

## **Chronic Disease Intervention in Hacienda Heights, Los Angeles County, California (CA)**

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### **Abstract**

*Internally, if the proposed idea of diet and lifestyle adjustment is implemented through a legislative approach (as a solution to the issue of chronic diseases in Los Angeles County), there might be added short-term costs, but long-term, beneficial effects are poised to outweigh these costs. For example, there would be a dramatic decrease in medical expenditures associated with chronic disease treatment via co-payments, out-of-pocket payments, and user-paid insurance. This decrease in expenditure is expected to arise from a reduction in diseases incidence and severity. Also, the reduction in costs might arise from reduced expenditure on addictive goods (such as alcohol and cigarettes) due to lifestyle adjustment. It is also expected that labor supply and productivity in Los Angeles would improve due to reduced cases of early retirement and work absenteeism, eventually yielding an increase in general economic productivity at the regional level. It is also notable that the proposed idea might come with added costs associated with research, training and prevention initiatives, but long-term benefits might arise in the eventuality, including reductions in avoidable re-hospitalization, reduced risks of comorbidities associated with chronic diseases (which increase individual and family annual expenditure on health care), and reduced lengths of hospital stays, as the idea also seeks to minimize disease severity for persons who already have chronic diseases in the region.*

### **Introduction**

The selected community is Hacienda Heights, Los Angeles County, California State. The selected problem involves the prevalence of chronic diseases. This problem comes at a time when the Los Angeles County Health Department has sought to reduce its budgetary allocation. According to Chatterjee, Khunti and Davies (2017), Los Angeles' majority of the urban neighborhoods have experienced crippling levels of chronic conditions such as heart disease, obesity, asthma, lung cancer, and diabetes, with the community in Hacienda Heights unexceptional. Ingelfinger and Jarcho (2017) documented that for the majority of the population constituting Latino immigrants, most of them are unable to access proper care for the illnesses. Johnson and Melton (2016) affirmed that the high number of uninsured people aggravates the situation, with Los Angeles County's statistics suggesting that its number of uninsured people is almost twice the national average. For adults, Mayer-Davis, Lawrence and Dabelea et al. (2017) stated that the County also hosts one of the smallest numbers of adults who engage in minimal exercise levels. From recent statistics, the consequences of this prevalence of chronic health conditions in Los Angeles are troubling. For example, the highest number of deaths arising from lung cancer, heart disease and diabetes has been reported in the South-Central neighborhood. Olsen, Wilson and Green et al. (2018) observed that other effects

include co-morbidities and reduced life expectancy. Should the issue continue or go unchecked, it is projected that the community in Hacienda Heights and the larger Los Angeles County would experience a significant economic loss via chronic disease effects on productivity, treatment costs, and mortality.

## Methods

To address the issue of chronic diseases, the recommended idea involves stakeholders such as the ministry of health, school administrators and teachers, civil society, and employers and other employment stakeholders. For the ministry of health, recommended actions include formulating and adopting a county, integrated policy on the management and prevention of chronic diseases, developing a comprehensive community strategy to promote physical activity and healthy diet, and implementing a comprehensive policy for tobacco control. For school administrators, recommended policies include banning the use of tobacco in school buildings and grounds, providing healthy foods such as vegetables and fruits in dining areas and vending machines, scheduling time for school personnel and students to engage in physical activity, conducting period school-wide surveys towards chronic disease monitoring, and developing and implementing family education programs for parents regarding risk factors and the prevention of chronic diseases. For civil society organizations, the recommended ideas include advocating for policy-maker increased investment in the control and prevention of chronic diseases, organizing community events and campaigns to sensitize members about the control and prevention of chronic diseases, and establishing local and county networks towards exchanging and disseminating information. For employers and other development agencies, response to the prevalence of chronic diseases in Hacienda Heights in Los Angeles County, California is recommended to include encouraging physical activity via walking and cycling to work, offering employee awareness training and sensitivity on chronic disease, banning the use of tobacco on grounds and in indoor environments, providing surveys on risk assessment among workforces to gain data and encourage healthy behaviors, and providing health insurance coverage to employees, especially relative to the management and prevention health care services. Overall, legislation is the best course for advocacy because the recommended ideas require a multi-disciplinary and well-coordinated approach and through legislation, success would be realized in such a way that each group will be better placed to understand their role, as well as some of the consequences that might follow any contraventions of the set local and county policies on chronic disease control and prevention.

## Results

### *Evidence 1*

The proposed ideas above translate into diet and lifestyle modifications. Indeed, the US Preventive Services Task Force (2018) reported that when a strategy such as quitting smoking is embraced, risks of serious health problems such as lung diseases, type 2 diabetes, cancer, and heart disease tend to reduce significantly. Sharma, Nazareth and Petersen (2016) contended that tobacco cessation as a lifestyle modification

<i>Evidence 2</i>	<p>strategy towards chronic disease prevention is an informative step because it lowers the rate of premature death.</p> <p>Regarding healthy eating, Chatterjee, Khunti and Davies (2017) observed that chronic conditions such as type 2 diabetes and heart diseases tend to be managed successfully, with Ingelfinger and Jarcho (2017) documenting that when healthy eating is observed, the strategy tends to delay or prevent the onset or occurrence of these diseases. Also, Johnson and Melton (2016) suggested that by following a balanced diet that constitutes food products such as low-fat dairy products, lean meat, whole grain, vegetables, and fruits, there is likely to be a delay in type 2 diabetes onset because the decision curbs possible overweight.</p>
<i>Evidence 3</i>	<p>Mayer-Davis, Lawrence and Dabelea et al. (2017) focused on the relationship between regular physical activity and the incidence and prevalence of chronic diseases. In the findings, it was observed that when individuals engage in regular physical activity, there is a likelihood of a delayed onset of chronic diseases. These findings were similar to those documented by Olsen, Wilson and Green et al. (2018), who noted that through moderate activities such as gardening and brisk walking (that could last at least 150 minutes in each week), the management of chronic diseases tends to be successful.</p>
<i>Evidence 4</i>	<p>Some studies have also examined this subject of the perspective of the efficacy of making healthy choices in the community, at work, and in school relative to the prevention and control, as well as the delay of the onset of chronic diseases (US Preventive Services Task Force, 2018). From the findings, it has been observed that when healthy behaviors are adopted in one's daily life, some of the predictors of chronic diseases are prevented, including conditions such as obesity and high blood pressure.</p> <p>Indeed, some of the states where similar legislation concerning diet and lifestyle modifications as solutions to chronic disease incidence and prevalence include comprehensive smoke-free laws in Ohio, Hawaii, Washington, Colorado, and Minnesota. Also, there has been legislation on childhood obesity policy options regarding school wellness, physical education, physical activity, and school nutrition in Massachusetts and Rhode Island (Sharma, Nazareth and Petersen, 2016).</p>
<i>Stakeholder(s) Supporting 1</i>	<p>School administrators and employees are projected to support the proposed idea. In Los Angeles County, these stakeholders' predicted support to the idea is poised from a trend in which their expectation is that upon implementing the idea</p>

successfully, the presence of healthy workplaces in their workplaces might translate into improved productivity and, for workplaces, an increase in firm profitability. For both groups, Chatterjee, Khunti and Davies (2017) concurred that their support for ideas aimed at chronic disease prevention and control emanates from the affirmation that these actions strive to minimize school and work absenteeism, attributes that have been associated with adversities such as a decline in academic performance in schools and delayed role performance and task completion in workplaces.

*Stakeholder(s) Supporting 2*

Community leaders and members are projected to support this idea because it strives to reduce the incidence, prevalence, and severity of chronic diseases. According to Ingelfinger and Jarcho (2017), such community groups tend to support ideas aimed at disease prevention and control because of the projected long-term and short-term benefits such as reduced healthcare expenditure at the individual and family levels, increased life expectancy, reduced mortality rate, and reduced co-morbidity.

**Stakeholder Opposition**

*Discuss the stakeholders who would oppose the proposed idea. Explain why they would be in opposition and how you would prepare to debate or converse about these considerations.*

*Stakeholder(s) Opposed 1*

One of the groups of stakeholders predicted to oppose the proposed idea of diet, and lifestyle adjustment entails business organizations. In particular, beverage companies are likely to oppose this idea because it seeks to minimize the use of sugar-sweetened drinks, as well as drinking alcohol and smoking. As such, the business institutions might oppose the idea because it seeks to curb the sale of products such as tobacco at the regional level, threatening their profitability. To counter this opposition, sensitization campaigns will be conducted by holding meetings with company representatives shed light how the proposed idea, although seeking to regulate the sale of their products, might turn out to be beneficial to their business goals. In particular, the representatives will be sensitized that the proposed idea seeks to regulate the amount of sugar and fat they should include in their products. They will also be informed how the presence of healthy employees in their workplaces, having embraced the proposed idea, would improve firm productivity and increase profitability, especially via reduced rates of absenteeism due to chronic diseases affecting their workforces. Hence, they will be informed that even their team members are affected health-wise and that by supporting this idea, short-term and long-

term benefits might outweigh the perceived threats to their business profitability.

*Stakeholder(s) Opposed 2*

Local public authorities might also oppose the idea of developing facilities and recreational zones for physical activity in neighborhoods. For this group, the opposition might stem from the financial demands of developing new facilities such as additional gyms and walkways. Thus, it is projected that these groups are likely to be reluctant to embrace the proposed idea. For such groups, the opposition will be countered by holding regular seminars and conferences to unearth statistical trends in the prevalence and incidence of chronic diseases in Hacienda Heights and the rest of the Los Angeles County's community, as well as some of the risk factors accounting for the high rates of chronic diseases and the resultant adversities accruing from lack of enough physical activity. Particular emphasis will be on the correlation between lack of adequate recreational facilities and the dominance of a sedentary lifestyle that translates into the risk of chronic disease. In so doing, it is predicted that the stakeholders would understand the efficacy of the proposed idea and consider facilitating the same, especially from a legislative perspective.

## **Conclusion**

Internally, if the proposed idea of diet and lifestyle adjustment is implemented through a legislative approach (as a solution to the issue of chronic diseases in Los Angeles County), there might be added short-term costs, but long-term, beneficial effects are poised to outweigh these costs. For example, there would be a dramatic decrease in medical expenditures associated with chronic disease treatment via co-payments, out-of-pocket payments, and user-paid insurance. This decrease in expenditure is expected to arise from a reduction in diseases incidence and severity. Also, the reduction in costs might arise from reduced expenditure on addictive goods (such as alcohol and cigarettes) due to lifestyle adjustment. It is also expected that labor supply and productivity in Los Angeles would improve due to reduced cases of early retirement and work absenteeism, eventually yielding an increase in general economic productivity at the regional level. It is also notable that the proposed idea might come with added costs associated with research, training and prevention initiatives, but long-term benefits might arise in the eventuality, including reductions in avoidable re-hospitalization, reduced risks of co-morbidities associated with chronic diseases (which increase individual and family annual expenditure on health care), and reduced lengths of hospital stays, as the idea also seeks to minimize disease severity for persons who already have chronic diseases in the region.

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## **Bipolar Disorder Investigation: Towards Understanding the Effectiveness of Therapy and Medication Combination**

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### **Abstract**

*Major types of bipolar disorder include Bipolar I Disorder, Bipolar II Disorder, Cyclothymic Disorder and other unspecified and specified bipolar. Signs and symptom of the condition include depressive episodes such as little energy and trouble in sleeping. Additionally, manic episodes imply that patients feel elated, “high,” or “up,” experience increased activity, have a lot of energy, experience an increase in activity levels, and have trouble sleeping. In relation to the causes and risk factors of bipolar disorder, most of the past scholarly studies point to the role of genetics, brain structure and functioning, and family history or the role of heredity. Additionally, triggers include alcohol or drug abuse and periods of high stress in situations such as traumatic events or the death of a close person. Medications include antidepressants, typical antipsychotics, and mood stabilizers. Notably, psychotherapy has been documented to play an important role in complementing medications. Specific approaches include psychoeducation, social and interpersonal rhythm therapy, family-focused therapy, and cognitive behavioral therapy. Effects of the illness range from physical health to relationships, school, and work life. The implication for healthcare practitioners, providers, and families with bipolar disorder patients is that early intervention and regular monitoring of symptoms (via life charts) play crucial roles in ameliorating adversities associated with the condition.*

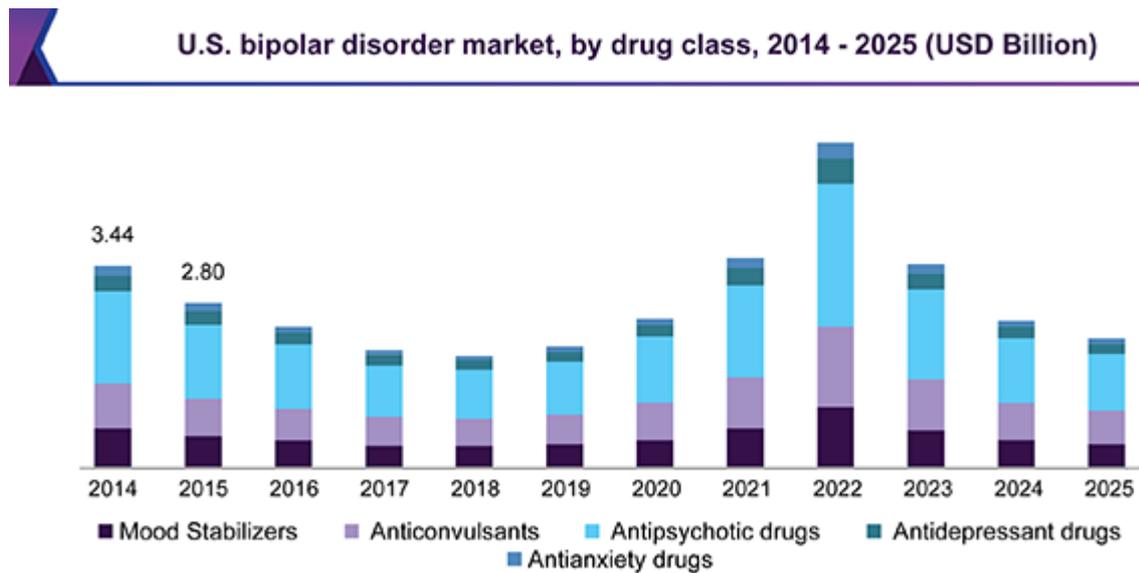
### **Introduction**

Formerly referred to as manic depression, bipolar disorder constitutes a brain condition causing unusual shifts in activity levels, energy, and mood. According to Bourne, Aydemir and Balanza-Martinez *et al.* (2013), bipolar disorder alters a person’s ability to conduct daily tasks or activities. It has also been documented that bipolar disorder occurs in four basic types. These types involve clear alterations in the patients’ activity levels, energy, and mood. In the study by Di Florio, Craddock and van den Bree (2014), the main aim was to establish specific changes in the variables mentioned above, with individuals suffering from bipolar disorder on focus. In the findings, it was highlighted that mood changes range from situations involving energized, elated, and extremely “up” behaviors (that translate into manic episodes) to situations of hopelessness in which patients are “down” and sad, translating into depressive episodes.

### **Methods**

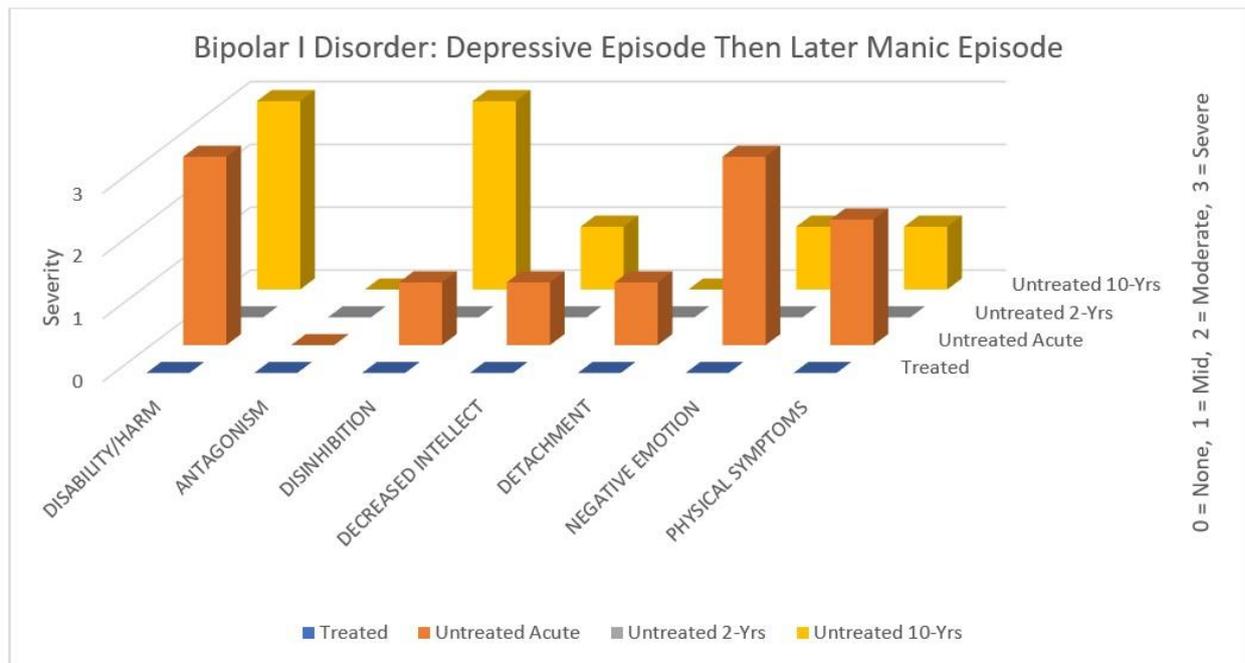
This paper focused on bipolar disorder, with specific insights gained regarding types, causes, signs and symptoms, treatment or management and intervention approaches, as well as the effects of the condition on patients, their families, and the larger community. The study relied on secondary sources of data, which were selected randomly in terms of institutional and government reports, as well as journals and e-books.

## Results



One of the types documented is Bipolar I Disorder. In the study by Faedda, Marangoni and Serra *et al.* (2015), it was highlighted that this condition involves manic episodes. In particular, the episodes last seven or more days and their severity demands hospital care. Other studies contend that depressive episodes that last over two weeks accompany this type of bipolar disorder (Hayes, Miles and Walters *et al.*, 2015). The implication is that Bipolar I Disorder involves depressive episodes with possible mixed features such as the concurrent occurrence of manic symptoms and depression. Another type of bipolar disorder is Bipolar II Disorder. According to Kessing, Vradi and Andersen (2015), this condition entails patterns of hypomanic episodes and depressive episodes but deviates from Bipolar I Disorder, which involves full-blown manic episodes. The third category involves Cyclothymic Disorder, also referred to as cyclothymia. Indeed, this condition involves numerous periods of depressive symptoms and numerous periods of hypomanic symptoms. In particular, the periods last over two years. However, Miller, Dell'Osso and Ketter (2014) observed that for adolescents and children, this condition is likely to last one year. The fourth category involves other unspecified and specified bipolar, as well as related or associated disorders. According to Parker, McCraw, Hadzi-Pavlovic and Fletcher (2013), the latter conditions involve symptoms that do not belong to the three categories mentioned above.

According to Tsitsipa and Fountoulakis (2015), patients diagnosed with bipolar disorder experience unusual behaviors, changes in activity levels and sleep patterns, and periods of unusually intense emotion. Pompili, Gonda and Serafini *et al.* (2013) concurred that these periods constitute mood episodes that exhibit a drastic difference from behaviors and moods typical for the patient. In particular, extreme alternations in sleep, activity, and energy are documented to occur concurrently with the mood episodes (Miller, Dell'Osso and Ketter, 2014). For bipolar disorder patients having depressive episodes, they are likely to feel hopeless, empty, down, and sad. In addition, these patients experience decreased activity levels, have very little energy, and experience trouble in sleeping in such a way that they may sleep too much or too little (Bourne, Aydemir and Balanza-Martinez *et al.*, 2013). These patients are also documented to lose interest in group activities, feel worried, experience poor concentration, remain forgetful, eat too little or too much, feel "slowed down" or tied, and think about adversities such as suicide or death (Di Florio, Craddock and van den Bree, 2014).



Other studies have documented specific symptoms linked to bipolar disorder patients experiencing manic episodes. Specifically, these patients tend to feel elated, “high,” or “up,” experience increased activity, have a lot of energy, experience an increase in activity levels, and have trouble sleeping. Additionally, these patients experience fast-paced thought processes, tend to be “touchy,” irritable, and agitated, talk fast about numerous issues, and engage in risky activities such as too much expenditure (Faedda, Marangoni and Serra *et al.*, 2015). For patients experiencing mixed-feature episodes that involve both depressive and manic symptoms, they are likely to feel hopeless, empty, and sad and, simultaneously, extremely energized. In other circumstances, it has been observed that a person may be suffering from bipolar disorder even when less extreme mood swings are observed. A specific example is the case of hypomania. In such a case, Hayes, Miles and Walters *et al.* (2015) documented that the affected persons may function well and be highly productive and even fail to realize that something is wrong. However, friends and family members are likely to recognize mood alterations or altered activity levels. Should such a state be left without proper treatment, Kessing, Vradi and Andersen (2015) cautioned that the person experiencing hypomania is likely to experience severe depression or mania.

Indeed, most of the studies concur that there is no single cause of bipolar disorder. Instead, many factors have been documented to account for increased risk or the illness. According to Ostergaard, Bertelsen and Nielsen *et al.* (2013), brain structure and functioning forms one of the causes or risk factors for bipolar disorder. Specifically, the study indicated that brains of healthy persons are different from those of patients suffering from bipolar disorder. Other scholarly observations contend that individuals suffering from or diagnosed with other mental disorders have different brains from those of persons diagnosed with bipolar disorder (Parker, McCraw, Hadzi-Pavlovic and Fletcher, 2013). Other reports suggest that bipolar disorder is linked to the role of genetics. For example, Tsitsipa and Fountoulakis (2015) observed that bipolar disorder is associated with individuals with certain genes. However, some studies caution that the role of genes in accounting for the occurrence of bipolar disorder is worth analyzing because the presence of the condition in one of the identical twins may not necessarily imply that the remaining twin is likely to suffer from this condition (Pompili, Gonda and Serafini *et al.*, 2013). Lastly, Miller, Dell’Osso and Ketter (2014) documented that family

history plays a leading role in shaping trends in the occurrence of bipolar disorder. In particular, the study suggested that children with siblings or parents with a history of bipolar disorder stand high chances of developing the illness when compared to their counterparts whose family histories do not reveal the presence of the disorder in parents or siblings. Thus, bipolar disorder is linked to three major causes or risk factors. These causes include the role of genetics, brain structure and functioning, and family history or the role of heredity. Despite the criticality of these affirmations, the emerging trend is that mixed outcomes accrue from these observations. Therefore, the examination of causes or risk factors for bipolar disorder remains an ongoing debate and specific and precise causes are yet to be documented vividly. From the risk factor perspective, Bourne, Aydemir and Balanza-Martinez *et al.* (2013) observed that several issues may act as triggers or increase the risk for developing the condition, especially for first episodes. Specific risk factors that were documented include alcohol or drug abuse and periods of high stress in situations such as traumatic events or the death of a close person.

From the treatment perspective, the study by Di Florio, Craddock and van den Bree (2014) indicated that the control motivation is to gain better control of the patients' symptoms, inclusive of mood swings. Other studies contend that effective treatment plans meant for bipolar disorder patients ought to combine talk therapy or psychotherapy with medication. According to Faedda, Marangoni and Serra *et al.* (2015), this combination is informed by affirmations that bipolar disorder remains one of the renowned lifelong illnesses; with episodes of depression and mania coming back or recurring over time. Whereas some people may experience lingering symptoms between episodes, others tend to be free from mood changes (Hayes, Miles and Walters *et al.*, 2015). Hence, the need for treatment and therapeutic application to persons suffering from bipolar disorder cannot be overemphasized.

From the perspective of medications, Kessing, Vradi and Andersen (2015) observed that those that are used include antidepressants, typical antipsychotics, and mood stabilizers. In relation to psychotherapy, proponents hold that it is worth combining the practice with medications. Through psychotherapy, healthcare providers and practitioners offer guidance, education, and support to patients and their families. Common practices that psychotherapists embrace include psychoeducation, social and interpersonal rhythm therapy, family-focused therapy, and cognitive behavioral therapy (Ostergaard, Bertelsen and Nielsen *et al.*, 2013). Other treatment options have also been documented. For example, Tsitsipa and Fountoulakis (2015) reported that electroconvulsive therapy (ECT) has proved successful when applied to patients diagnosed with bipolar disorder. Specifically, ECT assures relief for individuals experiencing severe symptoms and even failed to recover in response to other treatments. The study by Parker, McCraw, Hadzi-Pavlovic and Fletcher (2013) indicated further that ECT as a treatment option for bipolar disorder gains applications in situations where taking medications is deemed risky due to the presence of other medical conditions; inclusive of pregnancy. In another observation, Pompili, Gonda and Serafini *et al.* (2013) focused on some of the side effects arising from ECT as a treatment option for patients suffering from bipolar disorder. The study highlighted that ECT is likely to cause side effects such as memory loss, disorientation, and confusion. Hence, the need for qualified health professionals to discuss with patients about risks and benefits of ECT cannot be overemphasized.

Sleep medications have also been observed to constitute other treatment options at the disposal of patients diagnosed with bipolar disorder. However, a failure to improve in sleeplessness requires a change in medication; with sedatives prescribed in situations where the problem continues (Di Florio, Craddock and van den Bree, 2014). Supplements have also been documented as other medications for treating bipolar disorder. However, Bourne,

Aydemir and Balanza-Martinez *et al.* (2013) observed that in-depth research is yet to be received regarding the effectiveness of natural or herbal supplements in treating bipolar disorder. From the management perspective, Miller, Dell'Osso and Ketter (2014) observed that patients or their families ought to keep life charts. In particular, this recommendation arose from affirmations that mood changes could still occur even in the wake of proper treatment. Thus, the decision to keep a life chart implies that the patient or their families are better placed to monitor life events, sleep patterns, treatments, and daily mood symptoms that aid in tracking and treating the condition most effectively.

According to Faedda, Marangoni and Serra *et al.* (2015), effects associated with bipolar disorder are far-reaching and may stretch from the patients' lives to those of families, communities, or persons around them. In particular, the illness affects one's physical health, relationships, school, and work life. From the economic and community-based view, bipolar disorder has been affirmed to yield significant reductions in productivity. However, suicide remains the most severe and dominant effect of bipolar disorder. Specifically, it has been reported that 25-50 percent of individuals diagnosed with bipolar disorder are likely to attempt suicide; with an average of about 11 percent of the patients committing suicide (Kessing, Vradi and Andersen, 2015). Physical effects of bipolar disorder have also been documented. These effects include diabetes, heart problems, blood pressure, weight gain, poor overall health, unexplained crying spells, aches and pains, persistent lethargy, and social withdrawal. Co-occurring disorders have also been observed to be present in patients suffering from bipolar disorder. In the study by Hayes, Miles and Walters *et al.* (2015), it was revealed that some of the co-occurring disorders linked to bipolar disorder include migraine headaches, metabolic syndrome, disruptive disorders, and conduct disorders. Others were noted to include ADHD, anxiety disorders, alcoholism, and substance abuse. Ostergaard, Bertelsen and Nielsen *et al.* (2013) concurred that bipolar disorder could lead to secondary effects such as economic ruin arising from job loss, self-harm (in terms of self-mutilation, burning, and cutting), and sexually transmitted diseases arising from risky and unprotected sexual escapades.

## Conclusion

In summary, this paper has examined issues such as the causes, signs and symptoms, effect, treatment, and types of bipolar disorder. Notably, the condition is a mental illness demonstrated by one or more episodes of mania, multiple episodes of depression, and intense mood swings. Should the illness go untreated, it is likely to worsen. The worsening state is reflected by an increase in the severity and frequency of the length and number of cycles. This paper has established further that most of the treatment and therapy practices involving individuals diagnosed with bipolar disorder are likely to delay due to the failure to recognize symptoms in time. Furthermore, delayed treatment, as revealed by the majority of studies, tends to arise from the patients' reluctance to seek treatment or therapy. Major types of bipolar disorder include Bipolar I Disorder, Bipolar II Disorder, Cyclothymic Disorder and other unspecified and specified bipolar. Signs and symptom of the condition include depressive episodes such as little energy and trouble in sleeping. Additionally, manic episodes imply that patients feel elated, "high," or "up," experience increased activity, have a lot of energy, experience an increase in activity levels, and have trouble sleeping. In relation to the causes and risk factors of bipolar disorder, most of the past scholarly studies point to the role of genetics, brain structure and functioning, and family history or the role of heredity. Additionally, triggers include alcohol or drug abuse and periods of high stress in situations such as traumatic events or the death of a close person. Medications include antidepressants, typical antipsychotics, and mood stabilizers. Notably, psychotherapy has been documented to

play an important role in complementing medications. Specific approaches include psychoeducation, social and interpersonal rhythm therapy, family-focused therapy, and cognitive behavioral therapy. Effects of the illness range from physical health to relationships, school, and work life. The implication for healthcare practitioners, providers, and families with bipolar disorder patients is that early intervention and regular monitoring of symptoms (via life charts) play crucial roles in ameliorating adversities associated with the condition.

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## Contemporary Medical Complications due to Adolescent Pregnancy

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### Abstract

*In contemporary society, one of the social problems that have been documented to be distributed globally involves adolescent pregnancy. The social problem is not only distributed around the world but also comes with many significant challenges both for the mother and the baby, with developing countries observed to be the worst hit. It is also notable that the outcome and risk of adolescent pregnancy forms one of the undeveloped and developed regions' major public health problems, especially in terms of neonatal and maternal mortality and morbidity. Hence, the recommendation that this paper makes involves some of the means on how to make adolescent pregnancy safer, especially after discerning that it is associated with several risks and complications both on the side of the mother and that of the baby. Particularly, the study recommends the need for community, family, and individual care. As indicated earlier, most of the adolescent mothers are seen to lack power, income, experience, education, and knowledge when compared to their adult counterparts. As such, the study recommends that programs that should be embraced are those that should be out to respond to these challenges that many adolescent mothers face.*

### Introduction

In contemporary society, one of the social problems that have been documented to be distributed globally involves adolescent pregnancy. According to Kirbas, Gulerman and Daglar (2016), the social problem is not only distributed around the world but also comes with many significant challenges both for the mother and the baby, with developing countries observed to be the worst hit. It is also notable that the outcome and risk of adolescent pregnancy forms one of the undeveloped and developed regions' major public health problems, especially in terms of neonatal and maternal mortality and morbidity (Assefa, Abiyou and Yeneneh, 2015). In adolescent groups aged between 15 and 19, recent statistics demonstrate that complications that occur during labor and pregnancy account for the second most frequent causes of death and that most of the babies born to the documented age group also stand a higher risk of dying – compared to their counterparts born of women aged between 20 and 24 years (Ayele, Gebregzabher and Hailu et al., 2018). This paper seeks to examine the high risk of adolescent pregnancy and complications, with a motivation to recommend some of the strategies that, if implemented, might reflect feasible solutions to the perceived prevalence of adolescent pregnancy and its associated complications on the mothers' and babies' sides.

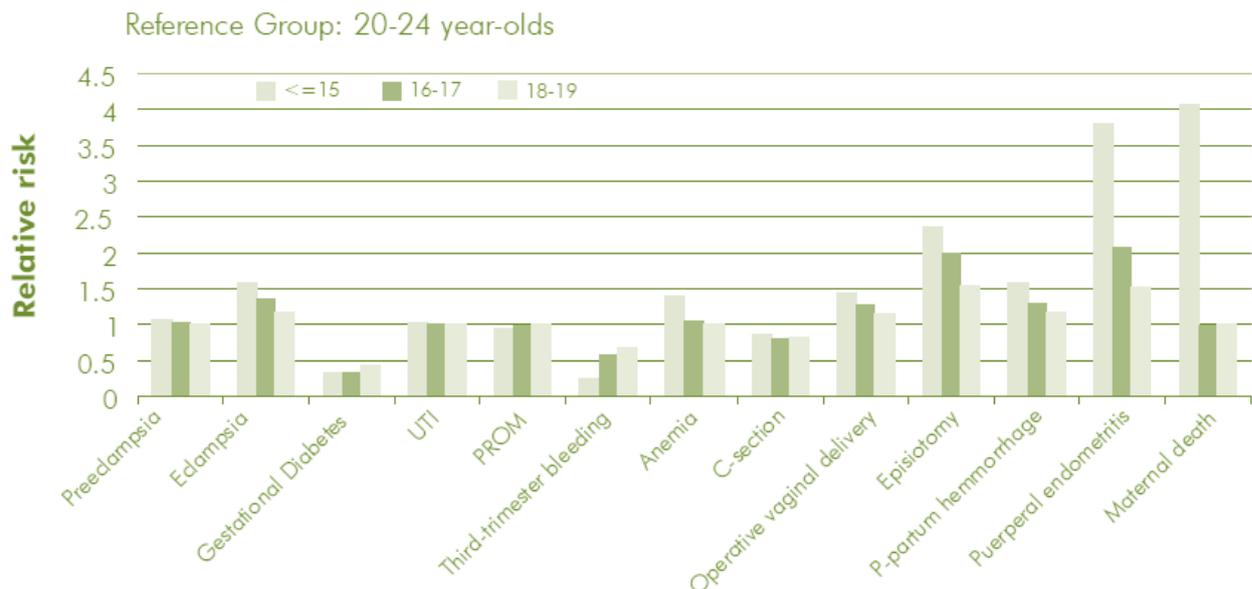
From some of the recent scholarly studies, findings demonstrate that adolescent pregnancy is not only a public health concern but also a medical issue that is likely to pose negative consequences on the physical and social development of the mother (Azevedo, Diniz and Fonseca et al., 2015). For these studies, these effects, upon accumulation (if adolescent pregnancy trends, prevalence, and incidents are not checked), could alter a given society's reproductive quality (Kawakita, Wilson and Grantz et al., 2016). From these observations, it is evident that adolescent pregnancy comes with physical and social challenges and that the studies are informative and contributory to literature. Particularly, the assertions sensitize audiences regarding complications surrounding adolescent pregnancy in relation to subjects about risk factors, preterm births, labor and delivery, and nutrition and weight. However, it is

also notable that most of the literature fails to address several issues. Some of the issues that are yet to receive in-depth analysis in relation to the subject of adolescent pregnancy and complications include current trends in adolescent pregnancy in different regions, specific risks and complications that different adolescents of different ages and exhibiting different demographic characteristics experience, how socio-demographic variables shape adolescent pregnancy, and feasible solutions that could be adopted to address the incidence and prevalence of adolescent pregnancy, as well as its associated complications.

## Methods

- ✓ The central research question is, what are some of the risks and complications experienced in adolescent pregnancy? The study's specific research questions are stated as follows:
  - ❖ What are the current statistical trends in the prevalence of adolescent pregnancy in various demographic groups?
  - ❖ What is the relationship between gestation during adolescence and birth weight among children born of teenage mothers?
  - ❖ What are some of the feasible solutions that healthcare systems could adopt and implement to minimize high risks and complications of adolescent pregnancy?

## Results



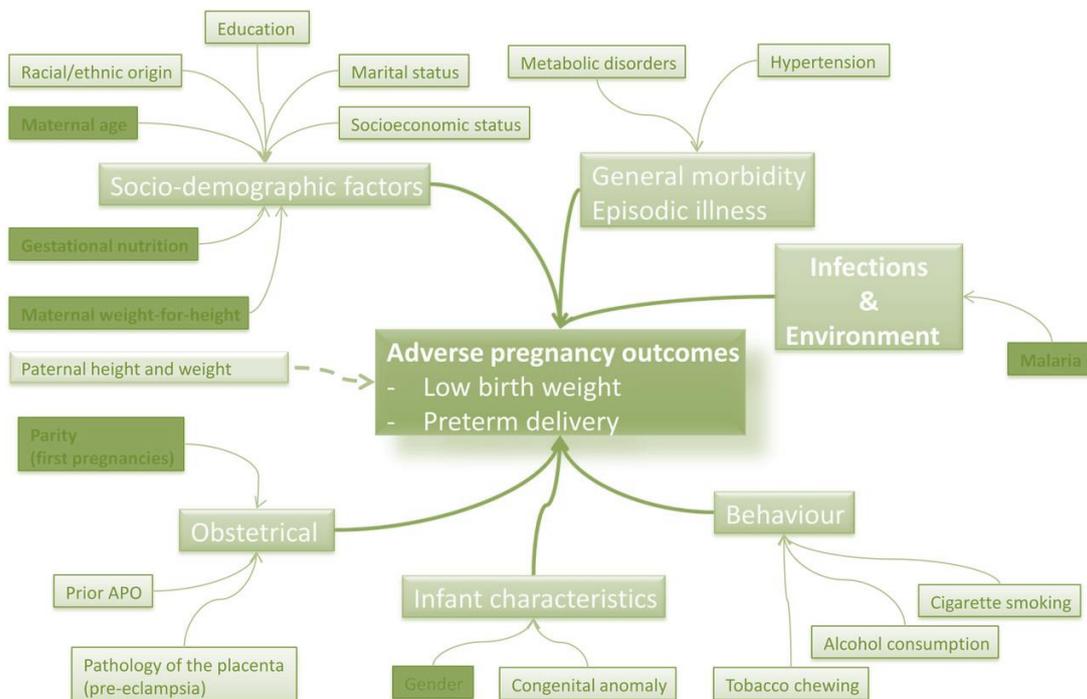
Whereas most of the pregnancies are associated with maternal anemia, most of the recent primary research outcomes suggest that pregnant adolescents are more likely to, or exhibit a significantly higher rate of having anemia, outweighing their adult counterparts (Kirbas, Gulerman and Daglar, 2016). Geographically, these statistical outcomes have been reported by cross-sectional, prospective, and retrospective studies in regions such as Uruguay, Sri Lanka, and Australia (Leftwich and Alves, 2017). More statistical outcomes demonstrate that most of the pregnant adolescents likely to have anemia have the majority of the population coming from developing countries, with the risk documented to be lower in developed regions.

Compared to adult mothers, adolescent mothers have been found to stand a higher chance of having infections such as pyelonephritis, chorioamnionitis, and urinary tract infections (UTIs) (Maly, McClendon and Baumgartner et al., 2017). Narukhutrpicai,

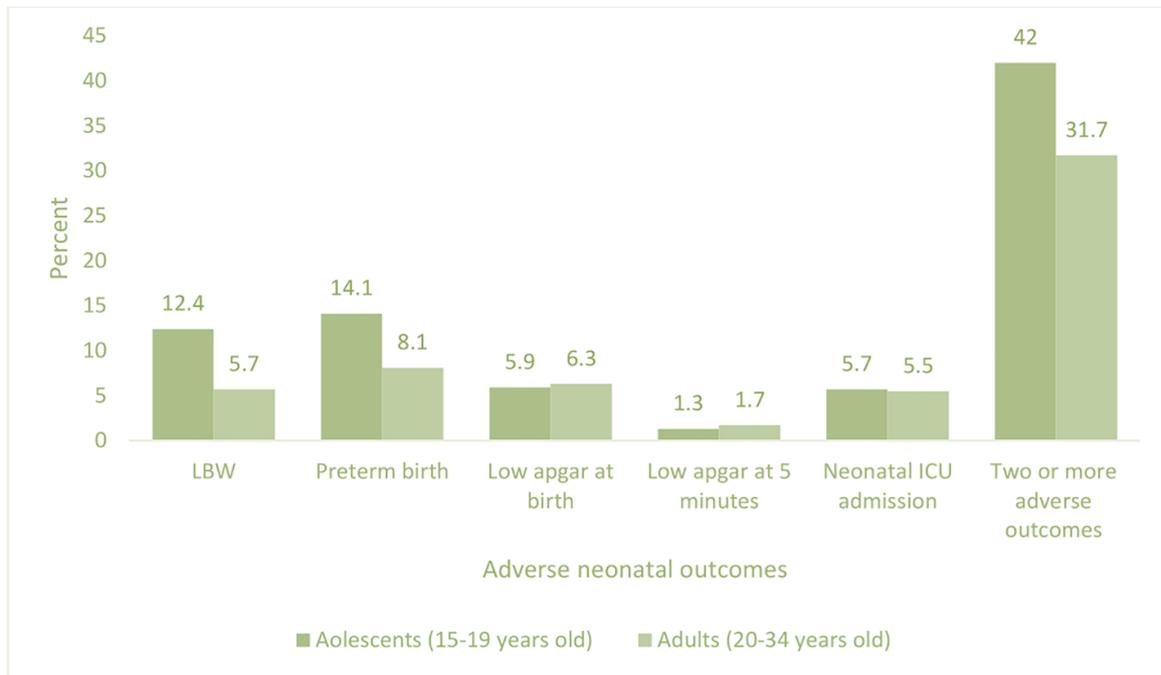
Khrutmuang and Chattrapiban (2016) observed further that compared to mothers aged 20 to 46, those who are aged between 15 and 19 are more likely to have *Plasmodium falciparum* malaria, with Usynina, Postoev and Odland et al. (2018) documenting further that most of the adolescents aged 14 to 18 are more likely to have *Chlamydia trachomatis*.

With many studies establishing that most of the pregnant adolescents experiencing excessive weight gain and an elevated pregnancy body mass index (Yuce, Aker and Seval et al., 2015), primary research outcomes hold that there is an increased risk of postpartum febrile morbidity. For these studies, there is a significant association between postpartum febrile morbidity and morbid obesity (Assefa, Abiyou and Yeneneh, 2015), with Ayele, Gebregzabher and Hailu et al. (2018) documenting that the latter condition dominates most of the pregnant adolescents in developing regions.

In pregnant adolescents, most of the retrospective primary investigations that have been conducted in developed and developing regions suggest that there is likely to be a significant increase in eclampsia and preeclampsia. For example, Azevedo, Diniz and Fonseca et al. (2015) observed that in young mothers, there is likely to be an elevation in preeclampsia, especially in the group aged between 13 and 16.



Thorough primary investigations reveal consistent data outcomes relative to the adolescent mothers' modes of delivery. Particularly, very young adolescent mothers are more likely to undergo higher rates of cesarean delivery. It is also notable that in developing countries such as Nigeria and India, the risk of operative vaginal delivery (OVD) is higher (Kawakita, Wilson and Grantz et al., 2016). Insights regarding the subject of postpartum depression demonstrate that most of the pregnant adolescents are at high risk to experience postpartum depression, both in the second and third month of postpartum and during pregnancy (Kirbas, Gulerman and Daglar, 2016).



For both the neonate and the mother, risks have been documented to be incurred in relation to preterm deliveries. For example, Leftwich and Alves (2017) observed that most of the pregnant adolescents are likely to have preterm deliveries, with country economic status found to play a less significant moderating role. As such, it can be inferred that for pregnant adolescents, chances of experiencing preterm deliveries remain high regardless of whether they are in developing or developed countries (Maly, McClendon and Baumgartner et al., 2017).

In young maternal age, especially that which involves pregnant adolescents, primary studies have demonstrated that there is a significantly higher risk of low birth weights compared to their adult counterparts (Narukhutrpicchai, Khрутmuang and Chattrapiban, 2016). The situation involving low birth weights has been observed to be compounded further by the factor of being a single mother (Usynina, Postoev and Odland et al., 2018).

In the offspring, many primary research outcomes contend that children who are born of adolescent mothers are more likely to be at risk for Pervasive Developmental Disorders (Yuce, Aker and Seval et al., 2015). Indeed, these disorders entail delays in many basic skills' development, including the use of one's imagination, the ability to communicate, and the ability to socialize with others (Assefa, Abiyou and Yeneneh, 2015). Additional insights demonstrate that in infants of adolescent mothers, the frequency of neonatal respiratory distress syndrome is higher. For investigations that have focused on congenital malformations, evidence points to increased risks of fetal malformations (Ayele, Gebregzabher and Hailu et al., 2018).

Based on the results documented above, this research paper infers that adolescent pregnancy poses an increase in the risk for both the infant and the mother. Particularly, most of the pregnant adolescents are at risk of conditions such as postpartum depression, emergency cesarean delivery, preeclampsia and eclampsia, and anemia. Also, most of these young mothers are likely to experience inadequate breastfeeding initiation. Another common theme that this study has established involves an increase risk of low birth weight and preterm birth in the neonate and mother, respectively. Also, adolescent pregnancy is seen to pose a significantly higher risk of respiratory distress syndrome.

During pregnancy, adolescent mothers are seen to be associated with an increase in the risk for such complications due to several reasons, both social and biological. For example, adolescents might not be fully grown and developed, implying that most of those who are pregnant are neither at an ideal pre-pregnancy height nor pre-pregnancy weight (Azevedo, Diniz and Fonseca et al., 2015). In such circumstances, many primary studies contend further that such mothers are unlikely to gain the recommended weight during pregnancy. It is also notable that most of the adolescent mothers are less likely to access financial means of attaining higher education levels of education, a social problem that exacerbates the aforementioned problems because the majority could end up engaging in cases of drug use and smoking while also having inadequate prenatal care, poor nutrition, and more cases of poverty (Kawakita, Wilson and Grantz et al., 2016). Indeed, the latter factors account for the documented higher risks of obstetrical problems.

## Conclusion

Indeed, the recommendation that this paper makes involves some of the means on how to make adolescent pregnancy safer, especially after discerning that it is associated with several risks and complications both on the side of the mother and that of the baby. Particularly, the study recommends the need for community, family, and individual care. As indicated earlier, most of the adolescent mothers are seen to lack power, income, experience, education, and knowledge when compared to their adult counterparts. As such, the study recommends that programs that should be embraced are those that should be out to respond to these challenges that many adolescent mothers face. For example, knowledge about recognizing signs of complications and regarding forms of pregnancy complications needs to be disseminated to communities, families, and pregnant adolescents. In so doing, many of the pregnant adolescents might deliver while being assisted by skilled health care providers. Also, sexuality education and life skills education should be provided to adolescent mothers to increase their decision-making abilities. Through clinical and outpatient care via skilled health workers, it is projected that many lives of newborns and adolescent mothers would be saved, especially by diagnosing and treating anemia and reducing low birth weight and other adverse outcomes. In the future, scholarly studies ought to focus on the impact of the recommended interventions on shaping the incidence and prevalence of complications among adolescent mothers or pregnant adolescents in different geographical and demographic environments.

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## Nurturing Organizational Citizenship Behavior Through Employee Engagement

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### Abstract

*The unique composition of a new management concept known as Organizational Citizenship is being hailed as a breakthrough. One of the most intriguing management ideas that have emerged in recent years is the notion of a learning organization. Organizations are putting out efforts to promote organizational citizenship behavior (OCB) in their employees to attain a highly engaged workforce. The issue of OCB (Organizational Citizenship Behavior) and its relevance in current times was the focus of this investigation, which looked into the subject. The extent to which five fundamental job characteristics of the Job Characteristic Model (JCM) contribute to organizational citizenship, as well as the influence of employee involvement and commitment on organizational citizenship behavior (OCB) in the context of organizational citizenship, are discussed in greater detail. The modern employees, in addition, is becoming more interested in intrinsic benefits that go beyond the monetary remuneration provided by a job. Accordingly, the purpose of this study is to investigate the relationship between organizational citizenship behavior (OCB), workplace spirituality (WS), and job performance (JP) in a non-Western setting, specifically in an Indian setting.*

**Keywords:** Organizational Citizenship, Indian setting, Job Characteristic Model, employee participation.

### 1. Introduction

Employees are in high demand in today's professional environment, which is defined by high performance, effective organizations, and effective management. When it comes to achieving these goals, Organizational Citizenship has a substantial impact on the likelihood of success. The definition of organizational citizenship behavior (OCB) given by Bateman and Organ (1983) is as follows: an effective role behavior that is not part of an employee's routine job description, that cannot be measured through an organization's evaluation system, and that the presence of such behaviors cannot be enforced by management (Organ, 1988). Cooperation among employees, arriving to work earlier and departing later, assisting others, utilizing organizational resources with care, and promoting happiness throughout the organization are examples of aspects of organizational citizenship that are not explicitly stated in the mission statement (Turnispeed & Rassuli, 2005). Employees, according to Nemeth and Staw, are driven to go above and beyond the requirements of their positions (1989). The authors argue that organizational citizenship may assist businesses in improving

performance and gaining a competitive edge because it drives workers to go above and beyond the requirements of their positions.

Organizational citizenship behavior is critical for attaining success in today's competitive environment because it allows businesses to accelerate their progress toward innovation and more productive ways of doing things. Organizational citizenship, as emphasized by Organ (1988), contributes to the effectiveness of organizations as well as to the production of new resources for these organizations. The job characteristic model (JCM), as detailed in detail by Hackman and Oldham (1975), outlines five key employment characteristics (Task variety, task identity, task significance, task autonomy, and task feedback). The underlying notion behind the implementation of this strategy was that an employee's degree of motivation is directly proportional to the amount of work that has been assigned to that individual. Motivational feelings that those who believe in them, can never be connected with a monotonous task or a difficult situation. Only a well-defined and difficult job can provoke such strong feelings in employees. The importance of the task, the responsibility for the outcome, and the actual knowledge of the consequence are three psychological states that an employee experiences, according to Hackman and Oldham (1975). Five key job qualities of JCM impact these three psychological states (or knowledge of the outcome).

Employee engagement and retention are positively influenced by the core job characteristic of a JCM, according to the research. Our research will look into Organizational Citizenship Behaviors (OCB), specifically its five most discussed categories (affection, courtesy, conscientiousness, sportsmanship, and civic virtue), as well as how it can be related to the Job Characteristic Model (JCM), which has five dimensions of responsibility (task variety, task identity, task significance, task autonomy, and task feedback). Additionally, the model incorporates the critical link between Organizational Citizenship behavior and employee engagement, which is defined as an employee's physical and emotional attachment to his or her work as well as his or her commitment to his or her own goals as well as the goals of the organization. Additionally, the model incorporates the critical link between Organizational Citizenship behavior and organizational effectiveness.

## **2. Employee Participation and Involvement**

The difficulty of establishing and executing workplace regulations that will promote employee engagement and productivity is one that businesses confront in today's fast-paced corporate environment. The ability of employees to engage in their jobs has long been recognized as being crucial to the individual success of employees in their places of employment. Businesses cannot fulfill their business plan objectives, which are crucial for improving the overall performance of the organization unless their workers are actively involved in the process (Campbell & Wiernik, 2015).

Employee motivation and engagement have been proven to be enhanced by workplace spirituality (WS), which has been highlighted as one of the most important aspects in ensuring employee motivation and engagement in organizations, according to a previous study. As a consequence, it is vital to comprehend the value of WS inside a corporation. A

crucial component of staying focused on one's profession is overcoming psychological obstacles that have arisen as a consequence of the changes that have occurred in the workplace and must be addressed to remain productive. According to the conclusions of academic studies undertaken over the past two decades, the psychological contract that exists between workers and their employers is insecure and unstable. Several outcomes have been seen as a consequence of the process, including reengineering, downsizing, and the introduction of new technology. It is now widely acknowledged that workplace spirituality is required at both the individual and organizational levels to repair the disruption in the psychological contract and foster the meaning of workplace spirituality in the workplace and that this is true at both the individual and organizational levels. Employers are now confronted with several challenges as they strive to engage and retain employees in an uncertain and competitive market.

Employee spirituality in the workplace is one of the strategies that can be utilized to engage employees while also creating a feeling of belonging in the workplace. Workplace spirituality, in particular, is designed to encourage employees to go above and beyond their professional obligations, which has the potential to foster positive change in an organization where the link between the workplace and its people is heightened, as previously said. It is vital to put a major focus on the spirituality of performance management to improve employee engagement. A greater level of employee involvement, as a consequence, increases worker performance while also influencing the overall corporate citizenship of the organization.

### **3. Organizational Citizenship Behaviour (OCB)**

It is undoubtedly true that organizations cannot gain a competitive advantage just via the production of products or the provision of services; on the other hand, human resource management is very vital. Therefore, in today's environment, many businesses put a great value on employee engagement, motivating employees to make a positive contribution to the attainment of organizational goals. Excessive role behavior, also known as OCB, has attracted considerable attention in recent years since it has been linked to enhanced organizational performance and increased employee retention in several studies (Walz & Niehoff, 2000). OCB is also becoming increasingly popular because organizations are realizing the importance that extra-role behavior plays in the success of their organizations, as well as the fact that organizations that rely solely on written roles and behaviors are weak and incapable of surviving in today's dynamic environment, in which innovation and the ability to be spontaneous are required at all times (Wyss, 2006). There are two key areas of employee behavior to consider: behavior while doing one's work responsibilities and behavior while not performing one's job responsibilities.

The difference between employee in-role conduct and extra-role conduct is that the former is task-dependent behavior that must be performed in all situations because it is part of the employee's job description, whereas the latter is behavior that goes above and beyond regular norms and is not stipulated in the business's regulations. Individuals who do not engage in these types of activities will not face any consequences or be held accountable for their

failure to do so. It was Denis Organ who originally proposed the concept of Organizational Citizenship in the mid-1980s. Organizational Citizenship is a kind of behavior that goes above and beyond one's job description. According to Organ (1988), organizational citizenship behavior (OCB) is "individual activity that is discretionary, not immediately or explicitly acknowledged by the formal incentive system, and that, taken together, enhances the proper running of the organization." According to the definition, it is "individual conduct that fosters the efficient operation of an organization." Offering voluntary help to colleagues and going the extra mile for the success of the firm without expecting any reward or credit may be termed Organizational Citizenship (OCB). Globally, organizational citizenship covers all forms of good organizational behaviors, whether or not they are part of a specific (written) job description, and they must be shown by everyone who works at their place of employment, regardless of their position or title. A newcomer's understanding of the internal structure of the organization, assisting fellows in completing their assigned tasks, and performing tasks that are not part of their job description but contribute to the overall performance of the organization are all examples of organizational citizenship behavior (OCB) in action.

#### **4. Defining Employee Engagement and Organizational Citizenship Behavior**

Kahn (1990) defines employee engagement as the physical, emotional, and cognitive connection that a person has with his or her work, which is characterized as the employee's psychological presence mixed with his or her uncommon ardor and enthusiasm in carrying out organizational responsibilities. Researchers use various measures of engagement, such as interest and zeal, while performing work in their studies, and they also link it to a variety of other variables, such as employee turnover rate, the extent to which customers are satisfied, customer loyalty, and to a lesser extent financial criteria's satisfaction and loyalty (Harter, Schmidt, & Hayes 2002). The existence of energy, involvement, and self-efficacy in the process of doing work is characterized as contrasted to the presence of burnout characteristics such as exhaustion, cynicism, and inefficacy. An organization's financial success and profitability are significantly influenced by its employees' level of engagement (Bates 2004; Richman 2006).

But the unfortunate reality of today's world is that employee involvement is on the wane, as both businesses and workers tend to have a more materialistic view of the world and their roles in society. There is a significant disengagement gap in today's workplace, which may be seen in many ways. To evaluate the level of employee involvement in the United States based on a range of different measuring criteria, the Gallop organization conducted a series of studies. According to the results, 20% of employees were disinterested in their jobs at their places of employment, 54% were indifferent to their work-related duties, and just 26% were actively involved in their jobs at their places of employment, according to the findings (Coffman, & Harter, 2005). As a result of employee engagement, they are more likely to take part in corporate citizenship activities. This is because corporate citizenship behavior focuses on employee involvement and secures their commitment, which is obviously beyond the scope of any firm. According to the author Rukkhum (2010), there is a positive relationship

between employee engagement and corporate citizenship behavior (OCB). Following up on what has been said earlier, there are several features of OCB that have been proposed by various researchers. Six characteristics are particularly important when it comes to narrowing down the scope of all work. These characteristics include altruism (helping others), sportsmanship, loyalty to one's employer (organization), compliance with rules and regulations, civic virtue, taking the initiative (at the individual level), and a strong focus on one's development. Defining altruism as the act of actively supporting others or solving concerns is straightforward. Under the context of an organization, loyalty refers to a commitment to the organization and its members, particularly in tough conditions. Taking initiatives personally is the OCB element that is most closely related to employee engagement, and it comprises going the extra mile to make a positive impact (Dicke, 2010). However, there are several counter-arguments to this connection that have been raised in the literature.

Employee engagement, according to Robinson, Perryman, and Hayday (2004), exhibits elements of both Organization Citizenship Behavior (OCB) and employee commitment, but it is not the same as either of these behaviors because employee engagement is a two-way street. Organization Citizenship Behavior (OCB) and employee commitment are two different behaviors. Employees are aware of the company's activities, even though they are not actively participating, and neither employee commitment nor organizational citizenship behavior reflects these traits. Specifically, Williams and Anderson (1995) argued that the claim of "two-way nature" made by Robinson et al. (1995) was wrong (1991). They were in direct contrast with Robinson's concept of organizational civic behavior, which he had developed (OCB). One of the reasons for OCB's success, they claim, is because all employees are treated fairly. They also believe that the organization's regulations and processes are equitable, among other things. According to (Saks, 2006), OCB differs from employee engagement in that OCB includes voluntary acts that are not required as part of someone's work responsibilities, whereas employee engagement is a formal function that an employee performs regularly. OCB is defined as "voluntary acts that are not required as part of someone's work responsibilities." To be sure, going above and beyond one's job description is not something that should be expected of a person in that position, but Dicke agreed with Saks on this point (2010). Taking the initiative to go the additional mile, according to him, is a common definition of employee engagement, and it is something that is done voluntarily.

### **5. The relationship of OCB and EE**

OCB (Organizational Citizenship Behavior) and Employee Engagement (EE) are two important aspects to consider when it comes to human resource management (EE). Tangerang's industrial sector is investigating the relationship between organizational culture and employee engagement (EE) on employee performance (Mansoor. 2012). The goal of this study is to determine the relationship between organizational culture and employee engagement (EE). There are 200 participants in this study, which is carried out using a quantitative approach to collect data. Using the AMOS 23 software, data is collected by the

delivery of questionnaires to respondents, and then the findings are analyzed using Structural Equation Modeling (SEM). A statistically significant effect of OCB on EE and EP has been discovered, according to the results of this investigation. As shown by this study's results, employee engagement may have a significant influence on employee performance and may even operate as a mediator between organizational culture and individual employee performance. From these data, it is possible to conclude that the manufacturing sector in Tangerang must prioritize its employees for them to increase their OCB and EE, which would in turn improve their overall performance in the organization (Susilo, H., Hermawan, and Thamrin, H. M. (2020). (OCB) is defined as an action that is not required as part of an employee's formal job obligations but is advantageous to the overall success of the business.

Employees who volunteer to do tasks or professions that are beyond the scope of their normal job responsibilities to advance the company's goals and benefit the company are entitled to overtime pay (Robbins and Judge (2013). The title "antecedents and consequences of employee engagement revisited," show, among other things, that job characteristics (primarily skill variety) and perceived organizational support have a significant impact on employee engagement levels. Work engagement, in a similar vein, influences organizational citizenship behavior as well as job satisfaction, organizational commitment, and the chance of abandoning a job or a firm. The Utrecht Work Involvement Scale (UWES) was used in a cross-sectional study of 102 people who worked in a range of firms and roles to assess their level of engagement at their jobs (Saks (2019).

A study on the title of the mediating role of employee engagement and organizational citizenship behavior for the effect of ethical leadership on employee performance using 120 non-star hotel employees in the Sarbagita area of Bali. The study used 120 non-star hotel employees in the Sarbagita area of Bali. Employee engagement was shown to have a positive and statistically significant association with corporate citizenship behavior, according to the findings of the research Sugianingrat et al. (2019). The relationship between employee engagement and corporate citizenship behavior was examined using data collected from 522 employees of four Thai companies, with employee perceptions of human resource development techniques serving as a moderating factor. A positive relationship was found between employee engagement and each component of corporate citizenship behavior examined, according to the findings of the research. By contrast, the strongest association was found between OCB and civic virtue (which are both components of OCB). The study also confirmed that there is no necessity for the moderating impact of human resource development strategies on the relationship between employee engagement and total business profitability (Rurkkhum & Bartlett, 2012).

A study conducted in Rwanda and Uganda (both Sub-Saharan African countries) on the role of engagement, employee empowerment, and trust in enhancing organizational citizenship behavior found that when analyzing employees' perspectives. A cross-sectional survey approach was used to gather quantitative research information for this study, which resulted in 376 respondents from both countries providing quantitative research information (Byaruhanga and Othuma, 2016). It is generally necessary for employees to engage with their

jobs and with their firms. Even though their work does not use the word "employee engagement" directly, it understands the importance of employee engagement and the relationship between engagement and organizational success (Katz and Kahn 1966). "Work-related engagement," is defined as "a pleasurable, fulfilling, work-related state of mind that is characterized by liveliness, dedication, and absorption Schaufeli et al. (2002)." According to the findings of, Kahn's model is favorably linked with engagement, and the psychological traits of meaningfulness, safety, and availability are all positively connected with engagement (May et al. 2004).

## **6. Engagement implies to Organizational Performance**

Engagement, according to, is the first step before commitment. Their definition of employee engagement is a favorable attitude of employees toward their firm and its ideals, characterized by employees' comprehension of the business environment and an effort to improve job and organizational performance. They define employee engagement as follows: More importantly, this study emphasizes the need for two-way communication when it comes to employee participation (Robinson et al. 2004). The defined employee engagement as the simultaneous presence of three characteristics in workers, namely, their performance on the job, their citizenship behavior, and their participation in the workplace (Newman and Harrison (2008). Engaged employees have a positive attitude toward the company, have a positive emotional reaction to the organization, and are proactive in connection with the achievement of organizational goals for customers, colleagues, and other stakeholders (Cook, 2012). One of the most important aspects of these principles is the concept of helpful behavior, which may be defined as "voluntarily aiding others with, or preventing the creation of, work-related issues." OCB is responsible for the organization's success or failure. Organizational justice is the most important factor in shaping the attitudes and working behaviors of workers. An employee who believes that the company is unjust will have a poor attitude and perform a negative OCB (Podsakoff et al. 2000).

Employer engagement is a method of approaching the workplace that fosters conditions that encourage all members of an organization to give their best effort each day, to be committed to their organization's goals and values, and to be motivated to contribute to the organization's success while also experiencing an improved sense of their well-being. The expectation is placed on employees who are highly engaged that they will not only perform at a higher level but will also go above and beyond the scope of their job description as well. The result is the concept of organizational citizenship conduct, which refers to work behavior that goes above and beyond the expectations of one's job scope (Osborne, Schrita, and Mohamad S. Hammoud 2017).

A non-banking financial institution (NBFI) in Coimbatore is the subject of the study, and the participants are employees of the NBFC. The descriptive research design was used in this study, and it is the most prevalent kind of research design used in scientific studies. The findings of this study are based on primary data collected from respondents who worked for an NBFC company in Coimbatore and agreed to take part in the study. The data analysis was

carried out using statistical methods, and the hypothesis was tested using Regression and Bivariate Correlation, among other approaches. It is clear from the results of the study that employee engagement dimensions have an impact on organizational commitment and that there is a considerable degree of connection between them (Latha 2017). In another study, the researchers hypothesized that there is a positive relationship between employee engagement and a high rate of return on investment. The information was gathered through the use of a standardized questionnaire that was distributed to the various Cadres of employees working at the headquarters of a large construction company with its headquarters in Chennai. A total of 250 people responded. The statistical processes that were used were a bivariate correlation, multiple regression, and percentage analysis, amongst other things. There is a statistically significant relationship between employee engagement and overall company profitability, according to the results of the study, according to the findings of the study. The report strongly recommends that companies increase their operating cash flow by focusing on employee engagement as a key component of their overall strategy (A. Sridhar 2014). An online survey with 200 participants, including managers and non-managers from both public and private sector firms, was conducted and the findings were released as a consequence.

The regression and the z-test, which are both statistical tests, were used in this study to compare the means, which is a statistical test. OCB is found to be higher among employees in public sector organizations when compared to employees in private sector organizations, and job satisfaction increases or decreases as a result of an increase or decrease in OCB. Specifically, the purpose of this study is to look into the application of organizational culture in private sector organizations (Sharma et al. 2011). Specifically, the goal of this study was to evaluate the relationship between employee engagement and organizational commitment, as well as the relationship between counterproductive work behaviour (CWB). There were 507 responses to the survey out of a total of 550 responses from employees in the service sectors in Yogyakarta, Indonesia, it was discovered (with an 82 percent response rate). Additionally, this finding revealed that there were no differences in employee engagement between male and female employees in this study. In this particular instance, the mean score on the OCB and CWB differs between males and females, demonstrating a gender difference in performance.

Employee engagement and organizational commitment, it has been postulated, to have a direct link with each other, and organizational commitment has a direct association with employee engagement (OCB). The convenience sampling technique was used in this research, and the data was gathered from a sample of 100 faculty members from private engineering universities, with the results being published online. The research design used in this study is descriptive in nature, and the scope of the investigation is limited to the city of Lucknow As a result, faculty members at these private schools are more closely associated with one another in terms of job satisfaction, organizational commitment, and engagement, as well as dedication to their jobs. They can work to their full potential and perform better because of the increased incompetence level, which ultimately results in improved organizational performance and increased production (Bhatla, 2013)

Job satisfaction and organizational citizenship behavior (OCB) were found to be positively and significantly related to perceptions of justice, according to the findings of the regression analysis, whereas perceptions of justice were found to be positively and significantly related to organizational citizenship behavior (OCB) (OCB). According to the findings of this study, perceptions of justice, job satisfaction, and organizational citizenship behavior (OCB) are all important components of an organization's overall success. Specifically, the results are evaluated in terms of their theoretical and practical applicability (S. Hidayah and H. Harnoto, 2018). The relationship between servant leadership and organizational culture, organizational commitment, and organizational behavior, as well as the relationship between servant leadership and employee performance. It also looked at the relationship between servant leadership and OCB, as well as the relationship between servant leadership and employee performance, and the relationship between servant leadership and employee performance.

Organizational culture had a significant impact on organizational behavior but had a non-significant impact on employee performance; organizational commitment had no impact on either OCB or employee performance, and organizational behavior had an impact on employee commitment but had no impact on organizational culture or employee performance (W. Harwiki 2016). The link between employee engagement and performance at technical institutions in Kenya, to determine the relationship between the two. As a consequence, the study team set out to examine the link between employee engagement and employee performance. According to the findings of this study, there is a relationship between employee engagement and performance in the workplace. This research contributes to theory by investigating empirically the extent to which this link exists. Originality/importance This is the first study in Kenya to look at the relationship between employee engagement and employee performance in technical institutions, and the findings are promising (Koech, C. J., and Cheboi, J. 2018). It explored the reasons for organizational citizenship behaviors by employing data from 196 part-time instructors, who participated in the research. Employee job satisfaction has a beneficial influence on organizational citizenship behaviors (OCB), whereas turnover intentions damage OCB, according to the results of this research. It was discovered via this study that occupational commitment had no effect on either turnover intentions or occupational commitment behavior and that this was not statistically significant. This research also identifies some of the most significant difficulties that must be addressed when managing part-time employees in service-oriented businesses (Kong 2009). The relationship between corporate citizenship and organizational citizenship behaviors from the perspectives of social identity and resource allocation, and he concluded that the study model was effective (OCBs). Perceived legal citizenship and thought ethical citizenship were shown to be positively associated with OCB, whereas perceived discretionary citizenship was found to be negatively associated with OCB (Lin 2010).

## **7. Conclusion**

From the above analysis and reviewing of the paper and journal, we came into the conclusion. It finally shows the relationship, impact of EE and OCB. Collaboration among workers, getting to work earlier and leaving later, aiding others, using organizational

resources with care, and encouraging pleasure within the company are examples of corporate citizenship that are not specifically expressed in the mission statement. Organizational citizenship behavior is critical for attaining success in today's competitive environment because it allows businesses to accelerate their progress toward innovation and more productive ways of doing things.

The Job Characteristics Model (JCM) is a set of five fundamental job characteristics that are described in detail. According to the literature, one of the most important characteristics of a JCM is that it encourages corporate citizenship. In this study, we will look into Organizational Citizenship Behaviors (OCB), specifically the five most commonly discussed categories of these behaviors (altruism, courtesy, conscientiousness, sportsmanship, civic virtue). According to Kahn (1990), employee engagement is described as the existence of energy, involvement, and self-efficacy in the process of completing work. An organization's financial success and profitability are significantly influenced by its employees' level of engagement. As a result of employee engagement, they are more likely to take part in corporate citizenship activities. This is because corporate citizenship behavior focuses on employee participation and ensures their commitment, which goes beyond the boundaries of any business.

Employee engagement, according to Robinson, Perryman, and Hayday (2004), exhibits elements of both Organization Citizenship Behavior (OCB) and employee commitment, but it is not the same as either of these behaviors in and of itself. According to Saks (2006), organizational citizenship differs from employee engagement in that organizational citizenship includes voluntary acts that are not required as part of someone's work responsibilities, whereas employee engagement is a formal function that an employee performs regularly.

Organizational citizenship has gained in popularity and significance in recent years as a consequence of its value to the general well-being of a company. The goal of this study was to examine organizational citizenship and its impact on key performance indicators such as job satisfaction, employee engagement, and employee commitment, as well as other issues. Last but not least, it may be said that OCB is a product of the four fundamental features of JCM (task diversity, task identity, task importance, and task autonomy). On the other hand, the essential issue of task autonomy was brought to light, revealing that, although it is positively connected with OCB, it may also result in resource mismanagement when not used properly. As far as the final feature of JCM is concerned, namely task feedback, there has been no progress toward reaching an agreement. In addition, the research has discovered a significant relationship between corporate citizenship and employee engagement, which has been confirmed by the findings.

The higher the degree to which an employee is engaged in his or her work, the greater the possibility that the individual will participate in good citizenship. Several academics have provided opposing insights on the link between employee commitment and organizational commitment. The two structures have been revealed to have a statistically significant link, according to some experts. Many have stated that employee dedication serves as a mediating

variable in the relationship between the two parties. Employee commitment can be divided into two types: emotional commitment and normative commitment. Emotional commitment is a type of commitment that is based on feelings. Affective commitment is the most common kind of employee engagement. The higher the level of emotional and normative commitment, the greater the likelihood that organizational citizenship will be shown. On the other hand, employee commitment to staying on the job is not positively associated with OCB, and some even argue that it is unrelated to it.

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