

31 Title	Psychopathology, Defence Mechanisms, and the Psychosocial Work Environment
Author	Anelia Larsen, Henrik Bøggild, Jens Tølbøll Mortensen, Leslie Foldager, John Hansen, Anders Christensen, Mikkel Arendt, Nicole Rosenberg and Povl Munk-Jørgensen
Source	International Journal of Social Psychiatry
Pub Date	2010
Keywords	defence styles, psychopathology, work environment, adaptation, working population
Abstract	<p>Background: The body of evidence verifies the predictive value of certain work characteristics for mental health problems and that various levels of adaptation mechanisms are employed when dealing with adversity. Data on the relationships between employees' mental health status, their perceptions of work, and their psychological defences are scarce.</p> <p>Aims: To examine the role that personal defences play in the relationship between psychiatric symptoms among working people and their working environment.</p> <p>Methods: Nine hundred and seventy six employees (mean age = 42.4 years, SD = 11.3) participated in a questionnaire study that included the Defence Style Questionnaire, the Symptom Checklist 90 revised, and the Copenhagen Psychosocial Questionnaire.</p> <p>Results: Data showed that greater maturity of psychological defences was associated with higher level of psychological functioning and there were strong associations between presence of psychopathology and the three defence clusters. Results indicated a strong positive correlation between the mature defence style and the perception of a satisfactory workplace. There was no interaction between psychopathology and defences in relation to work environment.</p> <p>Conclusion: Psychopathology and defences were significantly associated with work conditions, which could suggest that adaptation mechanisms and psychopathology are two independent forms of adjustment to the rapidly changing world of work.</p>