

An Emperical Study on Employee Mental Health and Wellness

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ABSTRACT

The terminology “mental health and well-being” was selected based on reviewing definitions from other leading authorities. The World Health Organization defines mental health as “a state of wellbeing in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community. Mental health is not necessarily of face having a negative connotation rather it can be multifaceted. Good mental health can improve the quality of life while the poor mental health can worsen it .With the covid-19 getting most of the family and professionals in one way to others has grown manifold. A survey was conducted by Gi group that only 14% of the employers surveyed were found to have policy and mechanics receptive to mental health and wellness. There were around 54% of the respondents where there was no formal policies and mechanisms for mental health and this is a big area of improvement for the corporates.

Key words: *connotation, multi-faced, manifold, respondents, mechanisms, mental health*

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I. INTRODUCTION

Mental health and stresses at the workplace can be a fact to arrange a physical illness like hypertension, diabetes, cardiovascular conditions and many other. In addition to this poor mental health can also lead to burnout among the employees which seriously affects the ability to contribute meaningfully in both the personal and professional lives.

Work related stress is a major cause of the occupation in health which also means increased thickness absence high staff and accidents due to human error. Stress is one of the adverse reaction people have to excessive pressures or other type of demand that is placed on them. There is a clear distinction between pressure which can be motivating factor and stress which can occur when this pressure becomes excessive. Some occupations are at more risk of mental health problems and other. A study was conducted in Netherlands map to skulls levels against the face of her to have an idea about the risk of stress and mental health for different occupation. Highest levels were correlated with a higher risk for mental ill health.

WORKPLACE MENTAL HEALTH AND WELL BEING POLICIES

Employees are the most valuable asset so the employers must provide dedicate support services to employees to benefit from counselling and other interventions for positive mental health. Employees must in show that the employees have all the access to treatment for mental health problems wherever it is needed. The workplace must be assessed periodically through appropriate service conducted ethically for any stress. And then based on the workplace stress service conducted they must initiate programs to cover the following.

OBJECTIVES OF THE POLICY

- ❖ To evaluate and control organisation factors that can contribute to work related stress.
 - ❖ To Implement stress and burnout prevention and management programs for the employees as well as early return detection and support programs to deal with alcohol or mental health problems once they have occurred to ensure that an employee can contribute meaningfully to himself his family and the work.
 - ❖ To enhance the productivity of business by providing educate support system to the employees who are facing any mental health deviations.
 - ❖ To minimise disability among the employees by providing them specific interventions against conditions like stress, depression, anxiety and many more related problems.
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- ❖ To develop and implementation of a workplace mental health policy and program will definitely benefit the health of employees and increase the productivity of the company also it will contribute to the well being of the community.
- ❖ To initiate psychological intervention courses along with the stress management training and promotion of health interventions have a positive impact on the mental wellbeing of the employees.

WHY TO FOCUS ON MENTAL HEALTH AND WELL BEING?

The world and organisation defines mental health as a state of wellbeing in which the individual realizes his her own abilities and can cope up with the normal stresses of life can work productively and fruitfully and realize to make a contribution to his or her community. Researchers have looked at the concept of wellbeing as having components of happiness life satisfaction and emotional social and psychological flourishing. The focus this brief on mental health and well being so as to acknowledge the full continuum that employees may experience from mental illness to the absence of mental illness to positive well being and thriving. An individual may move from one end to the another of his continuum with the fluctuations in work abilities occurring from time to time or across a lifetime. Employers may benefit by considering supports for people in all areas of the continuum. Whether young or old the importance of mental health total well being can never be overstated. Psychological wellness is affected it can cause negative behaviours that may not only affect the personal health but it also compromises the relationship with the others so the few benefits of good mental health are a stronger ability to cope with life stressors, a positive self image, healthy relationships, better productivity, and higher quality of life. Mental health greatly correlates with the personal feelings about oneself. A person whose mental is more likely to focus on the good things in themselves. They will hone in these quality and will generally have ambitions that strives a happy wealthy and healthy life. Dealing with any kind of depression or any other mentally impacts a productivity level. If you feel mentally strong you work in a more productive way and more efficiently with a higher quality of work. Good mental health gives you a higher quality of life and it also can give you room for greater participation in community building.

HOW CAN THE ORGANISATION IMPROVE MENTAL HEALTH?

Mental health awareness in the workplace is nothing new. It's probably because it's impact can be detrimental to business success. There are many organisations that already recognise the value in supporting their workers mental health and well being through their employee benefits. The more than 8 in 10 employees say their employees provide at least one mental health offering according to a report commission by the American heart association. But just talking about the mental health isn't always enough on its own. There are about 57% of the people who say that if their employer practically supported their mental health it would have been helpful to them to feel more loyal and be more productive in the office rather than focusing on how to help their own mental health and take less time off work. The different ways by which an employee can help the employees to improve the mental health in the workplace.

First by feeling the negative, according to the article of 2017 Harvard health block accepting negative emotional experience rather than judging them can lead to fewer harmful emotions when confronted with daily stressors.

Secondly making daily connections, sudden transformation to remote workplace leave many workers continuously toggling between the personal and professional duties. As a result of this new dynamic many employees usually find themselves missing out on social benefits of going to work each day but with the little extra effort these relationships don't have to be a thing of the past. I can use zoom meetings slack conversations in other useful technology in order to check on each other.

Thirdly we must continue progressing towards big goals. It is very necessary to reveal its priority and alter objectives as needed specially during the nationwide crisis like covid-19 pandemic. Even when time does not allow you to work towards your long term goal as much as you would like to find small ways to continue moving towards the big picture ambitions.

Get enough sleep, most of the studies suggest a strong correlation between insomnia and clinical depression. You must and show the body receive enough time to rest and reboot through the night which is crucial for mental health. The employees must set realistic targets, it's inevitable that we are not going to hit every target the aim for and that's okay. Goals should stress us but should also be achievable. We must be realistic in our situations so we do not feel like we are falling all the time. Try to find out the moments to celebrate specially when the times are tough. Workplace mental health support is essential to improve the work force mental health and decrease the employee's absenteeism.

United States Government agencies who offered high levels of mental health support reported 10.3% less present then those who offered low levels of support. In addition to this the levels of absent did not increase implying that the employees were getting held here day by day while companies for reduction in presentism and absentism. The two areas of change for the companies to invest in mental health namely are education and intervention programs.

In UK a study found on the educational campaign let to increase employment for people with depression greater access to mental health services and greater help seeking intentions. Then it was found that the return of investment of a mental health awareness campaign in UK that the campaign lead to increased retainability and attractive recruitment for the people with depression due to greater access to mental health services and greater help seeking intentions. The results conducting anti stigma campaigns found that education and positive contact I the active ingredients of effective de-stigmatisation.

HEALTH METRICS

If the organisation is finding it difficult to create education material or conduct lesson throughout this work from home period health matrix is offering wellness webinar to provide the employees with the foundation of mental health. The wellness webinar can provide the appropriate coaches to help the user the discussion about mental health among employees while directing organisation of on mental health policies.

II. CONCLUSION

Giving sufficient working conditions with added benefits can improve the mental health and well being and improve work force in the company. Employee wellbeing does not only limit the mental but also the physical well being of the person working.

Due to the covid-19 outbreak the employees have been working from home. These things also demotivated the employees and also impacted the employees health and well beings.

Mentoring, introducing health benefit schemes, giving work flexibility and encouraging work developments are among the few solutions for better employees health and wellness.