



EMPLOYEE MENTAL HEALTH

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ABSTRACT:

Employee mental health has emerged as a key problem in modern workplaces, impacting individual well-being, organizational productivity, and overall societal health. Employees with positive mental health are better able to concentrate on tasks, make decisions efficiently, and collaborate effectively with colleagues. When individuals feel good about their work environment and their contributions to the organization, they are more likely to experience job satisfaction and remain committed to their roles. A healthy mindset encourages creativity and innovation among employees. Positive mental health promotes positive interactions among team members, fostering a supportive and collaborative work culture. Employees are more likely to communicate effectively, resolve conflicts constructively, and offer assistance to one another when needed. When employees feel mentally well, they are more likely to engage in healthy behaviors, such as regular exercise, proper nutrition, and adequate sleep, leading to overall improved health and well-being. The following article provides a thorough overview of the various aspects of employee mental health, including problems, remedies, and the need for organizational action. Addressing these challenges involves a holistic approach that includes individual-level techniques like resilience training and mental health education, as well as organizational-level treatments like creating supportive work environments and implementing flexible work policies.

KEYWORDS: Mental Health, productivity, wellness, General Happiness, Employee Morale.

INTRODUCTION :

Every human being searches for a peaceful mind and comfort to survive their life. From the past to present times people have been giving foremost priority to their mental health. Nowadays it plays an important role in every aspect, even a person's success is based upon their mental health. Hence the healthy mind of a person gives a general happiness and helps them to achieve their social objectives. A person is also responsible to the society physically and psychologically. A mental health of a person is not only giving and spreading a nice feeling to others it's about how a person manages their/ her emotional feelings. There's a link between our physical and mental health.

If a person has a healthy mental health, he/she may have a positive change on their physical health. By encouraging a sound mental health it'll improve the overall quality and standard of a person's life. If a person has a good mental health, they can have an improved well-being and they can experience a sense of self satisfaction in life. If a person has a mental illness like stress, depressions etc...it'll directly impact their ability to perform effectively. By ensuring a person's mental health it'll increase their concentration and focuses of persons life, which helps them to succeed personally and professionally. By keeping their mental health in good condition it'll help to maintain a stronger relationship socially and personally in a person's day to day life. Those challenges related to mental health are too hard to manage but with a healthy mental health he/ she can bounce back very easily.

Since employee mental health plays a major role in the work life of an employee, there are lot of issues if the employee well-being and mental health levels are low. Employers must create a convenient environment where employees are able to share their problems, because while sharing the problems with the other persons the half of the stress will be relieved. There must be an open-door policy. If there is a lack in mental health the employee will show less interest in working and it'll reduce their ability to work effectively.

These days the major issues are related to lack of healthy mental health of a person than comparing to physical problems. From one year old children to sixty-year-olds are having psychological problems. If one year old child has a lot of mental issues, then vast number of problems will be there for people who goes to work. Yes, there will be lot and lot of issues will be there for the persons who works in an organization.

International Review :

- **Suzuki Kenshu and Uchiyama Makoto (2004)** conducted a study about "Mental Health Status, Shift Work, and Occupational Accidents among Hospital Nurses in Japan" They have conducted the questionnaire survey with the 12-item General Health Questionnaire and targeting the 4,407 nurses who are working in the 8 general hospitals in Japan, the questionnaire is asked just to improve the work

environment of the nurses and to prevent the medical errors. For the past 12 months the percentage of nurses with good and poor mental health and groups had experienced the occupational accidents.

- **Wilhelm A Kay, Kovess Viviane, Rios-Seidel Carmen (2004)** conducted research on “work and mental health”. The research has found that, the type of occupation has a great impact on the causes of stress, anxiety and depression. In this research they have found that three occupations have the highest rate of suicides they are: lawyers, teachers and counsellors and secretaries. Mr. Charlton investigated over 13000 suicides and 25200 natural deaths in England and Wales. Only the doctors, nurses and veterinarian doctors have a higher rate of suicides when comparing to this health care workers have highest rates of suicides.
- **Chopra Prem who works in the University of Melbourne (2009)** did research on “Mental Help and the Workplace: Issues for Developing Countries”. According to the definition, Health refers to "a state of wellbeing in which the individual is able to work productively and fruitfully, and is able to make a contribution to his or her community". The key component of the health and the emotional well-being is the capacity to work. The reduced workplace productivity is associated with the Common Mental Disorders (CMDs). The impact on the emotional well-being which is associated with the significant adverse of the workplace stress and is also linked with an increased risk of CMDs.
- **Goetzel Ron, Agnew Jacqueline, Hologue Calliope and Roemer Enid (2018)** conducted research on “Mental Health in the workplace: A call to Action Proceeding from the Mental Health in the Workplace”. This article offers the better addressing for both the scientific and humanistic rationale and it is often neglected topic in mental health in the workplace. To protect and promote the building cultures of health at the workplace should be health and safety, enhance performance and reduced the socially harmful behaviors. Establishing and the maintain the healthy work place cultures which can prevent the tragedies occurring and encourage the distress to benefit from the evidence-based interventions un- encumbered by the stigma associated with the care seeking.
- **Richard Sarah and Grima Francois (2019)** carried out research on Coping with “Mental Health Conditions at work and its impact on self-perceived Job Performance”. The purpose of this article is to examine both the impact of mental health condition on the self-perceived job performance and the individuals with the mental health conditions cope with their conditions at work. The individuals struggle of the growing number with the mental health conditions at the work, which is impacting in the both organization and the employees.

Significance of the Study :

The human body hears everything that its mind says. Thus, health is the state of healthy mind. When a person seems with good mental health, he can lead a trouble-free life. Hence people who are all working should pay attention to their mental health. Many things may affect the employees mentally and physically and it causes major loss to them. Most of the organizations works to enhance their employee’s mental health. Employers are organizing many programs and workshops related to employees’ mental health. By initiating this kind of activity employees are more likely to work in the organizations.

Aim of the Study :

To study the Employee Mental Health among the employee’s private company limited, Hosur.

Objectives :

1. To know the demographic details of the employees
2. To identify the common issues employees, face due to their poor mental health
3. To know the relationship between mental health and employee morale

Research Design :

The researcher will be using descriptive research design, to examine as well as evaluate the current study, The descriptive methodology was used. The scholar chose a descriptive research design to showcase the features but also the significance of different studies. This approach aims to systematically collect the information to describe the behaviour and to clarify the identified samples utilized in the study.

Universe and Sampling :

The respondents from the current study will be the employees working in Private Company Limited located in Hosur. The total population of the employees was totally 2,500. The sampling size for this study consists of 70 respondents. Probability Sampling Technique was used by the researcher since the researchers was aware of the total population. From the total population of 2,500, researcher selected 70 samples using the stratified disproportionate simple random sampling technique. Further the researcher adopted random numbers technique and selected 70 samples for the study.

Tools for Data Collection :

The primary tool used for data collection will be a structured questionnaire. The questionnaire will be divided into various sections to collect the demographic details, programs initiated in the organization, common issues employees face due to poor mental health, relationship between mental health and employee morale. The employee mental health scale will be evaluated and well-known, to ensure the accuracy and consistency of the results.

Table 01**GENDER AND SLEEP DISORDERS OR INSOMNIA**

It was clear from the above table that more than three fourth (70.5%) of the female respondents said that they did not feel any sleep disorders or insomnia due to poor mental health, more than half (55.6%) of the male respondents stated that they were not experiencing any sleep difficulties or insomnia caused by poor mental health. The data from the above table shows that both the female and male employees were not dealing with any sleep issues or insomnia brought on by poor mental health.

Gender of the Respondents	Sleep Disorders or Insomnia				Total
	Never	Rarely	Sometimes	Often	
Female	43 (70.5%) 89.6%	11 (18.0%) 84.6%	6 (9.8%) 75.0%	1 (1.6%) 100.0%	61 (100.0%) 87.1%
Male	5 (55.6%) 10.45	2 (22.2%) 15.4%	2 (22.2%) 25.0%	0 (0.0%) 0.0%	9 (100.0%) 12.9%
Total	48 (68.6%) 100.0%	13 (18.6%) 100.0%	8 (11.4%) 100.0%	1 (1.4%) 100.0%	70 (100.0%) 100.0%

TABLE – 02**'T'-TEST BETWEEN GENDER OF THE RESPONDENTS WITH REGARD TO VARIOUS DIMENSIONS OF WELL-BEING & MENTAL HEALTH**

Sl. No	Variable	Mean	Std. Dev	Statistical Inference
	Common Issues Female (61) Male (9)	19.90 19.00	1.630 4.899	t = 1.111 p = 0.000 p < 0.05 Significant

	Mental health & employee morale Female (61) Male (9)	25.36 26.33	3.044 3.500	t = 0.878 p = 0.127 p > 0.05 Not Significant
	Overall employee well-being & mental health Female (61) Male (9)	105.84 106.44	6.338 9.541	t = 0.251 p = 0.042 p < 0.05 Significant

The above table illustrates that there is no significant between the gender of the respondents and different dimensions of employee well-being & mental health contains the relationship between mental health and employee morale. It also states that there is a significant difference in the gender of the respondents with the dimension of common issues due to poor mental health. It was also clear from the data that there is a significant difference between the gender of the respondents and the overall dimensions of employee well-being and mental health.

Hypothesis :

Null Hypothesis (H0): There is no significant difference between the gender of the respondents in connection with the dimensions of employee well-being and mental health and overall employee well-being and mental health.

Research Hypothesis (H1): There is a significant difference between the gender of the respondents in connection with the dimensions of employee well-being and mental health and overall employee well-being and mental health

Result: Since $p < 0.05$. There is a significant relation between the gender of the respondents in connection to the overall employee well-being and mental health. Thus, the Null Hypothesis is rejected and the researcher's hypothesis is accepted.

TABLE 03

KARL'S PEARSON'S CO- EFFICIENT OF CORRELATION BETWEEN THE GENDER OF THE RESPONDENTS WITH REGARDS TO VARIOUS DIMENSIONS OF WELL-BEING & MENTAL HEALTH

Sl. No	Dimensions	Correlate Value	Statistical Inference
	Common Issues	0.133	P = 0.271 P > 0.05 Not Significant
	Mental health & employee morale	0.106	P = 0.383 P > 0.05 Not Significant
	Overall employee well-being & mental health	0.030	P = 0.803 P > 0.05 Not Significant

The above table states that there is no significant relationship between the gender of the respondents concerning various dimensions of employee well-being and mental health including programs initiated by the organization, common issues arise due to poor mental health, balancing of work life and personal life and relationship between the mental health and employee morale. It is inferred that there is no significant difference between the gender of the respondents and overall employee well-being and mental health.

Null Hypothesis (H0): There is no significant relationship between the gender of the respondents with regard to various dimensions of employee well-being and mental health and overall employee well-being & mental health.

Research Hypothesis (H1): There is a significant relationship between the gender of the respondents about various dimensions of employee well-being & mental health and overall employee well-being & mental health.

Result: Since $p > 0.05$. There is no significant between the gender of the respondents with regard to overall employee well-being and mental health. Thus, the Null Hypothesis is accepted and the Research Hypothesis is rejected.

TABLE 04

ONE WAY ANALYSIS OF VARIANCE AMONG THE AGE OF THE RESPONDENTS WITH REGARD TO VARIOUS DIMENSIONS OF WELL-BEING AND MENTAL HEALTH

SI. NO	Source	SS	Df	MS	Mean	Statistical Inference
	Common Issues					
	Between Groups	70.336	3	23.445	G1= 20.00	F = 5.383
	Within Groups	287.450	66	4.355	G2= 19.95	P = 0.002
					G3= 16.50	P < 0.05
					G4= 13.00	Significant
	Mental health & employee morale					
	Between Groups	103.797	3	34.599	G1= 24.83	F = 4.095
	Within Groups	557.688	66	8.450	G2= 27.35	P = 0.010
					G3=23.50	P < 0.50
					G4= 23.00	Significant
	Overall employee well-being & mental health					
	Between Groups	242.468	3	80.823	G1= 105.89	F = 1.840
	Within Groups	2899.018	66	43.925	G2= 107.15	P = 0.148
					G3= 100.00	P > 0.05
					G4= 94.00	Not Significant

G1- above 52

G2- 40-51

G3- 29-49

G4 – 18 - 28

We can understand from the table that there is no significant difference among the age of the respondents and different dimensions of employee well-being & mental health contain the programs initiated and balancing work life and personal life. It was clear from the above table that there is a significant difference in the age of the respondents with the dimension of common issues due to poor mental health, the relationship between mental health and employee morale. It was also clear from the data that there is no significant difference between the age of the respondents and the overall dimensions of employee well-being and mental health.

Null Hypothesis (H₀): There is no significant difference between the age of the respondents in connection with the dimensions of employee well-being and mental health and overall employee well-being and mental health.

Research Hypothesis (H₁): There is a significant difference between the age of the respondents in connection with the dimensions of employee well-being and mental health and overall employee well-being and mental health

Result: Since $p > 0.05$. There is no significant relation between the primary language of the respondents in connection to the overall employee well-being and mental health. Thus, the Null Hypothesis is accepted and the researcher's hypothesis is rejected.

SUGGESTIONS :

COMMON ISSUES DUE TO POOR MENTAL HEALTH

1. Three-fourth (75.7%) of the respondents pointed out that they were less motivated sometimes due to their poor mental health. So, we can understand that the majority of the people felt less motivated sometimes.
2. Majority (62.9%) of the respondents stated that they often felt that poor mental health leads to absenteeism. When an employee experiences mental health problems like anxiety, sadness, or stress, they might find it hard to concentrate, finish tasks effectively, or maintain a regular pattern of attendance. So, the above table shows that the majority of the employees frequently think that poor mental health leads to more absenteeism.
3. A significant majority (80%) of the respondents said they rarely felt that they were burdened or tired by continually being pressured by excessive workloads, random due dates, or a lack of clarity. So, it was clear from the above table that, most of the employees rarely shared about their burdens and tiredness.
4. A significant majority (85.7%) of the respondents said they often felt that their company uses new techniques and methods to enhance their mental health. So, it is inferred that the majority of the employees who took part in this study often felt that their company uses new techniques and methods to enhance their mental health.
5. Majority (67.1%) of the respondents pointed out that they often felt the surroundings had an impact on mental health. So, it was clear from the above table that most of the employees who participated in this research never felt that their surroundings had an impact on their mental health.

RELATIONSHIP BETWEEN MENTAL HEALTH & EMPLOYEE MORALE

1. A significant majority (88.6%) of the respondents felt often that there is a connection between the employee's health and workplace morale. So, we can understand that most of the employees have felt that there is a connection between the workplace and employee's morale.
2. Less than three-fourth (77.1%) of the respondents said they never felt their poor mental health affected job satisfaction. So, from the above table, the majority of the employees never felt that poor mental health affects job satisfaction.
3. Less than three-fourth (71.4%) of the respondents never felt that troubles with mental health create a stigma. So, it was understood from the above data that the majority of the employees never felt that their troubles with mental health had a stigma around the workplace.

Conclusion :

Organizations now appreciate the important part of their employees' mental and emotional health creates a great impact on their health and productive work environment. A happier and healthier employee does more work, which boosts efficiency and raises the standards of the output. A workforce that is mentally and emotionally balanced is more flexible and more

prepared to cope with change and maintain with competitive edge and sustainability of the company. Employees are more likely to be interested in their tasks and accomplish greater output if they appear to be well. Based on research, employees who are in a state of good mental and physical health are more productive than those who are not.