Contents

1.	Environmental influences upon mental health	1
	Principal features of the environment	2
	1. Opportunity for control	2 3 4
	2. Opportunity for skill use	4
	3. Externally generated goals	5
	4. Variety	6
	5. Environmental clarity	6
	6. Availability of money	6
	7. Physical security	7
	8. Opportunity for interpersonal contact	6 7 7
	9. Valued social position	8
	A vitamin model of the environment and mental health	. 9
	The mid-range plateau	11
	Very high environmental values	13
	The environment and the individual	15
	Situation-centred models	15
	Measuring the environment	17
	Individual differences	18
	Some implications of the vitamin model	19
	Summary and forward look	22
2.	The concept of mental health	24
	Mental health from a Western perspective	25
	Affective well-being	26
	Competence	29
	Autonomy	30
	Aspiration	31
	•	33
	Integrated functioning	33

x Comens	X	Contents
----------	---	----------

	Some general issues	34
	Duration of episodes	34
	Complex inference from several components	35
	Different points of view	36
	Summary	38
3.	The measurement of context-free and job-related mental health	40
	Measuring affective well-being	40
	Context-free well-being	41
	Job-related well-being	46
	Measuring competence	49
	Context-free competence	49
	Job-related competence	50
	Measuring autonomy	51
	Measuring aspiration	52
	Measuring integrated functioning	53
	Summary	54
4.	Jobs and mental health: nine types of evidence	56
	Employment, unemployment, non-employment, and work	56
	The impact of unemployment	59
	Population estimates of job-related mental health	60
	Qualitative evidence about particular jobs	63
	Quantitative evidence about particular jobs	65
	Job features which affect mental health	67
	Movement between jobs	68
	Evidence from the clinic	69
	Employment as a support for the mentally ill	70
	Spill-over or compensation	72
	Summary	76
5.	Job content: opportunity for control, opportunity for skill use, and variety	78
	Opportunity for control	79
	Intrinsic control	80
	Extrinsic control	87
	Opportunity for skill use	90
	Variety	94
	Summary	100

.

	C	ontents xi
6.	Interpreting research into job characteristics	101
	Overall job complexity	101
	Results in relation to five components of mental health	
	Four general issues	109
	Subjective measures and common-method variance	110
	Non-linear relationships	112
	Specific causal factors	113
	Reciprocal causality	114
	Summary	115
_		
7.	Goals, workload, and the structure of tasks	117
	Intrinsic job demands	118
	Job-related mental health	120
	Context-free mental health	121
	Conflicting demands	124
	Overview	126
	The combined effects of workload and control	128
	Task identity, traction, and flow	134
	Time demands	138
	Magnitude of time demands	. 139
	Pattern of time demands	141
	Summary	143
8.	Environmental clarity	145
	Information about the consequences of behaviour	146
	Information about the future	149
	Information about required behaviour	151
	Information after a transition	153
	Review of findings about the four types of job clarity	157
	Summary	161
9.	Extrinsic job features: pay and physical conditions	162
7.		162
	Availability of money	163
	Income level	165
	Perceived fairness	166
	Adequacy and continuity	100

• •	C	4
XII	Cont	onte
All	Com	

	Physical security	168
	Temperature	170
	Noise	170
	Illumination, vibration, danger, and physical effort	171
	Equipment design	172
	Overview	173
	Summary	174
10.	Extrinsic job features: interpersonal contact and social position	176
	Opportunity for interpersonal contact	176
	Amount of interaction	178
	Social support	180
	Privacy and personal territory	186
	Valued social position	188
	Cultural evaluations	189
	Sub-cultural evaluations	190
	Personal evaluations	191
	Summary	192
11.	The impact of unemployment	194
	Research findings	195
	Mental health	196
	Aggregate time-series investigations	199
	Physical health	202
	Family processes	206
	Summary	207
	Appendix	208
12.	The jobless environment	210
	Nine environmental features	212
	Opportunity for control	212
	Opportunity for skill use	212
	Externally generated goals	213
	Variety	215
	Environmental clarity	215
	Availability of money	217
	Physical security	220
	Opportunity for interpersonal contact	220
	Valued social position	223

		Contents	xiii
	Five specific applications of the model		226
	Middle-aged men		226
	Teenagers	,	227
	Women		229
	The long-term unemployed		231
	Unemployed people who regain a job		234
	Summary		235
13.	Interactions between persons and situations	,	237
	Enduring personal characteristics		238
	Demographic features, abilities, and values		238
	Baseline mental health		239
	Measuring the impact of personal characteristics	;	242
	Statistical procedures		243
	An overall framework	. :	244
	Summary		247
14.	Personal characteristics and mental health in jobs an unemployment	nd 2	248
	Individual differences and job-related mental health		248
	Baseline mental health		248
	Demographic features	2	249
	Values		251
	Abilities	2	253
	Personal modifiers of the impact of job conditions	2	253
	Matching personal characteristics	2	253
	Research findings	2	255
	Preference models of person-environment fit	2	265
	Overview	2	270
	Individual differences and unemployment	2	271
	Summary	2	275
15.	The vitamin model: appraisal and application	2	277
	The notion of mental health	2	277
	The vitamin model	2	280
	Categorization of the environment	2	280
	Processes within the vitamin model	2	286
	Interactions between persons and situations	2	290
	Good and bad jobs and good and bad unemployme	nt 2	291
	Changing the work environment		292
	Changing unemployment		299
	Summary	3	301

xiv Contents	303
References	345
Subject index	351
Author index	551