(58.9)	81(55.5)	

4.1%, 0.4% (Table 4). 53.5%

11.6% 가 (IFR)

가 가 22.9

(Table 3). 15.3

25, 50, 75 IFR

3. 가 가 가 가

가 , (Table 5).

가 69.4%,

72.6%, 4. SF-PWI

65.4%

가 SF-PWI , 24.2

가 24.0%, 13

가 41.8% , 가 (9 ~ 26)

(Table 6).

15.7% 가

Table 3. Comparison of life style between laid-off and employed workers

Variable		Laid-off	Employed	P-Value
Regular exercise	Yes	50(20.2%)	57(34.8%)	0.010
	No	197(79.8%)	107(65.2%)	
Regular diet	Yes	27(10.9%)	83(50.6%)	0.000
	No	220(89.1%)	81(49.4%)	
Smoking	Yes	190(77.9%)	115(70.1%)	0.111
	No	43(17.6%)	43(26.2%)	
	Quit	11(4.5%)	6(3.7%)	
Smoking amount(pack/day)		1.02	0.94	0.061
Quit smoking duration(years)		4.4	2.29	0.234
Drinking	Yes	219(89.4%)	129(78.7%)	0.012
	No	23(9.4%)	31(18.9%)	
	Quit	3(1.2%)	4(2.4%)	
Drinking frequency(time/week)		3.04	1.69	0.000
Soju(bottle/week)		3.4	1.49	0.000
Beer(bottle/week)		5.19	2.84	0.000
Quit drinking duration(year)		5.5	3	0.038

Table 4. Change of family relationship after lay-off

Variable	Yes(%)	No(%)
Spent less time in talking with their spouse	145(69.4)	63(30.1)
Experienced frequently conflicts with their spouse	151(72.6)	56(26.9)
Reduced sexual activities with their spouse	134(65.4)	70(34.1)
Increased wrongdoing of their children	44(24.0)	137(74.9)
Experienced frequently conflicts with their children	77(41.8)	105(57.1)
Give up and delay to go to next stage of education of their children	25(15.7)	132(83.0)
Stigmatized and treated badly by their neighbors	108(53.5)	93(46.0)

Table 5. Comparison of index of family relations(IFR) result between laid-off and employed workers

		Laid-off	Employed	P-Value
Mean		22.9	15.3	<0.000
Percentiles	25	15	13	
	50	18	15	
	75	25	16	

Table 6. Comparison of short form-psychosocial wellbeing index(SF-PWI) result between laid-off and employed workers

		Laid-off	Employed	P-Value
Mean		24.2	13.0	<0.000
Percentiles	25	15	11	
	50	18	13	
	75	24	15	

Table 7. Variables related to compliance in SF-PWI by stepwise multiple regression

Variable	P-value	
Age	0.262	0.024
Dependent family	-0.293	0.065
Marriage	0.721	0.642
Education	-3.573	0.098
Work duration	0.002	0.067
Income	-0.006	<0.000
Family relations	1.012	<0.000
Regular exercise	3.628	0.016
Regular diet	8.448	<0.000
Change of smoke amount	1.421	0.509
Change of drink amount	-0.904	0.315
Possible return to work	3.339	0.016
Perception of the future	4.273	<0.000

5. SF-PWI

PWI가 SF-PWI (IFR), (Table 7). 가 (SSR: 0.688)

2001 A 1750 가 B A 1997 가 , 2000

SF-PWI
 , 가 SF-PWI
 (IFR), 가
 , 가 SF-PWI 가 (SSR 가
 0.688) 가
 가 가 가
 가

PSA
 1992 가 IFR (Index of Family
 Relations) SF-PWI
 1994 가 (Short Form-Psychosocial Wellbeing Index)
 3.5% 가 85
 41% 가
 88 가
 ' , 1990 : 2001 8 20~23 A
 ' ; 1994 가 247
 B 167

PSA (, 가 , ,)
 가 (, ,) (,)
) PSA , , SF-PWI
 가 , 가 , SF-PWI

PSA :
 가 가 가 , , 20.2%, 34.8% ,
 PSA 10.9% ,
 (Ferrie , 1998). 50.6%
 가 가 가
 가 가 가
 가 69.4% , 72.6%가 ,
 가 65.4%
 41.8% , 가
 가 가 , ,

53.5% . 가
 IFR 22.9 15.3 가. , 2000.
 SF-PWI 24.2 13.0 가 가
 (IFR),
 가 ,
 가 SF-PWI 가
 (SSR 0.688)
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 가
 , 2000.
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 , 2000.
 , 2000.
 2000: 92-143
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 , 1999.

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