

173. Employees' Mental Health in the Workplace: The Role of Work-Related Behavior Patterns

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Abstract

Introduction: Various work-related behavior patterns of employees are associated with their psychological status. **Objective:** The present study aimed to compare psychological symptoms and disorders among employees with healthy and unhealthy work-related behavior patterns in an industrial organization in Mashhad. **Method:** A total of 144 (9 female) employees were selected through convenience sampling and responded to demographic information questionnaires, work-related behavior and experience patterns questionnaire (AVEM), and the Symptom Checklist-90 (SCL-90). Data was analyzed using One-Way ANOVA in SPSS26. **Results:** The findings indicated that psychological symptoms and disorders in employees with unhealthy work behavior patterns, especially the burnout pattern, were significantly higher than in employees with healthy work behavior patterns. **Conclusion:** This study highlights the importance of focusing on the mental health of employees who adopt unhealthy work behavior patterns in the face of occupational stressors.

Keywords: Mental health, Psychopathology, Employees, Work-related Behavior and Experience Patterns, AVE.