

Key Question: 8/8 marks

What are the issues surrounding mental health issues in the workplace?

Commented [VL1]: Very clear statement of the KQ

This is an issue because 1 in 6-8 people in the UK will experience a mental health issue each year. 12.7% of days off are attributable to mental health issues of the workers and heavy workload. Job insecurity and monitoring from superiors can increase feelings of stress and anxiety. 12.5 million days of for mental health issues have been recorded and this lack of productivity costs the UK economy approximately £8 billion every year. This can increase the suicide rates of workers due to the inability to cope with the high pressures of the workplace.

Commented [VL2]: Why the KQ matters to contemporary society

Commented [VL3]: About 4 related and correct facts about the KQ

Achor (2011) suggests that the workplace sets success related goals such as getting promoted. If these goals are unrealistic, it may lead to employees developing a depressogenic schema due to failure to achieve goals, increasing the risk of depression. Constant low pay may lead to lack of positive reinforcement, causing workers to give up on their job and withdrawal socially. This may lead to learned helplessness, anxiety and depression.

Commented [VL4]: A02 link from issue to schema theory

Commented [VL5]: A02 link: issue to learning theories

Persistent monitoring and evaluation may lead to maladaptive attributional bias due to holding themselves accountable, increasing the risk of stress and depression. Cognitive distortion may also be caused by high pressures in the workplace where workers may focus on their weaknesses to improve performance, which is selective abstraction, increasing the risk of depression.

Commented [VL6]: A02 link: issue to attribution theory

228 words

Commented [VL7]: A02 link: issue to Cognitive theory of depression

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Achor (2011) suggests that the workplace sets success related goals such as getting promoted. If these goals are unrealistic, it may lead to employees developing a depressogenic schema due to failure to achieve goals, increasing the risk of depression. Constant low pay may lead to lack of positive reinforcement, causing workers to give up on their job and withdrawal socially. This may lead to learned helplessness, anxiety and depression. Persistent monitoring and evaluation may lead to maladaptive attributional bias due to holding themselves accountable, increasing the risk of stress and depression. Cognitive distortion may also be caused by high pressures in the workplace where workers may focus on their weaknesses to improve performance, which is selective abstraction, increasing the risk of depression.

228 words

This is level 4, 8 marks.

The AO1 is level 4, it is accurate and shows thorough knowledge and understanding about the issues surrounding mental health in the work place, including days off, lost production and the effects on workers.

The AO2 is level 4 with the psychological effects of unrealistic goals, low pay linked to reinforcement and mental health and maladaptive attributional bias.

The best answers were able to show accurate knowledge about why it was a key issue to society (AO1) and then applied scientific ideas, processes, techniques and procedures to the key issue (AO2). Weaker answers often did not apply scientific ideas, processes, techniques and procedures to the key question. The weakest answers often made no mention of the key question within their essays.