

A STUDY ON WORK-RELATED MENTAL HEALTH AWARENESS AT WORKPLACE.

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ABSTRACT

The study focuses on work-related mental health awareness in a workplace and why it is important to talk about it, to put it out there. Work-related Mental health awareness means recognizing that the Work related mental health of an employee is important for the functioning of a workplace. It means educating people on work related mental health means, how to prevent mental illness and to remove the stigma about work-related mental health.

Mentally healthy workplace can increase the number of devices allowing employee's productivity, job satisfaction, proper functioning of the workplace, and co-operative relations between the employees. It can strengthen the relationship between the employer and employee. It is increasingly being recognized that the work-related mental health of employees is a crucial determinant in their overall health and that poor mental health and stressors at the workplace can be a contributory factor to a range of physical illnesses like hypertension, diabetes and cardiovascular conditions, amongst others. In addition, poor work-related mental health can also lead to burn-out amongst employees, seriously affecting their ability to contribute meaningfully to both their personal and professional lives.

Data from different countries around the world indicate that work-related mental health problems are a cause of a number of employees dropping out of work. In the Netherlands, around 58% of the work-related disabilities are related to mental health. In the UK, it is estimated that around 30–40% of the sickness absence is attributable to some form of mental illness. Work-related Mental health problems have an impact on employers and businesses directly through increased absenteeism, negative impact on productivity and profits, as well as an increase in costs to deal with the issue. In addition, they impact employee morale adversely.

INTRODUCTION

Work-related Mental health has become an increasingly important issue in today's society. In recent years, there has been a growing awareness of the impact of mental health on the workplace. Work-related mental health issues, such as stress, anxiety, and depression, can have a significant impact on the productivity and well-being of employees, as well as the overall success of an organization. It is essential that employers and employees alike understand the

importance of work-related mental health awareness and take proactive measures to support mental health in the workplace.

The impact of work-related mental health issues is not only felt by the employee but also by the organization as a whole. When employees are experiencing work-related mental health issues, they are more likely to take sick leave, which can result in increased costs for the organization. Additionally, employees who are experiencing work-related mental health issues may not be able to perform their duties effectively, leading to a decline in productivity and quality of work. Over time, this can impact the organization's reputation and bottom line. However, the tide is turning, and there is now a growing awareness of the importance of work-related mental health. Many organizations are beginning to take proactive steps to address work-related mental health issues in the workplace. For example, some organizations are implementing work-related mental health policies, providing training for managers and employees, and promoting a positive workplace culture that supports mental health.

OBJECTIVES OF THE STUDY

1. To prove that mental health is important in a workplace.
2. To analyze which factor affects the mental health of an employee the most in a workplace.
3. To understand the best ways to deal with work-related mental health issues and spread awareness about it.

SCOPE OF STUDY

- The scope of the study is limited to 73 respondents.
- The number of respondents of the current study are restricted to people working in Erekrut.
- The aim of the survey is to identify and analyze the Work related mental health with reference to Erekrut.

RESEARCH METHODOLOGY

Research design	Descriptive
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Data collection -Type -Method of Primary data collection -Instrument	-Primary data, Secondary data -Survey -Structured Questionnaire
Sampling plan -Sampling -Sampling method -Respondents -Number of Respondents	-Respondents -Nonprobability sampling -Employees of Erekrut -73 employees of Erekrut

Primary Data-

Primary data is collected from first-hand experience and is not used in the past. The data gathered by primary data collection methods are specific to the research's motive and highly accurate.

Quantitative Methods:

Quantitative techniques for market research and demand forecasting usually make use of statistical tools. In these techniques, demand is forecast based on historical data.

Pie chart

A pie chart is a type of graph that represents the data in the circular graph. The slices of pie show the relative size of the data. It is a type of pictorial representation of data.

Qualitative Methods:

Qualitative methods are especially useful in situations when historical data is not available. Or there is no need for numbers or mathematical calculations. Qualitative research is closely associated with words, sounds, feeling, emotions, colours, and other elements that are non-quantifiable.

Questionnaire

Questionnaire is a printed set of questions, either open-ended or closed-ended. The respondents are required to answer based on their knowledge and experience with the issue concerned.

Secondary Data -

Secondary data is the data that has been used in the past. The researcher can obtain data from the source, both internal and external, to the organization.

internal sources of secondary data:

- Organization's health and safety records
 - Mission and vision statements
- External sources of secondary data:

☐ Internet

REVIEW OF LITERATURE

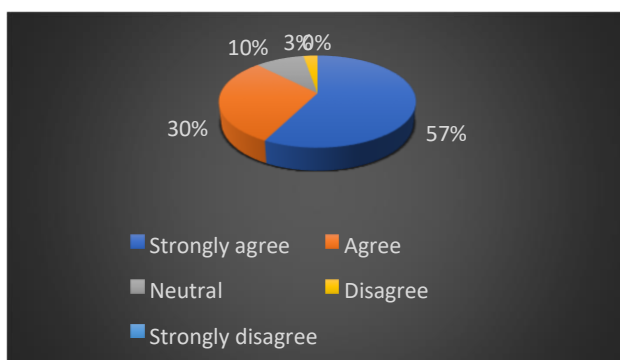
Work-related mental health awareness and their spread in several developed and developing countries, several researchers have conducted research feasibility studies for work-related mental health. This section covers a review of literature from some of the important research papers, studies, and articles published by different authors.

Impact of Work-Related Stress on Mental Health: One key theme in the literature is the impact of work-related stress on mental health. Research has shown that work-related stress can have a significant negative impact on mental health, including depression, anxiety, and other mental health disorders (Baumeister & Leary, 1995; Cooper & Cartwright, 1997).

DATA ANALYSIS & INTERPRETATION

To prove that mental health is important in a workplace.

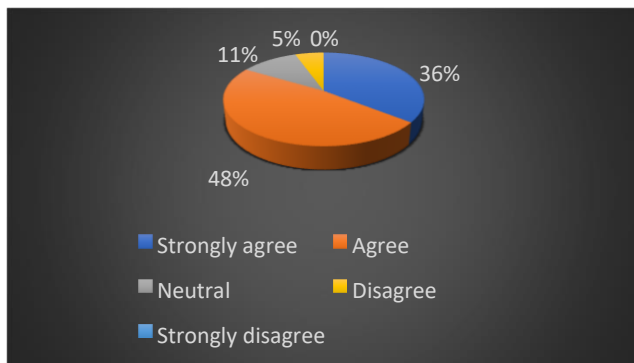
- Graph showing the number of employees who believe mentally healthy employees create a healthy environment at the workplace.



INTERPRETATION

From the above pie chart majority of respondents agree that mentally healthy employee creates a healthy environment at the workplace. 57.5% respondents of this survey has strongly agreed that the impact of a mentally healthy employee on the workplace. And 30.1% has agreed that mentally healthy employee creates a healthy environment at the workplace. 9.6% respondents of this survey are not sure about the impact of a mentally healthy employee at the workplace.

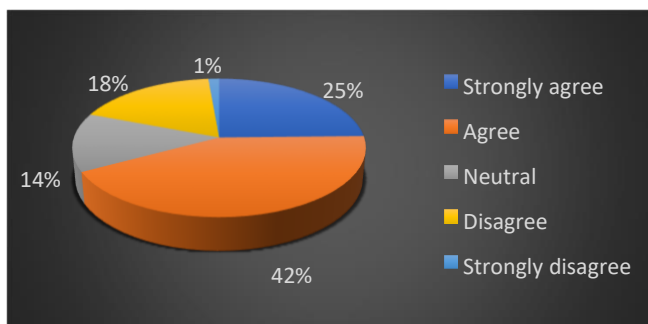
- Graph showing the number of people who believe that work-related mental health problems decrease the productivity of an employee.



INTTERPRETATION

From the above pie chart respondents agree that mentally healthy problem decreases the productivity of an employee. 35.6% has strongly agreed that mentally healthy problem decreases the productivity of an employee. 47.9% has agreed that mentally healthy problem decreases the productivity of an employee. 11% are not sure about the mentally healthy problem decreases the productivity of an employee.

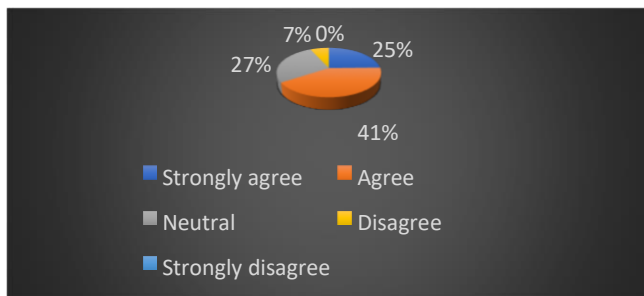
3. Graph showing the number of people who believe that work-related mental health issues will increase the employee turnover rate.



INTTERPRETATION

From the above pie chart majority of respondents agree that work-related mental health issues will increase employee turnover rate. 24.7% has strongly agreed that work-related mental health issues will increase employee turnover rate. 42.5% has agreed that work-related mental health issues will increase employee turnover rate. 13.7% are not sure about the work-related mental health issues will increase employee turnover rate.

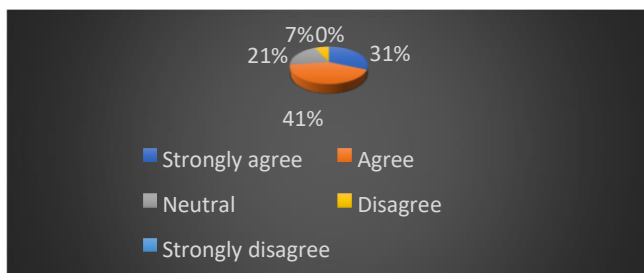
4. Graph showing the number of people who believe that mentally ill employees tend to take more sick leaves than normal.



INTTERPRETATION

From the above pie chart respondents agree that mentally ill employees tends to take more sick leaves than normal .24.7% has strongly agreed that mentally ill employees tends to take more sick leaves than normal .41.1% has agreed that mentally ill employees tends to take more sick leaves than normal .27.4% of the respondents were not sure about the mentally ill employees tends to take more sick leaves than normal .

5. Graph showing the number of people who believe that work-related mental health problems lead to burn out , exhaustion and lack of motivation in employees.

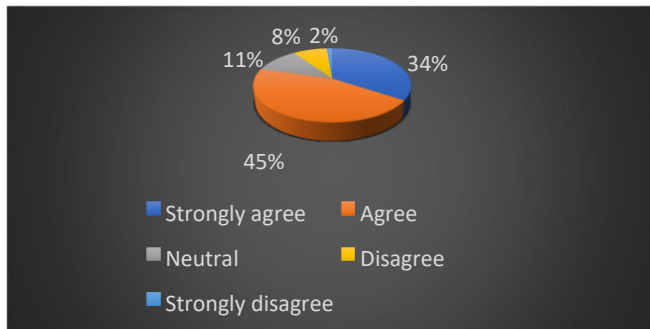


INTTERPRETATION

From the above pie chart majority of the respondents agree that work-related mental health problems lead to burn out, exhaustion and lack of motivation in employees.30.1% has strongly agreed that work-related mental health problems lead to burn out, exhaustion and lack of motivation in employees.41.1% has agreed that work related mental health problems create lack of motivation in employees.

To analyse which factor affects the mental health of an employee the most in a workplace.

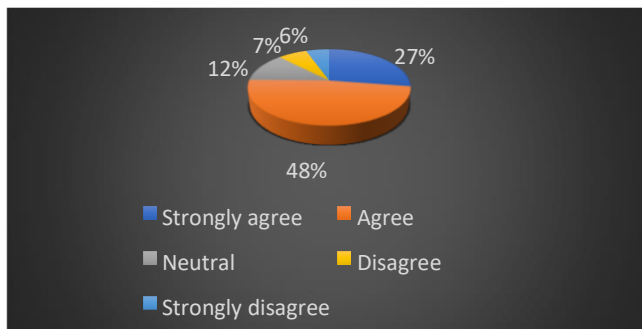
6.Graph showing the number of people who believe that ineffective top-level management can have the greatest impact on an employee's work-related mental health.



INTERPRETATION

From the above pie chart most of the respondents agree that inefficient top level management effects the work related mental health of an employee the most. 34.2% has strongly agreed that bad top level management effects the work-related mental health of an employee the most. 45.2% has agreed that bad top level management effects the work-related mental health of an employee the most.

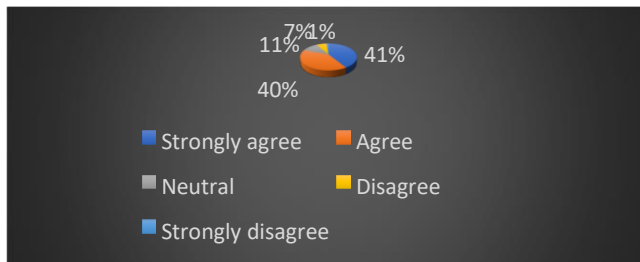
7. Graph showing the number of people who believe that lack of collaboration among employees can result in dissatisfaction in the workplace.



INTERPRETATION

From the above pie chart respondents agree that non-cooperation among employees leads to dissatisfaction at the workplace. 27.4% has strongly agreed that non-cooperation among employees leads to dissatisfaction at the workplace. 47.9% has agreed that non-cooperation among employees leads to dissatisfaction at the workplace. 12.3% of the respondents were not sure about it.

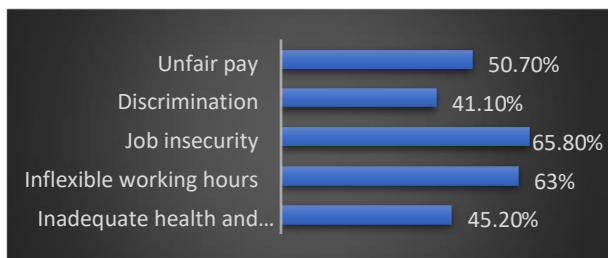
8. Graph showing the number of people who believe that work and personal life imbalance can lead to mental stress and frustration.



INTTERPRETATION

From the above pie chart majority of the respondents agree that work and personal life imbalance can lead to mental stress and frustration. 41.1% has strongly agreed that work and personal life imbalance can lead to mental stress and frustration. 39.7% has agreed that work and personal life imbalance can lead to mental stress and frustration. 11% has Neutral that work and personal life imbalance can lead to mental stress and frustration. 6.8% has disagreed that work and personal life imbalance can lead to mental stress and frustration.

9. Other factors that can have an adverse effect on an employee's mental health.

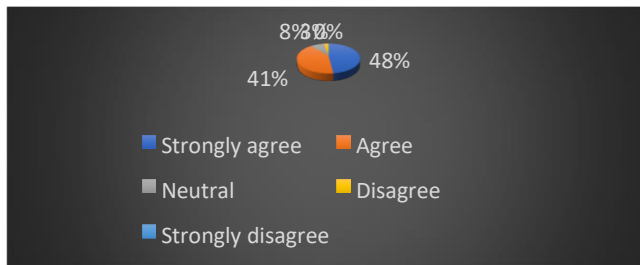


INTTERPRETATION

From the above bar diagram 45.2% has selected inadequate health and safety policies. 63% has selected that inflexible working hours. 65.8 has selected that job insecurity. 41.1% has selected that discrimination, and 50.7% has selected that unfair pay.

To understand the best ways to deal with work-related mental health issues and spread awareness about it.

10. Graph showing the number of people who believe that communication between employers and employees can result in improved work-related mental health in the workplace.

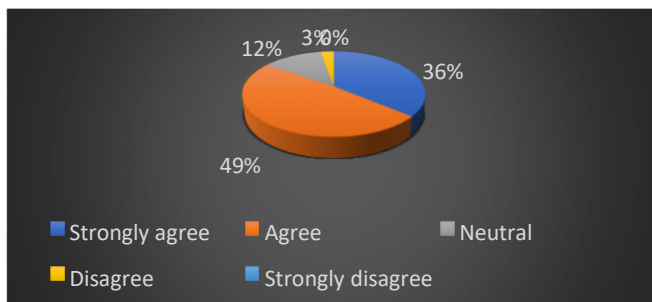


INTTERPRETATION

From the above pie chart 47.9% has strongly agreed that increased transparency and communication between employees and employers can lead to better workplace mental health. 41.1% has agreed that increased transparency and communication between employees and employers can lead to better workplace mental health.

8.2% has Neutral that increased transparency and communication between employees and employers can lead to better.

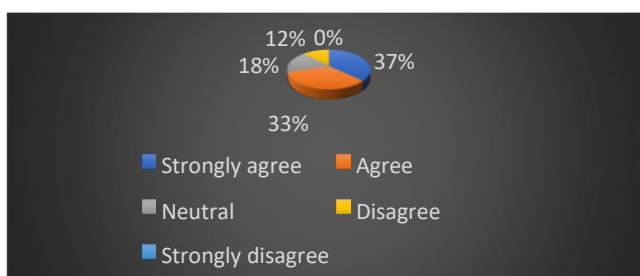
11. Graph showing the number of people who believe that workplace should conduct fun/sports activities which can boost the employee's morale.



INTTERPRETATION

From the above pie chart majority of the respondents agreed that at workplace fun/sports activities can boost the employees morale. 35.6% has strongly agreed that at workplace sports activities can boost the employees morale. 47.9% has agreed that at workplace fun/sports activities can boost the employees morale.

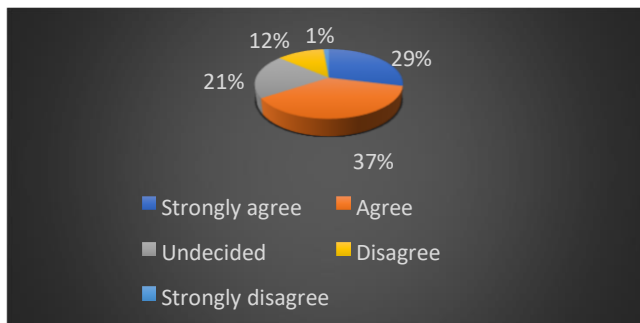
12. Graph showing the number of people who believe every company compulsorily needs a company therapist.



INTTERPRETATION

From the above pie chart 37% has strongly agreed that every company compulsorily need a company therapist.32.9% has agreed that every company compulsorily need a company therapist.17.8% has Neutral that every company compulsorily need a company therapist.12.3% has disagreed that every company compulsorily need a company therapist.

13. Graph showing the number of people who believe that health policies can help in increasing the work related mental health of an employee.



INTTERPRETATION

From the above pie chart most of the respondents agreed that work-related mental health policies can help increase the work-related mental health of an employee.28.8% has strongly agreed that work-related mental health policies can help increase the work-related mental health of an employee.37% has agree that work related mental health policies can help increase the work-related mental health of an employee.

14. Graph showing the alternatives are best to boost employees' work-related mental health.



INTTERPRETATION

From the above bar graph respondents agreed that alternatives are the best to boost employee's work-related mental health.54.8% has selected that counselling /company therapist. 68.5% has selected team outing. 56.2% has selected sports tournaments .30.1% has selected movie nights, and 49.3% has selected career enhancements.

CONCLUSION

Work can play an important role in the work-related mental health of individuals. It can contribute to the development of mental ill health through poor working conditions and, conversely, can provide individuals with purpose, sense of self-worth/ self-esteem, financial resources, and a source of identity.

work-related mental health problems have been shown to have a significant direct impact on the quality of life and functioning of individuals, but also have been found to have an indirect impact on the productivity and resilience of enterprises.

Workplaces that promote work-related mental health and support people with mental disorders are more likely to reduce absenteeism, increase productivity and benefit from associated economic gains.

There are several ways to deal with work-related mental health issues, but when it comes to dealing with work related mental health at the workplace it gets a little tricky as it is a very sensitive issue. Companies need to conduct activities which increase the transparency levels in the organization. Every company needs a company therapist for their employees. Team outings and conducting sports tournaments are known to be the most effective ways to boost an employee's mental health.

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