Employees Perspectives on Mental Health Well-Being: A Social Work Discipline Approach

Vedant Khedkar[1], Dr. M.N. Parmar[2]

[1]Researcher, MSW-HRM, Faculty of Social Work, Parul University, Vadodara
[2]Research Guide, Parul University, Vadodara
DOI : https://doi.org/10.55248/gengpi.6.0425.1477

ABSTRACT

In a world where mental health is becoming more and more important, this book explores the frequently disregarded viewpoint of workers and how social work concepts can be used to create a positive and encouraging work environment. In order to move the emphasis from merely treating mental health concerns to actively promoting well-being, the book explores the particular difficulties and advantages of the employee experience. This book offers a framework for social workers and organizational leaders to establish work settings that foster personal and professional growth by comprehending the social, economic, and psychological elements that affect employees' mental health. It highlights the value of empowerment, empathy, and a comprehensive approach to mental health, as well as the part social work plays in resolving structural problems that fuel employee unhappiness. In order to foster a more resilient and engaged workforce, this book acts as a call to action, urging a change toward a more proactive and human-centred approach to workplace mental health.

1. INTRODUCTION

1.1 Conceptual Foundation of Mental Health and Well-Being

The term "mental health" refers to the emotional, psychological, and social well-being that affects our thoughts, feelings, and behaviors as well as our capacity to manage stress, form relationships, and make decisions.

- **Emotional Well-being:**

This is a reference to our ability to feel, comprehend, and control a variety of emotions, such as joy, sorrow, rage, and fear.

- **Psychological Well-being:**

This pertains to our ideas, convictions, and perspectives about who we are and the world we live in, including our resilience, sense of purpose, and self-worth.

- **Social Well-being:**

This includes our capacity to engage in social interactions, build and preserve wholesome relationships, and give back to our communities.

- **Importance of Mental Health:**

Our ability to manage stress, form relationships, and make decisions are all impacted by our mental health, which is essential for general well-being and quality of life.

- **Mental Health Is a Continuum:**

There is a range of mental health, from being in a state of well-being to having mental health issues or disorders.

- **Affecting Mental Health:**

A person's experiences, lifestyle, social surroundings, and heredity are some of the variables that might affect their mental health.

- **Keeping Mental Health in Check:**

Taking care of oneself by exercising, eating well, getting enough sleep, and doing fun things can help keep mental health in check.

- **Seeking Assistance:**

Professional assistance and support are crucial if you are dealing with mental health issues.

1.2 Early Perceptions (Historical Context):

- **Ancient Times:**

Mental illness was frequently ascribed to supernatural causes, demonic possession, or divine punishment in many ancient cultures.

- **Middle Ages:**

The mentally sick were frequently treated cruelly during the Middle Ages, including being imprisoned, chained, and burned at the stake because they were thought to be dangerous.

- **Enlightenment Era:**

The creation of institutions to aid those suffering from mental illness marked a change toward a more humane approach to their care during the Enlightenment.

- **Stigmatization:**

Stigmatization and discrimination against people with mental illness continued in spite of these developments, peaking under the Nazi era in Germany.

1.3 Modern Shift:

- **Focus on Mental Illness:**

At first, mental health was seen as essentially the absence of sickness, and the emphasis was on identifying and treating mental diseases.

- **Holistic Approach:**

A paradigm shift toward a more positive and holistic view of mental health has occurred in recent decades, acknowledging the significance of total quality of life, positive psychological function, and well-being.

- **Emphasis on Resilience and Coping:**

These days, mental health is seen as a dynamic state that is impacted by a number of variables, such as social, cultural, and environmental circumstances.

- **Increased Awareness and Reduced Stigma:**

As stigma around mental health concerns has decreased and awareness of these difficulties has grown, more people are seeking help.

- **Cultural Variations:**

It's crucial to remember that cultural views on mental health and wellbeing might differ, with various communities having their own distinct mental health-related customs and beliefs.

1.4 Key Factors Influencing Perceptions:

- **Scientific Advances:**

We now have a greater grasp of mental health and mental illness because to developments in psychology, medicine, and neuroscience.

- **Social and Cultural Shifts:**

Perceptions of mental health have also been impacted by shifts in political environments, cultural values, and social standards.

- **Media Representation:**

Media representations of mental illness have the power to influence public opinion, increase stigma, or, on the other hand, foster empathy and compassion.

- **Personal Experiences:**

Perceptions can also be influenced by an individual's encounters with others who have mental illnesses or by their own experiences with mental health concerns.

- **The Role of Social Determinants**

Promoting mental health requires an awareness of social determinants, such as poverty, prejudice, and lack of resources, which can have a substantial impact on mental health and well-being.

1.5 A Social Work Perspective on Mental Health

Social workers offer the general public a wide range of direct services, from creating treatment plans for individuals battling substance abuse to counseling students with behavioral issues. This practical assistance has improved the quality of life for innumerable individuals from various socioeconomic and cultural backgrounds by empowering them to take control of their health and well-being.

Many people associate careers in social work with clinical and case management settings, but for individuals who meet the requirements, the area provides a wide range of job choices. Knowing how social work and mental health are related to one another and which positions will enable you to truly impact your community are crucial if you want to pursue a career in either field.

2. OBJECTIVES OF THE STUDY

1. To understand employees views on Mental Health well-being through the lens of Social Work practices.

2. To assess the impact of social work interventions in fostering mental health well-being in the workplace.

3. REVIEW OF LITERATURE

World Health Organization (WHO): Mental health is "a state of well-being in which an individual realizes his or her abilities, can cope with the normal stresses of life, can work productively, and is able to make a contribution to his or her community."

Sharma Aarti (2018) conducted a study on Effect of Employee Wellness Programs on Organizational Performance. Employees belonging to the hospitality industry, face a lot of stress and monotonous lifestyle due to the work culture, environment and industry demands. The night shifts and the break free work schedule turns out to be highly exhaustive for the employees if they do not devote some portion of their time for their health and well-being. Hence, the employee wellness programs are part of the organizational efforts towards the wellness of the employees. These programs are important and beneficial both for the organizations and the employees as well.

SHANMUGAM, B (2021) conducted a study on quality of work life and psychological well- being among the women employees in Indian public and private sector. There is significant difference amid profile of women employees and their quality of work life in private sector. There is significant difference amid profile of women employees and their psychological well-being in private sector. Self-acceptance and adequate and fair compensation are poorly and positively associated. Self-acceptance and safe and healthy working conditions are also poorly and positively correlated. Self-acceptance and opportunities for development are moderately and positively related. Self-acceptance and social integration are moderately and positively interrelated.

4. RESEARCH METHEDOLOGY

Research Design

The Research Design is Descriptive Research Design as it describes the 30 Employees' Perspectives on Mental Health Well-Being in Corporate Sector Vadodara. Therefore, Research Design is Descriptive Research Design.

Sample and Sampling Technique

The Sample size of the study were 30 Employees working in the Corporate Sector of Vadodara. The Sampling Technique used is The Sampling Technique used is Stratified Random Sampling as employees across different organisations and different age groups where taken.

Tool of Data Collection

Primary Tool of Data Collection-

Structured Interview Schedule is used as Primary Tool of Data Collection with Qualitative Approach consisting of Open-Ended and Close-Ended Questions.

Secondary Tool of Data Collection-

1. Focus Group

2. Research Journals

5. MAJOR FINDINGS

> It is Perceived that the Employees of Age group 20 Years to 30 Years are 18 that is 60% with Highest Ratio and the Employees of 30 Years to 40 Years and Above are 6 that is 20% with Lowest Ratio.

➤ It is Perceived that the Employees of Human Resources are 20 that is 66.66% with Highest Ratio and the Employees of Analytics, Corporate Social Responsibility, Engineering and Sales are 1 with Lowest Ratio.

➤ It is Perceived that there are 9 Employees who has Good Energy Level that is 30% with Highest Ratio and there is 1 Employees who has Good Energy Level with Lowest Ratio.

➤ It is Perceived that there are 9 Employees who has Good Mental Well-Being at Workplace that is 30% with Highest Ratio and there is 1 Employees who has Good Mental Well-Being at Workplace with Lowest Ratio.

➤ It is Perceived that Good has 12 that is 40% with Highest Ratio and Bad has 1 that is 6.7 with Lowest Ratio.

➤ It is Perceived that Overload of Work has 10 that is 33.3% with Highest Ratio and Colleagues has 2 that is 6.7 with Lowest Ratio.

➤ It is Perceived that Meeting with Boss has 10 that is 33.3% with Highest Ratio and Excessive Work Load has 5 that is 16.7% with Lowest Ratio.

➤ It is Perceived that Play Music has 17 that is 56.7% with Highest Ratio and Solution Oriented Conversation with Colleagues, Introspection has 5 that is 16.7% with Lowest Ratio.

➤ It is Perceived that Yes has 25 that is 83.3% with Highest Ratio and No has 5 that is 16.7% with Lowest Ratio.

➤ It is Perceived that Built a Good Relationship between Employees and their Heads has 8 that is 26.7% with Highest Ratio and Giving time Relaxation has 2 that is 6.7% with Lowest Ratio.

➤ It is Perceived that Inferiority Complex Given by Colleagues has 10 that is 33.3% with Highest Ratio and Work Load has 6 that is 20% with Lowest Ratio.

➤ It is Perceived that Yes has 27 that is 90% with Highest Ratio and No has 3 that is 10% with Lowest Ratio.

➤ It is Perceived that Yes has 24 that is 80% with Highest Ratio and No has 1 that is 3.3% with Lowest Ratio.

➤ It is Perceived that Yes has 25 that is 83% with Highest Ratio and No has 2 that is 6.7% with Lowest Ratio.

➤ It is Perceived that Yes has 27 that is 90% with Highest Ratio and No has 3 that is 10% with Lowest Ratio.

➤ It is Perceived that Yes has 26 that is 86.7% with Highest Ratio and No has 4 that is 13.3% with Lowest Ratio.

➤ It is Perceived that Yes has 24 that is 80% with Highest Ratio and No has 1 that is 3.3% with Lowest Ratio.

➤ It is Perceived that Yes has 22 that is 73.3% with Highest Ratio and No has 4 that is 13.3% with Lowest Ratio.

➤ It is Perceived that there are 12 Employees who are Satisfied with their Jobs that is 40% with Highest Ratio and there are 6 Employees who are not Satisfied with their Job that is 20% with Lowest Ratio.

➤ It is Perceived that there are 8 Employees who are Capable of Working under Pressure with their full Competency that is 26.7% with Highest Ratio and there are 4 Employees who are not Capable of Working under Pressure that is 13.3% with Lowest Ratio

6. SUGGESTIONS

➤ By continuing to be willing to learn, forming solid bonds with others, and keeping a positive outlook on obstacles, employees can improve their effectiveness at work.

➤ Effective tactics for both professional and personal development include focusing on critical thinking, enhancing interpersonal skills, actively listening, and proactively adopting criticism.

➤ Significant progress has also been made in the areas of leadership, task delegation, endurance in the face of adversity, and flexibility in new circumstances. Keep your curiosity about your line of work alive and pursue it. Attending every group meeting will help you achieve this.

➤ Additionally, you should ask your senior managers questions and let them know that you would like to work with other departments. Whether it's your department head, team leader, or team member, keep abreast of everyone's contributions and participate fully in conversations.

➤ This automatically improves your performance at work and establishes a credible professional rapport. On the weekend, you can be asked to put in extra hours or switch your focus from your main project to a high-priority one. Don't allow the change to interfere with your workflow.

➤ Develop your interpersonal abilities in a way that is both attractive and entrepreneurial. This makes it obvious to other workers how well you can engage with them at work.

➤ Furthermore, it goes without saying that you have an advantage when it comes to superiors assigning you more responsibility. Most crucial, pay attention to your body language and demonstrate empathy in interactions.

➢ Never be surprised when new, more difficult tasks, team changes, or company changes begin. Change your perspective from worrying to adjusting to reality, even if you have a strict deadline to meet. Keep in mind that acceptance is easy when you are adaptable, but it is difficult when you are not.

7. CONCLUSIONS

➢ While some studies highlight a strong sense of engagement and belonging, others note issues with mental health and work-life balance. Office workers cherish workplace flexibility, job stability, development opportunities, and a sense of belonging.

➢ Employees needs to get recognition as in India there is no respect for the one who is doing work frankly and with most of his time investing in the Development of the organization.

➢ Employees now a days are facing maximum issues related to Mental Health due lack of Work Life Balance and disturbed daily schedule with lots of Stress. There are cases where an employee commits suicide due to stress and work load.

➢ Vadodara is the city which is liked by each and everyone in corporate world due to it's people, location and most important the mindset carried out by the organisations that are located in it.

➢ Now, the thing is that all the organisations are also getting polluted under the stressful life and competitive world and that's the reason why all the organisations are now facing issues of Employee drop out rate.

➢ As the life style has become so stressful that no one can even take their heads out from electronic gadgets like Laptop, Computer, Mobile etc.

➢ In today's world the Boss shows that he is a Leader and arranges various developmental programs for the well being of employees but as soon as the program get's over Boss again get's transformed into Hitler and he himself only gives employees stress.

➢ This is the worst thing with Indian Corporate Sector that everything is only done for the purpose of Portrait and nothing is done for actual development of the employees.

➢ As, no one is focusing on the famous Quote "You take care of your Employees and Your Employees will take care of Your whole Organisation". This is the current scenario of Indian Corporate Sector.

REFERENCES

➢ **Sharma Aarti (2018)** conducted a study on Effect of Employee Wellness Programs on Organizational Performance. *Dayal bagh Educational Institute, Agra, Uttar Pradesh, India.*

➢ **Mehta Poonam (2021)** conducted a study on Employee wellbeing and Emotional Work a Study of Civil Aviation Industry in North India. *Shri Mata Vaishno Devi University, Katra, Jammu and Kashmir, India.*

➢ **SHANMUGAM, B (2021)** conducted a study on quality of work life and psychological well- being among the women employees in Indian public and private sector. *AMET University, Chennai, Tamil Nadu, India.*

➢ **Dhobale and Rajasshrie Suressh (2012)** conducted a study on Management of Employee Wellness Programs in selected IT and ITeS Companies located at Hinjewadi and Aundh IT Park. *Tilak Maharashtra Vidyapeeth, Pune, Maharashtra, India.*

➢ **Dev and Vedant (2021)** conducted a study on Incentive effects of pay for performance on employee motivation performance and well-being a self-determination perspective. *Indian Institute of Management, Ahmedabad, Gujarat, India.*