

# Exploring Female Cadres' Workplace Mental Health Problems and Their Intervention Strategies from the Perspective of Cadres' Mental Health in Inner Mongolia Autonomous Region

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## ABSTRACT

Objective to investigate the mental health status of serving female cadres in Inner Mongolia Autonomous region, and to explore the intervention strategies for female civil servants. A questionnaire survey was conducted among in-service cadres in 12 cities of Inner Mongolia Autonomous region. Self-designed lifestyle and working environment questionnaire, SCL-90, social support scale and simplified coping style questionnaire were used respectively. The overall psychological status of civil servants in our district was good, and the total symptom index ranged from mild to severe, mostly mild; by analyzing the differences between sexes, it was found that the paranoid factor score of females was higher than that of males. Compared with men, female cadres in Inner Mongolia Autonomous region are more likely to have projective thinking, such as hostility, suspicion, the concept of relationship, delusion, passive experience and exaggeration, so it is necessary to develop and implement systematic intervention programs.

**Keywords:** Cadres of Inner Mongolia Autonomous Region women's mental health intervention strategy.

## 1. INTRODUCTION

According to the data of the sixth national census, the average childbearing age of women in China is 29.13, which shows that the age of 28 to 35 is the critical period for women to undertake family childbearing and parenting[1]. However, this stage is also a golden period for a person's career development. At the age of 35, the watershed of career development is 5. At this stage, the recruitment age of civil servants is also limited to less than 35 years old. With the opening of the policy of "two children" and "three children," there may be two or even three career interruptions in the career of female civil servants, which will greatly affect the continuity of the career development of female civil servants. When you return to work after maternity leave, it is also unknown whether you can take on your previous job smoothly. After returning to the workplace, it still takes a lot of time and energy to bear the responsibility and pressure of parenting, which puts forward higher requirements for women's work-family balance. therefore, the conflict

between family and work is becoming increasingly acute.

Although women's status of "half the sky" is more prominent, compared with women's excellent performance in the education stage, women's performance after entering the field of employment is poor, and the stamina is insufficient[2]. The lack of stamina after women enter the employment field mainly means that when women first enter the workplace, the promotion speed is the same as that of men, but after the middle of career development, differences begin to appear between genders. Different levels of female leaders began to be less than men, especially the higher the level, the less the number of female leaders. At the stage of education, most women have a relatively single social identity and can devote more energy to their studies. To become a professional woman after entering the workplace, they should not only have excellent working ability but also take good care of their families. They are not only bound by traditional ideas but have conflicts between multiple identity roles, as well as women's

physiological particularities, such as women's childbearing period, lactation and menopause. In contrast, professional women do suffer a more psychological pressure than men.

The score of paranoia in this study was significantly higher than that of males, which may be related to the significant differences in emotion and emotional expression between men and women. In terms of emotional perception, women are stronger than men. Compared with men, women can more easily recognize other people's facial expression changes and quickly capture other people's emotional changes. And women's feelings are richer and delicate, emotional fluctuations are easy to occur, especially the experience of sadness and sadness is more profound, easy to show jealousy, disgust and other emotions, easy to fall into complex emotional entanglements with others and difficult to digest themselves[3]. Simultaneously, compared with men, women also have more subjective feelings and think more from a perceptual viewpoint.

## 2. OBJECTS AND METHODS

### 2.1. Research objects

This study takes the serving cadres of 12 league cities in Inner Mongolia Autonomous region as the target population, and takes samples by the combination of stratified proportional distribution, simple random sampling and PPS sampling. the ratio of government to non-governmental administrative regions is about 1:3. A total of 2000 in-service cadres were investigated, of which 4 questionnaires were deleted because they had not finished answering the whole story. There were 1996 valid questionnaires, including 949 males (47.5%) and 1047 females (52.5%).

### 2.2. Methods

#### 2.2.1. Investigation method

The survey was conducted in the form of an electronic face-to-face interview system (PDA). The questionnaire is managed and presented by a computer. The interviewer can access the questions on the computer screen and input the answers answered by the interviewees directly into.

#### 2.2.2. Survey tool

##### 2.2.2.1. Symptom Checklist 90 (SCL-90).

The scale has 90 items, including solemn psychiatric symptomatology, from feeling, emotion, thinking, consciousness, behavior to living habits, interpersonal relationships, diet and sleep, etc. ten factors were used to reflect 10 aspects of psychological symptoms. Each item takes a rating of 1 to 5, which is specified as follows: no:

consciously there is no problem (symptom); very mild: consciously have the problem, but it does not occur frequently or seriously; moderate: consciously have the symptom, its severity is mild to moderate; heavy: consciously have the symptom frequently, its degree is moderate to severe; serious: realize that the frequency and intensity of the symptom are dreadful. As a self-assessment scale, the specific meaning of "light, medium and heavy" here is understood by the self-evaluators themselves, and there are no rigid regulations.

##### 2.2.2.2. Simplified coping style questionnaire

It consists of two dimensions: positive coping and negative coping (subscale), with 20 items. The questionnaire is a self-rating scale, using multi-level scores. After each coping style item, there are four dimensions: not adopted, occasionally used, sometimes adopted and often adopted (the corresponding scores are 1, 2, 3, 4). The subjects choose one to answer according to their situation. The result is the average score of positive coping dimension and negative coping dimension.

##### 2.2.2.3. Social support scale

It consists of 10 items, including objective support (3 items), subjective support (4 items) and use of social support (3 items). To understand the characteristics of social support and its relationship with mental health level, mental illness and various somatic diseases. Statistical indicators of the scale: (1) total score: that is, the sum of 10 items; (2) the dimension score: 1 objective support score: 2, 6, 7 score sum 2 subjective support score: 1, 3, 4, 5 score sum of support: the sum of 8, 9, 10 scores.

##### 2.2.2.4. A self-designed questionnaire on lifestyle and working environment

It includes gender, age, nationality, educational background, marital status, working place and working hours, interpersonal relationship, unit status, etc.

## 3. RESULTS

***3.1 The overall psychological status of civil servants in Inner Mongolia Autonomous region showed that the overall psychological status of civil servants in Inner Mongolia Autonomous region was good, and the total symptom index ranged from mild to severe, mostly mild (76.1%). More symptoms are manifested in psychological problems such as mild somatization, obsessive-compulsive, depression and sleep, eating, negative attitudes and so on (Table 1). The survey***

*shows that when facing various problems, most cadres in our district occasionally or sometimes adopt positive coping style, sometimes or often adopt negative coping style; simultaneously, the investigation also*

*shows that the psychological problems of cadres in our district are positively correlated with positive coping, and negatively correlated with negative coping (Table 2).*

**Table 1** The distribution ratio of the severity of each symptom factor ( n=1996, % )

	never	mild	Moderate	quite heavy	severe
Total symptom index	16.3	76.1	6.0	1.4	0.2
somatization	34.7	56.4	6.5	1.9	0.5
Obsessive-compulsive symptoms	26.0	57.9	12.7	2.8	0.7
interpersonal sensitivity	48.2	44.3	5.8	1.5	0.2
depression	35.9	55.0	6.9	2.0	0.3
anxiety	45.5	47.8	4.9	1.6	0.2
hostility	49.7	42.8	5.3	1.7	0.5
fear	66.6	29.6	2.8	0.9	0.2
paranoid	62.2	32.8	3.7	1.2	0.2
psychotic	54.8	40.0	4.1	1.0	0.2
other	38.9	52.4	7.1	1.3	0.3

**Table 2** Coping methods of cadres in our district

	Positive response		Coping negatively	
	number of people	percentage(%)	number of people	percentage(%)
not adopted	213	10.7	114	5.7
occasionally used	1011	50.7	384	19.2
sometimes used	664	33.3	857	42.9
often used	108	5.4	641	32.1
total	1996	100 . 0	1996	100.0

**3.2 Psychological status of female civil servants in Inner Mongolia Autonomous region, the samples taken were compared according to different genders, and it was found that there was a statistically significant difference in the factor score of paranoia between female and male ( $P < 0.05$ ). There was no difference in other factor scores (Table 3).**

**Table 3** Different gender factor points ( $\pm s$ ) and one-way analysis of variance (one-way) between groups

	Female	Male	F	P
Total symptom index	1.32 $\pm$ 0.44	1.31 $\pm$ 0.49	0.11	0.74
somatization	1.36 $\pm$ 0.53	1.34 $\pm$ 0.55	0.75	0.39
Obsessive-compulsive symptoms	1.54 $\pm$ 0.61	1.51 $\pm$ 0.65	1.54	0.21
interpersonal sensitivity	1.29 $\pm$ 0.47	1.29 $\pm$ 0.53	0.00	0.96
depression	1.36 $\pm$ 0.53	1.33 $\pm$ 0.54	1.28	0.26

anxiety	1.28±0.47	1.27±0.50	0.18	0.67
hostility	1.32±0.51	1.31±0.55	0.52	0.47
fear	1.19±0.39	1.16±0.40	3.02	0.08
paranoid	1.25±0.50	1.21±0.41	4.08	0.04*
psychotic	1.21±0.41	1.24±0.47	1.97	0.16
other	1.35±0.48	1.38±0.55	1.82	0.28

Note: \*  $P < 0.05$

## 4. DISCUSSION

By discussing and analyzing the differences between genders, it is found that the paranoid factor score of females is significantly higher than that of the male, and the paranoid factor mainly refers to projective thinking, hostility, suspicion, relationship concept, delusion, passive experience and exaggeration, which is consistent with the conclusion of previous studies, that is, the mental health status of male civil servants is better than that of women[4]. Mental health generally refers to if individuals experience less negative emotions such as depression, unhappiness and so on. can self-control some behavior, can seek help from the social support system, and then effectively solve problems and experience happiness[5]. However, there is no significant difference in other aspects except paranoia in this study. At present, among the retrievable materials, the domestic research on female civil servants is rare, and the theoretical system has not yet been formed, and the research on female cadres is even rare. however, the research on female civil servants is gradually becoming a new focus. However, in the whole workplace, the gender differences between men and women do affect the employment situation and mental health status in the workplace.

In view of the psychological characteristics of women and the pressure brought by multiple identities, to enable female civil servants to play a better role in the workplace, several intervention strategies that can be tried are discussed from three angles:

### 4.1. Social aspects:

(1) To guide the correct public opinion. After the founding of New China, the state developed and promulgated a series of policies to promote equality between men and women, abolishing all laws that discriminated against and oppressed women, but due to the limitations of the level of productive forces and productivity, as well as the physiological characteristics of women, women's employment will still be subject to gender discrimination. However, the traditional gender concept that men are superior to women and men are superior to women is still widely permeated in all aspects of our lives. Compared with male and even male leading cadres in the workplace, people always wear tinted glasses to women in the workplace, especially female leading cadres. They are skeptical about their

achievements and abilities. Compared with men, women seem to should work harder to be accepted and recognized by the public. Additionally, the deep-rooted traditional gender concept is not tolerant and sometimes overly critical of women in the workplace. A slight carelessness at work will be regarded as a lack of competence caused by gender restrictions, which seriously hinders the development of women in the workplace.

This requires us to mobilize the positive force of public opinion, report successful female cases from a positive and objective point of view through online media, public opinion and education, notarize the social value of female civil servants, and reduce gender discrimination. create a positive environment of public opinion, at the same time create a social and cultural environment of equality between men and women, and run through all fields of society.

(2) Compared with men, a large part of the pressure on women to improve social security services comes from the balance between work and family, and they still need to spend a lot of time on childcare and housework after work, which consumes a lot of energy. affect the energy investment in work. Although the existing social security services have been relatively perfect, they have not been greatly promoted due to various reasons. most families will buy relevant services at the initial stage of women's birth, and the price is generally on the high side. With the help of the housekeeping service system, we can help female civil servants extricate themselves from housework[3], provide support from the community, cooperate with domestic service companies and develop characteristic housekeeping services according to the actual situation of female civil servants. help female civil servants to extricate themselves from tedious family affairs, and even introduce high-quality early education institutions in the community to create a quality education service environment. Provide child-rearing facilities for female civil servants.

### 4.2. Organizational aspects:

(1) Reduce the sense of crisis of unequal professional competition. According to the relevant survey statistics, the unemployment rate of women is much higher than that of men among laid-off workers[6]. Organizations should develop an equal and reasonable system for the

appointment and removal of cadres, adjust male-based selection and appointment standards, ensure the proportion of women's participation in politics, and, if necessary, implement protective and tilting policies. to promote women to enter the decision-making level[7] (2) Strengthen humanistic care. On the one hand, we can improve the working ability of female civil servants through the training of relevant basic or professional skills, to alleviate the psychological pressure caused by job maladjustment. However, in view of the pressure brought by the characteristics of women, organizations should actively popularize mental health knowledge, regularly conduct lectures on mental health knowledge for female workers in the form of purchasing services, and increase psychological physical examinations. to provide them with timely, professional and targeted mental health services. (3) Provide characteristic cultural support. Enterprises and institutions can provide some humanized and characteristic services and policies for female civil servants according to specific conditions to help female civil servants balance the conflict between work and family. For example, the standing Committee of the Inner Mongolia Autonomous Regional people's Congress announced the newly revised regulations on population and Family Planning in Inner Mongolia Autonomous region, which increased the duration of leave for marriage leave, maternity leave and other aspects. During the vacation period, all salaries, bonuses and benefits remain unchanged, but in addition to increasing the length of leave, more attention should be paid to the pressure that women face after returning to the workplace. Enterprises and institutions can increase relevant characteristic cultural policies to help women return to the workplace smoothly and as soon as possible.

#### 4.3. Personal aspect:

(1) Adjust personal mentality. Correctly understand and accept yourself, understand your strengths and weaknesses as a female civil servant from many aspects, and be able to give full play to your strengths and weaknesses at work, and at the same time accept your own weaknesses, which can reduce their impact on yourself; seek a balance between family and career, and improve your ability to change roles in your family and career. Detect and accept your emotional changes, explore the meaning behind your emotions, and vent and dredge them reasonably . (2) Establish a good interpersonal relationship. Interpersonal relationship is a critical factor in the workplace, good interpersonal relationship helps promote the progress of work, while too many contradictions and conflicts will bring pressure and reduce the work efficiency, especially women's own gender characteristics. more sensitive, delicate, the impact of interpersonal relationships will be more intense. Therefore, it is critical to establish a good interpersonal relationship in the workplace. (3) To raise the awareness of personal career development planning. Career

development planning is critical in the workplace, it is a combination of personal ability and professional characteristics, to grasp the direction of career development. Enterprises and institutions or female civil servants themselves can make career plans for themselves through systematic career planning study, combined with their characteristics, professional abilities and professional characteristics and define their strengths and weaknesses. In accordance with their career planning development direction targeted to improve their professional ability, but also can better plan the location of family and work. Of course, career development planning is not immutable and needs to be adjusted according to the changes in its own and work conditions to adapt to the new development.

## 5. CONCLUSION

In this paper, the mental health status of female cadres in Inner Mongolia Autonomous region is to explore the mental health problems of female civil servants in the workplace, and through the investigation of the mental health status of female cadres in the region, it is extended to the workplace pressure faced by this group of female civil servants, to discuss the workplace pressure of female civil servants, and puts forward intervention methods from three parts: society, organizations and individuals, hoping to focus on this group of female civil servants in the future. To conduct a more systematic inquiry.

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