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A Study on the Factors Increasing Mental Health Issues of Employees at Workplace

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ABSTRACT

This study has been done to study about the Mental Health issues of employees at workplace. As the employees are an integral part of the organization so the research study is important to know if they are being availed to the necessary mental health resources at their workplace. The concept of Mental Health refers toyour emotional, psychological and social well-being. It can affect employee's each and every stage of life and Impact how they Think, Feel and Act.It also helps to decide how we handle stress. Mental health is as important as our physical health and also at every stage of life from childhood and adolescence through adulthood. The effect of mental health problems in the working environment has genuine outcomes for the person as well as for the efficiency of the organization.The purpose of this study is to compare myths and misconceptions about mental health problems with factual information&Ensure that health plans offered to all employees include adequate mental health coverage, and discuss mental health issues in the workplace.

Keywords:Mental Health, Issues, Workplace

1. Introduction

Mental health is a condition of prosperity where in an individual gets their own capacities, can adapt to the typical burdens of life, can work gainfully and productively, and can make a commitment to their local area. The effect of mental health problems in the working environment has genuine outcomes for the person as well as for the efficiency of the venture. Employee execution, paces of disease, non-attendance, mishaps and staff turnover is completely impacted by workers' emotional well-being status.

Mental health issues can run broadly, from gentle mental hardships like low disposition, rest troubles, or extreme concern to serious mental problems like schizophrenia, bipolar confusion, or extreme misery. Since milder mental medical issues are undeniably more normal in the work environment, they represent a bigger level of the adverse consequences on employees and employers.

There are many motivations behind why mental health has become such a gigantic issue in the working environment today; however one element is that many cases go unnoticed until they become serious. While numerous businesses are currently prepared to detect indications of actual sickness, mental health issues can be more challenging to distinguish. Here are a few normal signs that somebody might be battling with their psychological well-being working.

2. Review Papers

[1] Austin and Pisano (2017) found initial longitudinal evidence in companies with multiyear programs of managers reporting multiple benefits to organizations beyond the originally hypothesized reputational enhancement for the companies; these benefits include productivity gains and quality improvement, as well as higher levels of innovation and employee engagement. Yet, a qualitative study of neurodiverse employees and workplace challenges highlighted problems with accessing workplace social capital, such as in being able to effectively communicate or work through problems with their managers (Jolley, 2018). A Fortune 500 company recently demonstrated that providing enhanced workplace social supports improved hiring, performance.

[2] (Burton, et al., 2008; chima, 2005.) Depression and other mental health disorders have a sizeable impact on the health, quality of life and productivity of millions of individuals worldwide, most often in their prime years of productivity. However, with many significant scientific advances over the last half century, the diagnostic features, clinical course, and patterns of morbidity for depression and other mental health conditions are now well understood and a range of reliable treatments exists for virtually every such disorder.

[3] Sharma & Gupta (2012) studied job Stress & Employee Burnout and concluded that stress is the spice of life and the absence of stress makes life dull, monotonous and spiritless. There is in-fact growing evidence that people need a certain amount of simulation and that monotony can bring on some of the same problems as over-work.

[4] Chithra (2013) studied the relationship between Stress, Work-Life Balance and Work Alienation among women employees of Kerala State Government in Trivandrum district; it was an effort to identify the causes and impact of Stress on the Work-Life Balance and whether the feeling of being alienated is felt by the women employees. The sample for the study consisted of women employees working in ten different directorates. The result of the correlation analysis showed that the variables Personal factors, Occupational factors and Family factors have a significant positive correlation with Work-Life Balance.

[5] Kapoor (2011) studied on the relationship of Work Stress on Organisational Effectiveness observed that Role Stagnation, Role Erosion, Role Isolation, Role Overload, Personal Inadequacy and Self Role Distance in two organisations. Analysis of the study depicted that employees of both the organisation had Organisation Role Stress but the organisation having higher Role Efficacy showed higher Organisational effectiveness. This depicted that, with higher Role Efficacy in the organisation, the employees were more effectively integrated and there was better potential of effectiveness among the employees. To observe the relationship between Role Stress, Role Efficacy and Organisation Effectiveness; a correlational analysis between dimensions of Organisation Role Stress and Organisation Effectiveness was done on the total sample of both the organisation and its employees. It was found that there is a negative correlation between most of the dimensions of Role Stress and dimensions of Role Efficacy. Role Efficacy has positive relation with Organisational Effectiveness; Role Stress affects the Organisational Effectiveness. Role erosion, Role Overload, Role Stagnation and Inter Role Distance were the most common role stressors in an organisation. Role Erosion, Role Overload, Role Ambiguity showed positive correlation with helping relationship. The analysis proves that a strong social support network can be critical to help through the stress of tough times.

3. Research Methodology

The universe considered for this study is the entire employees of the organization. This study is exploratory in nature considering its objectives and scope of the study. Convenient sampling method is adopted in order to collect the data. Response has been taken from 50 sample size from an organization. Primary and secondary tools of data collection have been used to collect the data. Questions were circulated over the targeted sample and response was taken for data analysis. Here are the questions and responses received for that.

1. How is your quality of sleep?

Table 1:How is your quality of sleep?

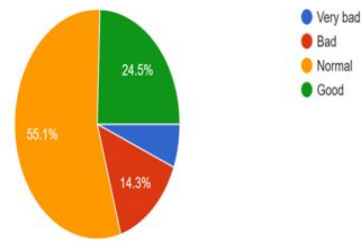| Particulars	Frequency	Percentage (%)
Very Bad	03	06
Bad	07	14
Normal	27	55
Good	13	25
Total	**50**	**100**

Fig.1 – How is your quality of sleep?

2.How many hours do you sleep per day?

Table 2:How many hours do you sleep per day?

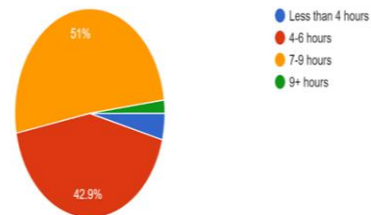| Particulars	Frequency	Percentage (%)
Less than 4 hours	02	04
4-6	22	43
7-9	25	51
9+ hours	01	02
Total	**50**	**100**

Fig.2–How many hours do yo

3.Do you felt so worried about something that you were unable to sleep at night?

Table 3: Do you felt so worried about something that you were unable to sleep at night?

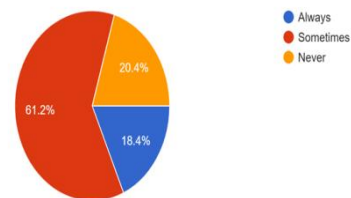| Particulars	Frequency	Percentage (%)
Always	09	18
Sometimes	31	62
Never	10	20
Total	**50**	**100**

Fig. 3–Do you felt so worried about something that you were unable to sleep at night?

4.Have you ever feel that you have mental health issues because of work load?

Table 4:Have you ever feel that you have mental health issues because of work load?

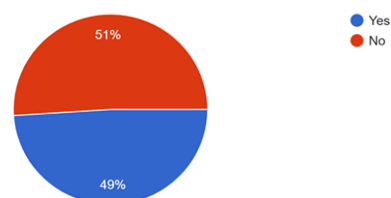| Particulars	Frequency	Percentage (%)
Yes	24	49
No	26	51
Total	**50**	**100**

Fig. 4–Are all the employees treated fairly?

5.Do you get frustrated and irritate because of work burden?

Table 5:Do you get frustrated and irritate because of work burden?

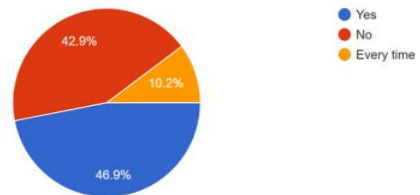| Particulars	Frequency	Percentage (%)
Yes	23	46
No	22	43
Every time	05	10
Total	**50**	**100**

Fig. 5– Do you get frustrated and irritate because of work burden?

6. Would you be interested in having access to more mental health resources at (company)?

(Such as mindfulness classes, meditation, stress reduction workshops, etc.)

Table 6:Would you be interested in having access to more mental health resources at (company)?

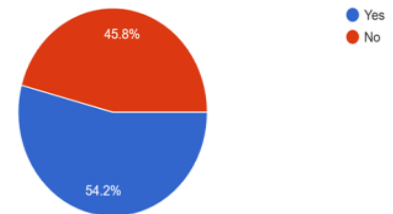| Particulars	Frequency	Percentage (%)
Yes	27	54
No	23	46
Total	**50**	**100**

Fig. 6– Would you be interested in having access to more mental health resources at (company)?

7.Do feelings of anxiety or discomfort around others bother you?

Table 7: Do feelings of anxiety or discomfort around others bother you?

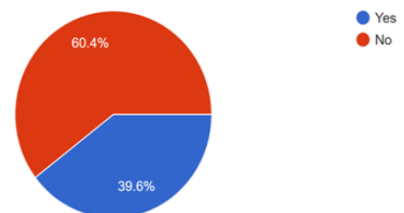| Particulars	Frequency	Percentage (%)
Yes	20	40
No	30	60
Total	**50**	**100**

Fig. 7– Do feelings of anxiety or discomfort around others bother you?

8.Do you feel that you do not have enough time for yourself because of the time you spend on your work?

Table 8:Do you feel that you do not have enough time for yourself because of the time you spend on your work?

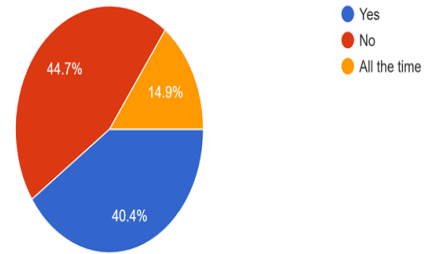| Particulars	Frequency	Percentage (%)
Yes	20	40
No	22	45
All the time	08	15
Total	**50**	**100**

Fig. 8- Do you feel that you do not have enough time for yourself because of the time you spend on your work?

9.How would you rate your mental health?

Table 9: How would you rate your mental health?

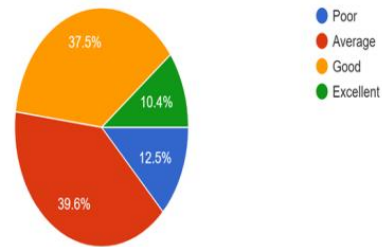| Particulars	Frequency	Percentage (%)
Poor	06	12
Average	20	40
Good	19	38
Excellent	05	10
Total	**50**	**100**

Fig. 9- How would you rate your mental health?

4. Results and Conclusion

Results:
- The respondents agree that they are having normal quality of sleep which is agreed by 55.1% of them while compared to others.
- The respondents agree that they spent 7-9 hours of sleep each day which is agreed by 51% of them.
- The respondents agree that they always feel worried about something that they were unable to sleep at night which is agreed by 61.2% of them.
- The respondents agree that few of them felt mental health issues because of work load.
- The respondents agree that they are frustrated and irritated because of work burden which is agreed by 46.9% of them.
- The respondents agree that they were interested in having access to more mental health resources at organization which is agreed by 54.2% of them.
- The respondents agree that they do not have enough time for themselves because of the time they spend on their work which is agreed by 40.4% of them.
- The respondents agree that they do not have enough time for them because of the time they spent on their work which is agreed by 40% of them.
- The respondents agree that they rated their mental health as average which is agreed by 39.6% of them.

Conclusion:

According to my study, the conclusion is that employees can assume a significant part in the emotional wellness of people where there is a company culture where everyone feels included. It is necessary to give information about the mental health issues of employees at workplace because it is very harmful for the organization. Also influences workplace helpfulness and unpleasant work space conditions are connected with a higher power. This study adds to the improvement mental health through unfortunate working conditions, can upgrade individuals with reasons, healthy self-appreciation worth/confidence, and monetary assets. According to me in any organization a lot of employees are suffering from mental issues because of work burden, lack of appreciation, low confidence, lack of communication skills, low levels of support for employees, inflexible working hours and limited participation in decision-making.

In this study the company should provide method for giving substantial support for employees who battling with their mental health issues.Likewise company can find alternate way to establish intellectually safeguarded working climate.

According to employees the company should modify policies and practices for employees who are suffering mental health issues.

The company should be vulnerable to mental well-being battles as a pioneer opens the entryway for employees to feel open to talking with employees about their mental health challenges.

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