

Problem Statement: There is international consensus that working environment has an important influence on mental health. The research is based on the theory X developed by the professor Y, which states that the way work is organized can be detrimental to employees' mental health.

Purpose of Study: – to examine employees (N=546) to determine if distinct groups can be identified based on a symptom checklist (mental health indicators from DSM-IV-R) and organizational circumstances: work_pressure and recognition (from coworkers and supervisor) and if the groups can be differentiated regarding the general mental health.

Research Methods: A questionnaire-based survey was developed based on the clinical interview method adapted for collecting information about the specific history of work-related mental disorders. The respondents were instructed to fill the answers depending on how often they met at work the situations described in the questionnaire or they recognize the symptoms presented in terms of their health (never, rarely, often or always).

Findings: Using SPSS Two-Step-Cluster-Analysis procedure the respondents were classified in 2 distinct clusters by continuous variables (work_pressure and recognition) and categorical variables (symptoms). Cluster 1 (N=348) respondents had scores below the mean for work_pressure (perceived low pressure), above the mean for recognition (perceived high recognition) and a lower frequency of rarely and often answers for mental health symptoms. Cluster 2 (N=213) respondents had scores above the mean for work_pressure (perceived high pressure), below the mean for recognition (perceived low recognition) and they recognized experiencing more rarely or often 28 of 49 symptoms than never, which indicates a poor general mental health. Then, using One-Sample T-Test we determined that the general mental health of respondent in cluster 2 is significantly poorer than those in cluster 1 ($t(88)=-14,583$, $p<0,05$, $\omega^2=0,70$, 95% confidence interval of the difference: lower -37.2 and upper -28,28).

Conclusions: 31% of the respondents experiencing high work_pressure and low recognition are also experiencing more often symptoms of poor mental health, indicating that the organizational circumstances can be related to mental health disorders. Validity studies are required in order to verify the causal relation between the organizational environment and mental health disorders to Romanian employees.