Role of Psychologists in Developing Mental Health and Professional Awareness among New Employees

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Abstract

The study aimed to identify the role of psychologists in developing mental health and professional awareness among new employees and based on demographic differences. The study sample consisted of (N =556) new employees. Thay instrument included: The mental health scale (Vázquez-Colunga et al., 2017), and professional awareness scale (Ibrahim et al., 2014) which used to achieve the objectives of the study.

The study found that the arithmetic averages of the mental health scale dimensions were high; the cognitive dimension had an average of 4.04, followed by the spiritual dimension (3.96) and the behavioral dimension 3.76. The role of psychologists in developing mental health and professional awareness among newly employed employees was statistically significant, as the value of t for all dimensions ranged from (27.576 to 36.739). The statistical significance of less than (0.05) was (0.000) for all dimensions of the mental and total health scale and the occupational awareness scale. Research indicates that mental health development significantly predicts professional awareness among newly employed employees (α =.05). Mental health development in its fields clarifies 14.4% of occupational awareness variation among newly employed employees.

Keywords: *psychologists, mental health, professional awareness, newly employed.*

Introduction

The workplace has a vital role in helping employees deal with social and psychological concerns. (Bergh, 2011) defined occupational interventions as "any treatment or effort aimed at promoting an individual's career development or enabling a person to make better career decisions" (Whiston et al., 2012). Mental illness accounts for 30-40% of UK illness absences and 58% of Dutch work-related disability (Gründemann et al., 1991).(1994, Floyd et al.) and because professional development and construction shape human action and creativity. and progressive views and the formation of interests, values, and motivations, such as identifying personal and professional qualities and competence and proving their interdependence, such as becoming a "me" professional, conscious self-assessment as a specialist, conscious professional values, conscious professional

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motivation, and conscious professional emotions. Deliberately prevent work stress and burnout (Azatian et al., 2020). Workplaces that encourage mental health and help those with mental illness reduce absenteeism and attendance, which boosts productivity (Hamberg-van Reenen et al., 2012). Well-performing New employeesincrease their health, institutional and country production, and social welfare services (Torp & Bergheim, 2023).

Occupational therapists use a holistic, client-centered approach to each patient. To help clients live their best lives, occupational therapists focus on their identity, abilities, strengths, interests, and environment. Occupational therapists foster self-esteem, self-efficacy, and accomplishment through action, presence, and belonging in clients' activities, roles, routines, settings, and environments (Bazyk & Association, 2011). The main goal of occupational therapists is to help their patients work effectively in their roles and vision in daily life. They work with clients of all ages in diverse practice areas, including post-illness/injury rehabilitation and mental health, geriatrics, assistive technology, health and wellness, and pain management. Therapy can improve client participation and independence by improving physical, cognitive, and cognitive abilities (Hammond, 2004). Professional skills used with clients help achieve desired outcomes by facilitating the use of adaptive strategies, equipment, and environmental modifications (Helms, 2021).

In addition, occupational therapists can provide prevention and education regarding the physical, psychological, social and emotional aspects of health and wellness. Therapists recognize that good health psychology enables people to fulfill their potential, cope with normal life stressors, work productively, and contribute to their communities. Individual identities, life experiences, beliefs, and freedom in recovery create meaningful occupations in everyday life (Swarbrick & Noyes, 2018). In all settings, the occupational therapist is interested in providing a psychological and healthy environment for his or her staff, from inpatient mental health settings to community mental health settings (Champagne & Gray, 2016), working with a wide and continuous range of mental health challenges, including clients who They suffer from substance use disorders, mental illness, eating disorders, and stress-related challenges, trauma and negative experiences (Health & Services, 2014).

The importance of clients understanding mental health is how health concerns, mental health, career, and life are interconnected, so counselors must remember that a person's well-being is linked to their work, life roles, and health, and research supports the relationship between career development and mental health and the effectiveness of an integrated approach to mental health and career counseling (Tang et al., 2021). New employees spend a lot of time at work, and their occupations provide meaning and structure. Workplaces must be safe and healthy to avoid injury and illness (Peiró & Tetrick, 2011). It has become clear that employees' mental health is critical to their overall health and that workplace stressors may contribute to a variety of physical diseases, including high blood pressure, diabetes, and cardiovascular disease. These problems may lead to fatigue, reducing their personal and professional contributions (WHO, 2020). Occupational health psychology aims to develop and promote the health of employees directly and the health of their families. The primary focus of occupational health psychology is the prevention of illness or injury by creating safe and healthy work environments (Peiró & Tetrick, 2011).

However, increased awareness of employee mental health issues, especially given the COVID-19 pandemic, has led to a significant amount of research examining occupational predictors and outcomes of ill health. (Kelloway et al., 2023) Occupational therapists have described their role in workplace mental health as one that includes business accreditation, organization-focused practice, and a focus on mental health promotion (Thompson et al., 2021).

Many relevant studies have confirmed that providing a high level of mental health leads to the creation of new care models and working conditions for mental health workers. Occupational therapy was mentioned in 74% of mental health questionnaires. Occupational therapists contribute to many professional roles within facilities such as: general case management, disciplinary roles, recruitment and retention, the need for research and evidence-based practice, professional standing, education and professional development, occupational stress, organizational support, rewards, and the workplace. Psychosocial risks in order to achieve the health and safety of individuals, and to help them confront psychological and professional challenges such as poor mental health, fatigue, heart disease, and musculoskeletal disorders, and their consequences such as absence of illness, low productivity, or human error (Stress, 2016).

Therefore, achieving professional mental health for employees through thinking, understanding, and self-reflection enhances their professional status and helps achieve a high level of professional awareness. Active thinking and understanding a person's job title helps in developing his or her professional choices over time, and relies on expertise and experience, and balances talents and interests. And prospects according to professional awareness. Human reality and social and economic conditions affect professional awareness through the stages it goes through when making decisions. They are: (4-10) the (imagination) stage of life, the stage of emotional family bonding. Before choosing a profession, children between the ages of 11 and 18 learn about their employment needs, preferences, abilities and inclinations. Life satisfaction, community interest, personal values, and job availability determine career choice at the 18- to 19-year-old survey stage. Crystallization stage 20-21: Basic experience and great career potential 21-22: Work ethic and execution. (Crompton, 2005). The role of the professional psychologist begins in the early childhood stage, from the imaginative stage through the experimental stage to the realistic stage. The mentor knows if the mentor is lagging behind in his choices and thus helps him pass the stage to move to the next stage, identify his inclinations, abilities and aptitudes, and learn about the professions required in the labor market (Champagne & Gray, 2016) Vocational awareness efforts also aim to change the individual's behavior, enhance his practices, and focus attention on the profession, to build the knowledge and skills necessary to facilitate professional performance (Chan et al., 2022)Hirschi & Läge, 2008) .When researching the methods of professional awareness, it becomes clear that they are diverse. Some of them are self-methods that are the responsibility of the learner himself to implement to increase his professional growth, and professional methods, the most important of which are conferences, educational workshops, distance learning, vocational rehabilitation, practical training, discussion groups, seminars, and counseling sessions. (Ghani et al., 2022). Agrees (Griffith et al., 2021) that professional awareness, personality patterns, and cognition are vital factors to guide the process of planning, exploration, preparation, career choice, and building an individual's professional identity. One of the theories that focused on the development of awareness and professional tendencies is the theory of Citroni and Caudex, as this theory assumes that the greater the compatibility between the awareness of the individual and the tendencies of successful people in a profession, the more likely he is to succeed and be satisfied with the profession. The application of this theory is to discover an individual's consciousness by applying the occupational awareness test, and then directing the individual to the profession in which other individuals have succeeded whose level of awareness approaches their tendencies with the level of this individual (Stress, 2016)

Therefore, employee health, by definition, is important to both the individual and the organization and can also be demonstrated to be important to society. Taken as a whole, employee health impacts government health care costs and productivity (Crompton, 2005). Some studies have examined the effects of occupational health and safety interventions on employee helping behaviors, portraying these factors as mediating variables between interventions and good performance. Presence and job satisfaction.

Although Some authors consider job satisfaction to be a form of well-being, but it appears to be a positive but more moderate outcome for the individual, like a positive attitude (Peng et al., 2016). (Crumpton, 2005).

In this sense, successful intervention programs that combine individual- and organizational-level characteristics to promote mental health have implications for practices and policies that address organizations providing mental health services that are more important to their employees.(Ghani et al., 2022) (Sun et al., 2013) conducted a study with the aim of working to improve workplace psychological intervention for mental health, work performance, and productivity in privately owned Chinese companies. The survey included 2,768 employees. A comprehensive program to promote mental health was implemented by supporting a healthy work environment, psychosocial interventions, health services for people with mental illnesses, and vocational training on stress management and resilience. The results of the study showed that the training improved participants' ability to work, control their jobs, and psychological competence to face work requirements. The intervention reduces occupational stress and absenteeism associated with depression.

(Wu et al. 2021) identify eight workplace best practices that increase employee professional awareness: culture, significant mental health benefits, mental health resources, workplace policies and practices, healthy work environment, leadership support, measuring results, and innovation. . 79% of U.S. employees are more likely to stay at a company with high-quality mental health resources, and new employees who feel respected and supported are more likely to stay. Mental health training for employees helps individuals detect indicators of distress in themselves and co-workers, enabling early intervention (Ghani et al., 2022). For the purposes of achieving professional awareness and balance in the work environment, it has been referred to as flexible work arrangements such as remote work and flexible hours can assist employees in managing their mental health by minimizing stress from rigorous schedules (Organization, 2004). (Arango et al., 2018) and applauding employees' successes boosts their self-esteem and mental health. (Shafie et al. 2021) Feeling valued at work boosts job satisfaction and mental health (Griffith et al., 2021). One of the positive aspects of employee professional awareness is that employees are more emotionally controlled and behave differently with others when they understand themselves, which creates a comfortable and stress-free work atmosphere. A company's goals and visions can be achieved more easily when everyone works together rather than against each other. (Yakovleva and Bahlai, 2020). It can also help provide an environment conducive to promoting mental and professional health in the work environment, and its effects are reflected on employees and their professional awareness by creating spaces for relaxation and mindfulness in the workplace that can reduce stress and improve mental health. These areas provide new employees with a place to relax, recover, and think clearly (Kalra et al., 2012). Professional awareness allows employees to objectively evaluate the actions of others and recognize that Cone employees have diverse viewpoints that deserve respect (Saxena, 2019). This requires companies to help employees develop professional awareness and strive to create a healthy workplace. (Khudair and Abdel Azim, 2022) Increasing employees' self-awareness will also help them identify skill gaps, areas of strength, and areas for progress. (Muhammad Maslan, 2011) Self-awareness helps individuals develop their leadership capabilities, enhances a culture of learning and knowledge, and creates a cohesive and inclusive workplace where everyone feels valued and cared for (Civolina et al., 2023).

It is clear from the nature of the professional role of psychotherapists that helping to improve mental health and professional awareness is crucial in many sectors because it helps employees to work constructively, create partnerships and grow their careers. The professional skills of employees, especially new employees, improve professional capabilities and related skills, which affects the institution. Therefore, the practical and

professional relationship between mental health and professional awareness is a positive, participatory relationship for the institution and employees in general and new employees in particular and contributes to building and forming strong foundations. In the work environment and creating positive competitiveness and concepts of safety and security

METHOD

Participants In the current study, 536 newly selected employees in Riyadh were randomly selected by answering a Google form. The demographic study variables included males 324 (58%), females 232 (42%), professional experience 354 years (63%), three years 202 (67%), scientific specialization 323 (58%), and Sharia and humanitarian specialties 233. Regarding income, 295 people earn more than 3.000 and less than 5.000 LAF, 18% earn more than 5.000 and less than 8.000 LLAF, 12% earn more than 8.000 and less than 11.000 thousand, and 16.5% earn more than 92. Regarding academic qualification, secondary 172 by 30.9%, diploma 94 by 16.9%, and bachelor's 94 by 16.5%.

Instruments

1.   The mental health scale prepared by (Vázquez-Colunga et al. 2017) contains 40 items in four dimensions: 1. The spiritual dimension (10) paragraphs allude to the ability to recognize and develop the meaning and qualities of work that allow a person to transcend via work—measured by paragraphs (3,20,21,23,8,9,18,22,28,13).2. The cognitive dimension includes questions about how people perceive work stimuli, i.e., their knowledge, beliefs, and attitudes about their work and its environment. Paragraphs 11–40 represent it. 3. The behavioral dimension has ten paragraphs on thematic approaches to workplace stimuli and actions. It has paragraphs (4,16,19,6,7,1,5,25,29,2).4. The 10-paragraph social and emotional dimension define emotions, feelings, and attitudes versus work environment stimuli that allow a person to engage with others. All items have a five-point Likert scale from "I completely disagree" to "I agree." The Pearson correlation coefficient for the study dimensions was verified, with values ranging from 0.76–0.84, Cronbach's alpha (0.88; 0.89; 0.90), and total score (0.91), which are appropriate for the current study.

2.   The occupational awareness scale prepared by (Ibrahim et al., 2014) conducted a 20-item survey with answer choices ranging from 1 to 5. Exploratory analysis showed all elements connected to job awareness. Since there were no extreme m values, no paragraph was eliminated. The present investigation corroborated the Pearson correlation coefficient for the dimensions (0.596-0,742) and Cronbach alpha stability for the total score (0.93). These values fit the study.

procedures

The individuals for the study were selected using the descriptive approach (correlational - comparative) after verifying the psychometric efficiency of the tools. A Google Form link was distributed to the target group of employees, the objectives of the study were clarified, and they were randomly selected from those who met the conditions for participation in the study, then statistical treatment was performed.

RESULTS

1.   Level of mental health among newly employed employees

Table 1 Arithmetic averages and standard deviations of the estimates of the study sample members on the paragraphs of the level of mental health of newly employed employees and each of its areas in descending order

M	Domain	Average Arithmetic*	Deviation Normative	Rank
2	Cognitive dimension	4.04	.668	1
1	Spiritual dimension	3.96	.743	2
4	Social and emotional dimension	3.91	.673	3
3	Behavioral dimension	3.76	.649	4
	Mental Health Scale	3.92	.627	

Table 1 shows Table 1 shows that the arithmetic averages of the mental health scale dimensions were high (high) with an average of 4.04, with the cognitive dimension scoring the highest, followed by the spiritual dimension (3.96) and the behavioral dimension (3.76). In each paragraph of each mental health scale category, the study sample members' estimates of arithmetic averages and standard deviations were calculated.

Spiritual dimension:

Table 2 Arithmetic averages and standard deviations of the estimates of the study sample members on the spiritual dimension paragraphs, in descending order

N	ITEMS	Average Arithmetic*	Deviation Normative	Rank
1	I feel proud of what I do	4.16	1.071	1
7	Iam thinking of new ways to develop my business	4.11	1.006	2
2	I am keen to develop my business	4.09	1.032	3
8	I see that I have developed during my tenure	4.07	1.014	4
6	I have the motivation to develop my business daily	3.96	.959	5
3	I see that my work is related to important aspects of life	3.95	1.006	6
9	I have high ideals at work that I want to achieve and reach	3.92	1.097	7
4	My work contributes to finding meaning in my life.	3.83	1.092	8
5	I see my work as contributing to the well-being of others	3.55	1.098	9
	Spiritual dimension	3.96	.743	

Table 2 shows that the domain paragraphs' arithmetic averages ranged from (3.55) to (4.16), with paragraph (1), "I feel proud of what I do," in first place and paragraph (1.071), "I see that my work contributes to the well-being of others," in last place. The general average was (3.96).

Cognitive dimension

Table 3 Arithmetic averages and standard deviations of the estimates of the study sample members on paragraphs of the cognitive dimension in descending order

N	ITEMS	Average Arithmetic*	Deviation Normative	Rank
1	I feel good when I do my job well	4.29	1.005	1
2	I trust my abilities as an employee	4.27	.954	2
4	Iam a trustworthy employee and appreciate it.	4.17	.944	3
7	I have a constant desire to develop my skills and activities at work.	4.10	.935	4
10	I believe in the importance of conflict resolution in working positively	4.08	.952	5
8	I see work as bringing enjoyment and activity	4.01	.984	6
5	I classify myself as an employee with different professional competencies	3.99	1.013	7
6	I believe that as an employee, I have sufficient professional requirements	3.93	1.064	8
9	I perform some activities in my work by my choice	3.78	1.018	9
3	I feel anxious and stressed when something goes wrong at work	3.67	1.089	10
	Cognitive dimension	4.04	.668	

Table 3 shows indicated the domain paragraphs' arithmetic averages ranged from (1) to (2), with paragraph (3) stating "3" coming in first with (4), paragraph (5) stating "6" coming in last with (7), and the overall average was (8).

Behavioral dimension

Table 4 Arithmetic averages and standard deviations of the estimates of the study sample members on the behavioral dimension paragraphs in descending order

N	ITEMS	Average Arithmetic*	Deviation Normative	Rank
4	I directly seek to develop my skills at work	4.15	1.064	1
9	I have a positive attitude toward myself at work	4.11	.922	2
8	I have a clear and accurate knowledge of what to do in my work	3.97	.969	3
7	I am looking for different solutions to problems that arise at work	3.93	1.002	4
5	I can handle changes in my work environment	3.89	1.031	5
3	I can balance my work and deal with external pressures	3.87	.966	6
1	I can face difficult situations at work and remain calm	3.86	1.082	7

		Average Arithmetic*	Deviation Normative	Rank
2	I discipline myself toward conflict situations at work	3.84	.994	8
10	The bad days I go through affect my work	3.37	1.220	9
6	I have reasonable expectations of my work when I feel unstable professionally	2.61	1.207	10
	Behavioral dimension	3.76	.649	

Table 4 shows that the field items' arithmetic averages ranged from (2.61) to (4.15), with the paragraph "I directly seek to develop my skills at work" coming in first with a 4.15, and the paragraph "I have good expectations in my work when I feel professional instability" coming in last with a 2.61. The general average was 3.76.

Social and emotional dimension

Table 1. Arithmetic averages and standard deviations of the estimates of the study sample members on the paragraphs of the social and emotional dimension, in descending order

M	ITEMS	Average Arithmetic*	Deviation Normative	Rank
3	I feel happy when I help others in the work environment	4.15	.919	1
4	I have a good relationship with my co-workers	4.06	.994	2
6	I feel happy to be a part of the current team.	3.96	1.002	3
1	I can positively influence my colleagues in the work environment	3.92	1.028	4
5	I try to add humor and humor to the atmosphere of my knowledge	3.92	.994	5
2	I ask my co-New employees for help when facing any problem	3.89	.975	6
8	Feel comfortable and happy while working	3.82	1.056	7
9	I consider my work to be a source of personal well-being	3.72	1.088	8
7	I look for someone to help me when I face stress at work	3.70	1.115	9
	Social and emotional dimension	3.91	.673	

The table shows that the domain paragraphs' arithmetic averages ranged from (3.70) to (4.15), with the paragraphs "I feel happy when I help others in the work environment" and "I am looking for someone to help me when I face pressure at work" in last place. The total average was (3.91).

2.   Level of professional awareness among newly employed employees

Table 6 Arithmetic averages and standard deviations of the estimates of the study sample members on the paragraphs of the level of professional awareness of newly employed employees in descending order

M	ITEMS	Average Arithmetic*	Deviation Normative	Rank
11	I am aware of my skills and the limits of my professional potential.	4.30	.954	1
1	I understand what the profession means and its requirements	4.21	1.009	2
10	I know the professional environment in which I can work.	4.20	.979	3
7	I can identify my professional interests	4.15	1.014	4
6	I know my abilities for professional participation	4.13	.976	5
8	I know the professions that bring me optimal satisfaction	4.13	1.093	6
19	I can determine why I want to work in certain professions	4.13	.993	7
9	I have experience in my career	4.11	1.116	8
4	I am aware of the different working conditions of various professions	4.10	.965	9
13	I am aware of the professions that generate a better income	4.10	1.010	10
12	I am fully aware of the jobs available in my field of specialization.	4.05	1.084	11
14	I know the risks associated with particular occupations	4.02	1.057	12
5	I am aware of the relationship between different professions and jobs in the field of specialization	4.01	1.029	13
2	I am aware of all the professions available within the scope of specialization	3.94	1.039	14
18	I know survivors in various professions.	3.93	1.068	15
3	I know the requirements of the training professions	3.90	1.072	16
17	I am aware of the job market in my city	3.88	1.111	17
15	I know the employment rates for some occupations in my environment	3.73	1.232	18
16	I am aware of the myths associated with some professions	3.63	1.262	19
	Occupational Awareness Scale	4.03	713.	

The table shows that the field paragraphs' arithmetic averages ranged from (3.63) to (4.30), with the paragraphs "I have awareness of my skills and the limits of my professional potential" and "I am looking for someone to help me when I face pressure at work" in last place. The overall average was 3.92.

3.   What is the impact of psychologists' role in developing mental health and professional awareness among newly employed employees?

Table 7 shows the one-sample statistics with a hypothetical mean (3) of the impact of psychologists' role in developing mental health and professional awareness among newly employed employees.

Dimensions	mean	Standard deviation	t	sig
Spiritual dimension	3.96	.743	30.440	.000
Cognitive dimension	4.04	.668	36.739	.000
Behavioral dimension	3.76	.649	27.576	.000
Social and emotional dimension	3.91	.673	31.814	.000
Mental Health Scale	3.92	.627	34.453	.000
Occupational Awareness Scale	4.03	.713	34.216	.000

The table shows The single test with the hypothetical mean (3) shows that psychologists play a statistically significant role in the development of mental health and professional awareness among newly hired employees, as the value of t for all dimensions ranges from 27.576-36.739. Statistical significance was less than 0.05 (0.000) for all dimensions of the mental and total health scale.

4.   Impact of mental health development on the level of professional awareness of newly employed employees

Table 8 shows the results of the multiple progressive regression analysis of the impact of mental health development by predicting the level of professional awareness among newly employed employees

prototype	Non-standard transactions		Beta	t	Sig	(R)	R^2	Correlation coefficient Rate
	Regression coefficient	Standard error						
(Constant)	2.390	.183		13.028	.000			
Spiritual dimension	.108	.083	.112	1.293	.197			
Cognitive dimension	.239	.086	.224	2.789	.005	.379(a)	.144	.126
Behavioral dimension	-.050	.083	.046	.607	.544			
Social and emotional dimension	.113	.078	.106	1.453	.147			
P value 23.123	significance level 0.000							
(Constant)	2.399	.178		13.475	.000	.367(a)	.135	.133
Mental Health	.417	.045	.367	9.301	.000			

Scale (Total)	
P value 86.501	Significance level 0.000

* Statistically significant at the significance level (.05)

a Predictors: (Constant), Social and emotional dimension, Behavioral dimension, cognitive dimension, and Spiritual dimension

b Dependent Variable: Occupational Awareness Scale

Table 8 shows that mental health development significantly predicts occupational awareness among newly employed employees (α =.05), with a 14.4% variation in occupational awareness observed in its fields.

Limitations

The tools used to measure occupational mental health and occupational awareness in newly hired employees in Riyadh represent the study's limits; therefore, the generalization of the study's results is related to the category in which it was conducted.

Discussion

The results showed that the arithmetic averages of the mental health scale dimensions were high (high), with an average of 4.04, with the cognitive dimension scoring the highest, followed by the spiritual dimension (3.96) and the behavioral dimension (3.76). The arithmetic averages of the field paragraphs ranged from (3.55) to (4.16), with paragraph (1), "I feel proud of what I do," coming in first place with an arithmetic average of (4. The field paragraphs' arithmetic averages ranged from (2.61) to (4.15), with the paragraphs "I directly seek to develop my skills at work" and "I have good expectations in my work when I feel professional instability" in the last place. The general average was (3.76).   The field paragraphs' arithmetic averages ranged from (3.70) to (4.15), with the paragraph "I feel happy when I help others in the work environment" coming in first and "I am looking for someone to help me when I face pressure at work" coming in last and the overall average (3.91).   This is supported by various studies on employees' mental health abilities, awareness, and domains. (Health & Services, 2014; Helms, 2021; Iakovlieva & Bahlai, 2020; Kalra et al., 2012; Khdair & Abd Aladheem, 2022; Muhd Maslan, 2011; Organization, 2004; Saifulina et al., 2023; Saxena, 2019).   The field paragraphs' arithmetic averages ranged from (3.63) to (4.30), with the paragraph that stated "I have awareness of my skills and the limits of my professional potential" coming in first and "I am looking for someone to help me when I face pressure at work" coming in last. The overall average was (3.92).   The theory of professional self-awareness (critical theory) implicitly based alternate self-awareness recipes on distinct meanings of "self" and "conscious." The literature review describes (a) simple conscious consciousness (awareness of everything experienced), (b) meditative consciousness (awareness of the self that experiences something), and (c) reflexive awareness (self-awareness of how its consciousness is formed in direct experience). It is based on Anthony Giddens' "structuring theory" and is more macro-psychological than the practitioner's self-awareness. Practical examples complete the article.   On-demand, the cognitive-social method helps people stay healthy by self-managing healthy habits. (Bandura, 2013; Haugan & Eriksson, 2021; Kondrat, 1999; Raingruber, 2014; Tudor, 2013). The role of psychologists in developing mental health and professional awareness among newly employed employees was statistically significant, with t values ranging from 27.576-36.739 and statistical significance values of (0.000) for all dimensions of the mental and total health scale and the occupational awareness scale. (Arango et al., 2018; Bandura, 2013; Bazec & Association, 2011; Champagne & Gray, 2016; Ghani et al.,

2022; Griffith et al., 2021; Hammond, 2004; Haugan & Eriksson, 2021; Health & Services, 2014; Helms, 2021; Iakovlieva & Bahlai, 2020; Kalra et al., 2012; Khdair & Abd Aladheem, 2022; Kirk-Brown & Wallace, 2004; Kondrat, 1999; Muhd Maslan, 2011; Organization, 2004; Raingruber, 2014; Saifulina et al., 2023; Saxena, 2019; Shafie et al., 2021; Sun et al., 2013; Swarbrick & Noyes, 2018; Tang et al., 2021; Tudor, 2013; Vázquez-Colunga et al., 2017; Wu et al., 2021) and the existence of a statistically significant contribution to the impact of mental health development by predicting the level of professional awareness among newly employed employees, and mental health development in its fields has clarified (14.4%) of the variation in occupational awareness among newly employed employees and agrees with various studies that predict burnout and job satisfaction among workplace counselors. (Kirk-Brown & Wallace, 2004; Shafie et al., 2021; Sun et al., 2013; Swarbrick & Noyes, 2018; Tang et al., 2021; Vázquez-Colunga et al., 2017; Wu et al., 2021(Arango et al., 2018; Bandura, 2013; Bazyk & Association, 2011; Champagne & Gray, 2016; Ghani et al., 2022; Griffith et al., 2021; Hammond, 2004; Haugan & Eriksson, 2021; Health & Services, 2014; Helms, 2021; Iakovlieva & Bahlai, 2020; Kalra et al., 2012; Khdair & Abd Aladheem, 2022; Kirk-Brown & Wallace, 2004; Kondrat, 1999; Muhd Maslan, 2011; Organization, 2004; Raingruber, 2014; Saifulina et al., 2023; Saxena, 2019; Shafie et al., 2021; Sun et al., 2013; Swarbrick & Noyes, 2018; Tang et al., 2021; Tudor, 2013; Vázquez-Colunga et al., 2017; Wu et al., 2021)   (Kirk-Brown & Wallace, 2004; Shafie et al., 2021; Sun et al., 2013; Swarbrick & Noyes, 2018; Tang et al., 2021; Vázquez-Colunga et al., 2017; Wu et al., 2021)

Recommendations

1.   We are conducting training courses and seminars to promote positive mental health and reflect on employee work environments.

2.   We are implementing advice programs and local and global apps to promote mental health in the workplace.

3.   We prioritize professional awareness, knowledge, and practices for staff growth and development.

4.   Promote professional development, awareness, and responsibility among new hires across various work areas.

Conflict of interest

The authors declare that the research was conducted without any commercial or financial relationships that could be understood as potential conflicts of interest.

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