

Employees Mental Health at Workplace

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Abstract

This study investigates the relationship between workplace stress and employee mental health, focusing on the experiences of employees at workplace. The study explores the relationship between workplace stress and employee mental health in the finance sector. The major concepts used in the study are Workplace stress, Employee mental health, Organizational culture, Leadership, Coping mechanisms, Support systems. The study's significance lies in its potential to inform strategies for promoting mental health in the workplace, reducing employee turnover, and improving overall well-being. The major objectives of the study are Identify primary workplace stress, examine coping mechanisms and support systems, Investigate the impact of organizational culture and leadership on employee's mental health, develop evidence-based strategies for promoting mental health. The hypotheses are Workplace stress is positively correlated with employee mental health issues. Organizational culture and leadership significantly influence employee mental well-being. Effective coping mechanisms and support systems mitigate the impact of workplace stress. The study will be conducted in Cavinkare retail Pvt Ltd, Chennai. Using a quantitative methods approach, with a sample size of 50 employees. The expected outcomes, Identification of primary workplace stressors and coping mechanisms, Development of evidence-based strategies for promoting mental health, Recommendations for organizational culture and leadership improvements, Contribution to the existing literature on workplace mental health. This research will be useful for theoretical contributions, guiding HR managers and practitioners, and informing policies and programs aimed at enhancing employee mental health and wellbeing.

Keywords: Employees mental health, Work environment, Physical health, Mental health support, Self-esteem and Physical Health

Introduction:

“The modern workplace can be a significant source of stress, pressure, and emotional demands, leading to a growing concern about employees' mental health. With the majority of adults spending a substantial portion of their lives at work, the workplace has a profound impact on overall well-being. Poor mental health can result in decreased productivity, increased absenteeism, and turnover, ultimately affecting business performance. Conversely, promoting mental well-being can lead to improved job satisfaction, employee engagement, and organizational success. This study aims to investigate the mental health of employees in the workplace, exploring its determinants, consequences, and potential interventions.

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used in the study are Workplace stress, Employee mental health, Organizational culture, Leadership, Coping mechanisms, Support systems. The study's significance lies in its potential to inform strategies for promoting mental health in the workplace, reducing employee turnover, and improving overall well-being. The major objectives of the study are Identify primary workplace stress, examine coping mechanisms and support systems, Investigate the impact of organizational culture and leadership on employee's mental health, develop evidence-based strategies for promoting mental health. The hypotheses are Workplace stress is positively correlated with employee mental health issues. Organizational culture and leadership significantly influence employee mental well-being. Effective coping mechanisms and support systems mitigate the impact of workplace stress. The study will be conducted in Cavinkare retail pvt ltd, Chennai. Using a quantitative methods approach, with a sample size of 90 employees. The expected outcomes, Identification of primary workplace stressors and coping mechanisms, Development of evidence-based strategies for promoting mental health, Recommendations for organizational culture and leadership improvements, Contribution to the existing literature on workplace mental health. This research will be useful for theoretical contributions, guiding HR managers and practitioners, and informing policies and programs aimed at enhancing employee mental health and wellbeing."

Methodology

Aim

The aim of the study employee mental health at workplace in Cavinkare company Chennai.

Objectives

- To identify the demographic and job-related factors associated with mental health issues.
- To identify the relationship between work-life balance, job satisfaction, and mental health.
- To develop a culturally sensitive framework for promoting mental health in the workplace.
- To know the role of leadership in promoting mental health and well-being.
- To provide recommendations for employers, HR professionals, and policymakers to create a supportive work environment.

Research Design: The present research will be observed and analyzed using a descriptive design. To highlight the characteristics and significance of a number of study criteria, a researcher a descriptive research design. In order to understand the suggested population employed in the study and to describe the phenomena, this methodology aims to collect data in a methodical manner.

Universe & Sampling: This study focuses on Cavinkare retail Pvt ltd, Chennai. All the employee of corporate office and the employee working in the retail division is the universe. A descriptive research methodology is used in the sampling procedure. The census study were handled where the whole employees working in the organization are chosen from 100 employees of CKR pvt ltd 90 respondents and other 10 are heads of the retail. In order to offer a through picture of their mental health and mental well-being, the sample technique guarantees variation in terms of working environment, employee experience and mental health support.

Tools for data collection: To gather information from Cavinkare retail corporate office, the researcher used a structured questionnaire. The purpose of the questionnaire was to evaluate

several facets of mental health and work-life balance. The study employed a rating scale for employee opinions on work-life balance, workplace stresses, job satisfaction, and self-esteem.

Result and Discussion: It can be understood the majority of respondents (57.8%) find their workload manageable, showing a generally high level of control. The majority (61.1%) enjoy them, indicating overall pleasure. The sizable percentage (47.8%) experience stress due to workload. The majority of employees (56.7%) find them accessible, showing decent availability. the majority of respondents (58.9%) exercise every day. The majority (47.8%) feel confident, demonstrating frequent but not constant confidence. The majority of respondents (64.4%) sense a supportive culture, showing a generally pleasant environment.

Table 1: Distribution of respondents based on their Work Environment

S No	Work Environment	Rarely	Sometimes	Almost	Always
1	Feel supported by your supervisor	4(4.4%)	22(24.4%)	57(63.3%)	7(7.8%)
2	Workload is manageable	4(4.4%)	25(27.8%)	52(57.8%)	9(10.0%)
3	Adequate resources to perform job	2(2.2%)	16(17.8%)	54(60.0%)	18(20.0%)
4	The work environment is comfortable	4(4.4%)	17(18.9%)	48(53.3%)	21(23.3%)
5	Organization gives opportunities to perform	1(1.1%)	20(22.2%)	58(64.4%)	11(12.2%)
6	Pressured to work long hours	3(3.3%)	21(23.3%)	49(54.4%)	17(18.9%)
7	Feel comfortable outside of the work	5(5.6%)	22(24.4%)	49(54.4%)	14(15.6%)
8	Stress levels at work	3(3.3%)	20(22.2%)	50(55.6%)	17(18.9%)

Table 2: Distribution of respondents based on their Job Satisfaction

S.No	Job Satisfaction	Rarely	Sometimes	Almost	Always
1	Enjoying their job	1(1.1%)	16(17.8%)	55(61.1%)	18(20.0%)
2	Job aligns with values	3(3.3%)	17(18.9%)	55(61.1%)	15(16.7%)
3	Feel valued by the organization	1(1.1%)	15(16.7%)	55(61.1%)	19(21.1%)
4	Opportunities for growth and development are available	2(2.2%)	19(21.1%)	45(50.0%)	24(26.7%)
5	Satisfied with salary and benefits	5(5.6%)	21(23.3%)	46(51.1%)	18(20.0%)
6	Feel supported in their career development goals	2(2.2%)	28(31.1%)	47(52.2%)	13(14.4%)
7	Feel recognized and appreciated for their contributions	4(4.4%)	21(23.3%)	52(57.8%)	13(14.4%)

Table 3: Distribution of respondents based on their Mental health support

S. No	Mental health support	Rarely	Sometimes	Almost	Always
1	Feel comfortable discussing mental health concerns with colleagues, managers, supervisors	4(4.4%)	24(26.7%)	51(56.7%)	11(12.2%)
2	Receive any mental health training in an organization	2(2.2%)	22(24.4%)	54(60.0%)	12(13.3%)
3	Organization provides any leave for mental health reasons	2(2.2%)	19(21.1%)	50(55.6%)	19(21.1%)
4	Mental health resources (Employee assessment program) are accessible	2(2.2%)	17(18.9%)	51(56.7%)	20(22.2%)
5	Organization initiatives positively impacted	2(2.2%)	20(22.2%)	47(52.2%)	21(23.3%)

Suggestion:

Provide regular leadership training to supervisors to improve their ability to assist and support their teams effectively. Consider hiring additional staff or optimizing workflows to reduce pressure on existing employees. Ensure consistent access to the tools, technology, and materials employees need to perform their jobs efficiently. Gather employee feedback on specific areas of discomfort and implement changes where feasible. Expand opportunities for skill development, such as training programs, workshops, and challenging projects. Introduce flexible working hours or remote work policies to reduce burnout caused by long working hours. Build on the positive environment by organizing team-building activities, social events, and engagement initiatives to maintain and boost the enjoyment of working in the organization. Encourage employees to participate in discussions and initiatives that reflect shared values, creating a sense of ownership and connection. Regularly recognize employees' achievements through awards, appreciation emails, or shout-outs in meetings. Offer personalized development plans based on employees' aspirations, skills, and organizational needs. Strengthen support for career advancement by assigning mentors or career coaches to employees. Promote short, regular breaks during work hours to help employees recharge and avoid over exertion. Provide regular updates about the organization's performance, goals, and job stability to alleviate uncertainty. Organize team-building activities to strengthen relationships and reduce misunderstandings among colleagues. Provide information or workshops on maintaining healthy sleep habits, including managing work-life boundaries. Provide access to professional counselling or mental health services for employees showing signs of burnout. Build on the existing training programs by focusing on practical strategies for managing mental health challenges, such as stress management and mindfulness. Clearly communicate the availability of mental health leave to all employees and eliminate any stigma associated with taking it. Regularly highlight the value and benefits of mental health resources through internal campaigns, emails, or informational sessions. Expand initiatives to cover not just mental but also emotional and physical well-being, creating a more balanced approach. Introduce wellness programs focusing on nutrition, such as providing healthy meals/snacks at the workplace or hosting nutritional workshops. Build a support network where employees can share their journey of mental fitness changes and encourage one another. Introduce short, guided activity breaks or stretch sessions during the workday to encourage movement. Provide access to counselors, therapists, or employee assistance programs (EAPs) to ensure mental well-being is consistently managed. Promote the importance of taking breaks during work hours to avoid energy drain and maintain consistent productivity. Organize team outings, icebreakers, or collaboration exercises to improve camaraderie and interpersonal relationships. Highlight and celebrate the diverse skills, talents, and backgrounds of employees to foster mutual respect and recognition. Provide access to counseling or resources that can help employees navigate personal challenges and receive emotional support. Offer flexible working hours or remote work opportunities to help employees balance professional and personal commitments.

Conclusion:

Finally, organizations must adopt a systematic and holistic approach to mental health, integrating programs that foster open communication, reward accomplishments, and cultivate emotionally intelligent workplaces. By addressing mental health barriers and creating supportive environments,

companies can build a highly motivated workforce committed to achieving organizational goals. Investing in employee mental health not only enhances individual well-being but also serves as a pivotal driver of organizational success, creating a workplace that thrives on the foundation of psychological safety and employee satisfaction.

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