



(REVIEW ARTICLE)



Examine the impact of mental planning on building mental health and cognitive beliefs of bank employees

Amirhossein Montazeri Ghahjavarestani *

International Journal of Science and Research Archive, 2024, 12(01), 2381–2386

Publication history: Received on 27 April 2024; revised on 03 June 2024; accepted on 06 June 2024

Article DOI: <https://doi.org/10.30574/ijrsra.2024.12.1.1033>

Abstract

Description of the topic: Paying attention to human resources along with the use of new methods, reconstruction of past structures and optimal use of potential and actual facilities is one of the factors for the success of organizational goals, and the success of the organization depends on the establishment of an efficient system based on goals and the existence of the desired human force. And it is appropriate. Undoubtedly, an organization is successful in performing its duties and achieving its goals. which, in addition to establishing an efficient and targeted system, has the best and most skilled employees. Among the effective things for having an efficient system among bank employees is to investigate the effect of mental schema in creating mental health and cognitive beliefs.

Purpose: The purpose of this article is to investigate the impact of mental schemas with mental health and cognitive beliefs.

Research method: The method of studying the article was a descriptive survey method, which is used as a method to discover and identify the characteristics and distribution of these characteristics, as well as how the variables interact in a society.

Results: The results of this article show that metacognition has a positive and significant correlation with mental schema and mental health, meaning that bank employees who use metacognitive skills have better mental schema and mental health. have Also, mental health has a positive correlation with mental schema. In this way, the higher the mental health of bank employees, the higher their mental schema.

Keyword: Mental health; Mental schema; Cognitive beliefs; Bank employees

1. Introduction

The working environment today is changing; factors such as globalization, growing economies, and outdated technology are constantly creating new challenges and opportunities for people (Siner Wipego, 2015). Our work isn't just a primary source of income, it's an important part of our lives and influences our social status (Sharma & Goethe, 2019). It is true that every organization depends on its employees and workers are the foundation and foundation of every organization. Organizations are unable to transform their strategies into reality without their own employees (Castatin, 2015).

Organizations, including banks and banking institutions, are the cornerstones of the single economy, and the economic development of the community depends on the effective operation of its banking system. Efficient human resource management has a phased effect on the processing of the entire economy, and banks, as financial institutions, have a significant role in the development of corporations (Ramazan and Sereneva, 2017). Therefore, the focus on human resources in the use of new methods, the revision of past structures and the exploitation of potential and already existing possibilities is among the factors of the satisfaction of organizational goals and the success of the organization is

* Corresponding author: Amirhossein Montazeri Ghahjavarestani <https://orcid.org/0000-0002-0440-0509>

desirable and appropriate. Without a doubt, the organization is successful in fulfilling its tasks and achieving its goals. In addition to the stability of the system, the target is to select the best and most skilled workers. Among the effective cases for having a kara system among bank employees is the study of the impact of mental planning on the development of mental health and cognitive beliefs. Satellites have been shaped from the outset of life and influence the individual throughout life (Jung and colleagues, 2003). But primary patterns are beliefs that people have about themselves, others, and their surroundings, and are usually derived from the failure to satisfy primary needs, especially emotional needs during childhood (Sangwei, 2010). She came after Hume's examination of the mental scheme and healed the disorder and the activity of the mind, which was the claim of Hume. Interestingly, Hom's expression of selfishness, the home of mental and psychological necessity, continued to maintain its influence on her. This psychological expression led to market structuring (Tim, 2010). His intellectual design is like his knowledge of hearing at the end of a stable analytical and structural structure. Our mental design is confronted with analytical and structural processes, and in its attitude it is the mental scheme that orders structural things and dissolves this disorder and inactivity of the mind. In his teaching, he introduced the philosophy of the former structural methods. These methods, past their belief in it, were used by him for the purposes of psychology and mathematics. In fact, Hume points out that with philosophy, which deals only with experimentation, it is impossible to go beyond experience and to see it, but the concept of mental design, which is its primary creator, transcends experience and gives us the limitation of experience. The mental scheme that defines one of the differences between being and being actually has two main functions: first, it shows us the limitations of experience, and secondly, it defines the type of perception we have in the context of experimentation (Papalia, Gross and Waldman, 2011). Another thing that is discussed in this study is mental health. Mental health is one of the most important aspects of health, and according to the World Health Organization, health is defined as the full capacity to fulfill mental and physical social roles and not the absence of illness and retardation (Fernández et al., 2015). Psychologists believe that individual characteristics, psychological and environmental pressures, economic, social and family status, failure to life goals and lack of motivation are effective on people's mental health (Zandner and Matthias, 2016). The concept of mental health, in fact, is an aspect of the general concept of health and refers to all the methods used to prevent, cure and contribute to mental illness (Paul et al., 2015). With population growth and urban development and industrialization, mental illnesses have become the leading triggers of disability and premature deaths (Wilson and Saclowski, 2017), and the rise of these diseases and their accompanying long-term and chronic disability has led to these problems being considered a health priority across communities. In the field of mental health, one of the most influential variables seems to be cognitive beliefs.

The outstanding role of cognitive psychiatry has been developed through the model of data processing by Welsh Matthews (1996). According to the study, the prevalence of cognitive disorders as well as the continuity and preservation of these disturbances are associated with the explicit indicators that these indicators are characterized by the increased concentration of confrontation, threat marketing, processing and activation of confusing beliefs and self-organized trends, which this model illustrates the role of cognification in the warning against psychological disorder and its progression. Cognitive disorders can be considered as being closely related to cognitive beliefs, including being able to monitor and control the individual's cognitional activities. In this context, information on human recognition is influenced by the psychological and cognitive factor, therefore the use of the basic conditions is possible to cause the change of the algorithms and recognition, however, if the knowledge controls and guides the recognition and the awareness in thinking, defines the mental disturbance that is on the level of belief, it is very important to pay attention to the impact of the knowledge of learning, and it is likely that if the understanding can introduce a general model of self-recognition and self-revision, the foundation will be provided for the conception of structuring and expanding the breadth of recognition reform in treatment (MIDI, 2013). In the context of the relationship between hypocrisy and mental health, Nordall and Wales (2019) conducted a study titled Mental Health, hypocritical beliefs, and anxiety. Results showed that there is a positive relationship between mental health and intellectual beliefs and a negative relationship with anxiety. Roachat, We Nolo and Bales (2018) conducted research on the subject of cognitive beliefs-based therapies to boost mental health. Results showed that therapy based on knowledgeable beliefs has a positive effect on mental health.

2. In this article with four main focus means

The relationship between mental planning and mental health and cognitive beliefs in bank employees. The relationship between mental planning and cognitive beliefs in bank employees. The relationship between mental planning and mental health in bank employees and the relationship between cognitive beliefs and mental well-being in bank staff is being examined to examine the impact of mental planning on mental health and cognitional beliefs. Research methods, statistical samples, research tools and data analysis methods: The article study method is a descriptive method which is used as a method to discover and identify traits and distribute these traits, as well as how the interrelationships between variables in a society are viewed. On the other hand, the characteristics or characteristics of each case are collected according to the variables. Then, since in scale, there is a questionnaire of the appropriate and

appropriate methods of preparing these features, so the article reading of this technique is commonly used. The statistical community of the survey includes bank employees, which includes 565 people. Through class randomization, 360 employees of the bank were studied. The analysis unit in this article was employed by employees. The measurement tool in this study consists of three questionnaires.

- Interview with Welles and Hatton. (MCQ) The short questionnaire form is designed to measure knowledgeable beliefs. This questionnaire has 30 paragraphs and each test answers five options (from disagreeing to agreeing). The questionnaire covers the five values of cognitive confidence, positive beliefs about anxiety, self-awareness, negative beliefs on unacceptable thought control and risk, and judgments about the need for thought control.
- The short form of Yang. The short, self-assessment questionnaire is 75 items prepared to evaluate 15 minor EMS scales:
 - Emotional deprivation,
 - Severity,
 - Distrust/bad behavior,
 - Social energies/ alienity,
 - Defect/ shame,
 - Defect / sham,
 - Dependency / insufficiency,
 - Vulnerability to harm and illness,
 - Seizure,
 - Obedience,
 - Effect,
 - Emotional distrust,
 - Criteria of hardness,
 - Dignity,
 - Self-reliance/ self-discipline failure.

Each item will be rated on a scale of 5 options (1= about totally wrong (complaint is wrong) to 5- perfectly describes me (complex is correct)). The higher score in this survey indicates that there are more disrespectful planets in the individual.

- Public Health Questions. (GHQ) The public health questionnaire consists of 28 questions presented by Goldberg and Hiller 1 (1979) and has 4 sub-scales and each scale has 7 questions. The scales are:
 - Scale of physical symptoms.
 - Degrees of Anxiety and Sleep Disorders
 - levels of social activity.
 - Symptoms of Depression

The statistical operations used in the description and analysis of data include the following. After the data entered into the machine, the data was analyzed via the Spss software. In this article, there is a similarity between variables based on statutes, such as Pearson's combination.

2.1. Analysis and analysis of information:

Table 1 Interval and deviation of variable criteria studied

SD	X	Research variables
25/14	138/23	Cognitive Beliefs
1/49	15/49	Mental scheme
10/19	48/29	Mental Health

The table shows that the average and deviation of the recognized standard is in the order $X = 13/23$ ($SD = 14/25$). Average and deviation of the criteria for mental and mental health are $X=49/15$ ($SD = 1/49$) and $x=29/48$ $SD 10/19$).

2.1.1. Is there a relationship between mental planning and mental health and cognitive beliefs in bank employees?

Table 2 Correlation between research variables

Mental Health	Mental Schema	Cognitive Beliefs	Variable
0/46** 0/001	0/38** 0/001	1	Cognitive Beliefs
14**0/ 030/	1	0/38** 0/001	Mental Schema
1	0/14** 0/001	0/46** 0/001	Mental Health

The table of results shows that awareness has a positive and meaningful correlation with mental health and mental health planning, meaning that bank employees who take advantage of wholesale skills enjoy better mental well-being and psychological health planning. There is also a positive balance between mental health and mental planning (50/0p=). Thus, the more bank employees enjoy higher mental health, the higher mental planning will also be.

Table 3 Results of Weinstein's one-sided analysis of the scales of mental well-being, mental health and its minor scales at four levels of excellence

ρ	F	MS	df	SS	Scope of changes	Variable
0/66	0/53	1/173 2/218	3 374 377	3/520 829/518 833/038	Intergroup In-group Total	Franchot
0/001	26/38	2280/509 86/434	3 374 377	6841/526 32326/464 39167/989	Intergroup In-group Total	Mental Health
0/001	7/30	64/653 8/852	3 374 377	193/960 3310/498 3504/458	Intergroup In-group Total	Physical complaint
0/001	20/70	258/648 12/459	3 374 377	775/943 4673/213 5449/156	Intergroup In-group Total	Disturbance
0/001	8/69	64/438 7/412	3 374 377	193/313 2772/232 2965/545	Intergroup In-group Total	Social dysfunction
0/001	21/54	266/729 12/384	3 374 377	800/187 4631/718 5431/905	Intergroup In-group Total	Depression

2.1.2. Is there a relationship between mindfulness and cognitive beliefs in bank employees?

Based on the indicators presented in the test and the respondents of the questionnaire, the correlation between cognitive beliefs and mental variation patterns is visible at the significance level and there is a relationship between the two variables and the ratio is 538/0. In fact, according to the level of significance between the answers presented, there seems to be a direct relationship between the two.

Table 4 The Characteristic Between Cognitive Beliefs and Mental Planning

Mean difference	Sig (2-tailed)	df	t	Loon Test		Statistical Index Variable
				sig	F	
-2/597	0/115	122	-1/586	0/604	0/27	Mental Schema of Cognitive Beliefs

2.1.3. *Is there a relationship between mental illness and mental health in bank employees?*

Table 5 Statistical Index

Mean difference	Sig (2-tailed)	df	t	Loon Test		Statistical Index Variable
				sig	F	
-2/597	0/115	122	-1/586	0/604	0/27	Mental schema and mental health

According to the indicators presented in the table in the test subject and the questionnaire respondents between the mental planning and mental health of the bank employees, coherence is visible at the meaningful level and there is a relationship between the two variables. In fact, depending on the level of significance between the answers presented, there seems to be a direct relationship between mental disorder and mental health. In the end, it can be concluded that the change in mental planning is effective on mental health.

2.1.4. *Is there a relationship between cognitive beliefs and mental health in bank employees?*

Table 6 Personality

Mean difference	Sig (2-tailed)	df	t	Loon Test		Statistical Index Variable
				sig	F	
-2/597	0/115	122	-1/586	0/604	0/27	Cognitive Beliefs of Mental Health

According to the indicators presented in the test table and the respondents of the questionnaire between cognitive beliefs and mental health of the bank employees, the correlation is visible at the meaningful level and there is a relationship between the two variables and the ratio is 538/0. In fact, there seems to be a direct relationship between the two categories, given the level of significance of the answers, and most respondents were also aware that the more this knowledge would have a desirable effect on mental health. Finally, it can be concluded that the variation of cognitive beliefs is effective in a person's mental health.

3. Results

According to the theory, the general psychiatric disorder sector sometimes finds the tendency that methods of dealing with disrespectful thoughts such as obsessive thinking, persistence of threat, avoidance and suppression of thought, confront the correction of disadvantaged self-disorders, and add the manual to negative information about oneself, in other words, on the basis of this theory the mental disorder of activity is a comprehensive cognitive syndrome that is derived from unindividual knowledge and is activated and processed in the context of problems. This causes the knowledgeable beliefs to be of immense importance, and the knowledge of it has been of great help in the mental health and mental patterns. For years, psychologists have been trying to answer the question of why some people have better mental health than others. Why are some people more successful in life than others? What are the meanings of these differences? Answering these questions about the necessity of factors that are thought to be determining people's success, mental schemes and cognitive beliefs that the child determines and predicts success and success is not the only cognitional intelligence. On the other hand, mental waves play a very important role in the process of recognizing bank employees themselves. In fact, whenever we encounter a new situation, we interpret it in the amount of information we have in our minds from past situations. Mental waves enable bank employees to recognize the important aspects of a situation and be able to process huge amounts of information quickly. The results of this article suggest that it is important that: Knowledge has a positive and meaningful correlation with mental and mental health planning, meaning that bankers who take advantage of cognitive skills enjoy better mental and psychological health planning. There is also

a positive association with mental health. Thus, the more bank employees enjoy higher mental health, the higher mental planning will also be.

References

- [1] Constantin, E. C., & Baiasa, C. C. (2015). Employee Voice –Key Factor in Internal Communication. *Procedia - Social and Behavioral Sciences*.
- [2] Dr. Niki Sadeghipour. "Investigating the pesticides impact on mental health of exposed workers - Iran" *MAR Case Reports* 2.6 (2021)
- [3] Fernández-Abascal, E. G., & Martín-Díaz, M. D. (2015). Dimensions of emotional intelligence related to physical and mental health and to health behaviors. *Frontiers in psychology*, 6.
- [4] Maddi, S. (2013). Personal hardiness as the basis for resilience. In *Hardiness*, Dordrecht.
- [5] Niki Sadeghipour. "The Effect of Pesticides on Child Gender and the Level of Sexual Activities in People Exposed -IRAN." *MAR Gynecology* 1.4 (2021)
- [6] Nordahl, H., & Wells, A. (2019). In or out of work: A preliminary investigation of mental health, trait anxiety and metacognitive beliefs as predictors of work status. *Clinical Psychologist*, 23
- [7] Papalia, D.E., Gross ,D., & Feldman R.D. (2011). *Childdevelopment :A topical approach and making* . NewYork: McGraw Hill.
- [8] Powell, K. R., Mabry, J. L., & Mixer, S. J. (2015). Emotional intelligence: A critical evaluation of the literature with implications for mental health nursing leadership. *Issues in mental health nursing*, 36(5).
- [9] Ramakrishna, P & Srinivasa, R. K. (2017).A Review of Literature on HRM Practicesn Indian Banking Industry.*Imperial Journal of Interdisciplinary Research*, 3(4).
- [10] Rochat, L., Manolov, R., & Billieux, J. (2018). Efficacy of metacognitive therapy in improving mental health: A meta-analysis of single-case studies. *Journal of clinical psychology*.
- [11] Sadeghipor N, Aghdam BH, Kabiri S (2021) Evaluation of Burnout and Job Stress in Care Worker and Comparison between Front-Line and Second-Line in Care Worker during Coronavirus Epidemic. *Health Sci J. Sp. Iss* 3: 008.
- [12] Sadeghpour E, Sangchini EK (2020) Assessment and Comparative Study of Job Stress in Jam Hospital jobs, Tehran City. *Health Sci J. Sp. Iss* 2: 004.
- [13] Sanera, T., & Eyupoglu, S. Z. (2015).The Job Satisfaction of Bank Employees in North Cyprus.*Procedia Economics and Finance*, 23.
- [14] Sharma, R. D., & Jyoti, J. (2009). Job satisfaction of university teachers: an empirical study. *Journal of Services Research*, 9(2).
- [15] Thimm, J.C. (2010). Personality and early maladaptive schemas: A five-factor model perspective. *Journal of Behavior Therapy and Experimental Psychiatry*, 41,373
- [16] Wilson, C. A., & Saklofske, D. H. (2017). The relationship between trait emotional intelligence, resiliency, and mental health in older adults: the mediating role of savouring. *Aging & mental health*.
- [17] Young, J., Klosko, J., & Weishaar, M.E. (2003).*Schema therapy: A practitioner's guide*. New York :The Guilford Press.
- [18] Zeidner, M., & Matthews, G. (2016). Ability emotional intelligence and mental health: Social support as a mediator. *Personality and Individual Differences*, 99.
- [19] Zhang, D.H., & He, H.L. (2010). Personality traits and life satisfaction: A Chinese case study. *Social Behavior and Personality*, 38(8).