ROLE OF MENTAL HEALTH OF EMPLOYEES IN ORGANIZATIONS: AN EMPIRICAL STUDY

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ABSTRACT

The relationship between an employee's mental health and job performance has been one of the vital workplace concerns. However, the weak direction of the impacts of employee mental health performance and the focus on the settings of developed economies in the current research' restricted conclusions. This article explores the relationship between workers' mental health and work capacity. Encouraging psychological well-being at work is currently necessary, not simply desirable. To assist the success of their employees, the first step is to establish wellness solutions. It is commonly found that workplace risk factors can negatively affect mental health. Assessing professional achievement may be done in several ways. Because they are crucial to achieving these success indicators, the value of employees' mental health cannot be overstated in the pursuit of success. A business and its workers profit from ensuring their mental health, both at work and in all other areas of their lives.

KEYWORDS- Mental Health, Employees in The Organization, Employee Success, Health Benefits, Developing Wellness, And Job Performance.

INTRODUCTION

When people can handle everyday difficulties, work effectively, reach their fullest potential, and contribute back to their community, they are in good mental health. Like physical and social well-being, mental health is critical to total health. It's important to stress that maintaining mental well-being involves more than just being without a mental disease. It is possible to have both good mental health and a mental disorder. Additionally, one might experience poor mental health without also being ill.

Human efficiency and mental health are connected ideas rather than two independent aims. They allow humanity to flourish as a whole. It is now acceptable to discuss mental health. At the very least, they ought to be. A person's ability to deal with difficulties and failures in their lives—both at work and home—depends on their level of mental health. Teams with high levels of workplace emotional well-being can better adapt as roles and responsibilities change. Not to mention conquering complex challenges. It encourages staff workers to be resilient, manage

stress, and perform well. Considering all of these accomplishments, the issue of professional mental health must be brought up. It is crucial to establish a secure workplace where employees at all levels may communicate with one another without worrying about reprisals. You risk losing out on constructive feedback that might help you keep your precious gift if you don't have it (Bashir and Sufiyanzilli, 2015). Our mental health affects all aspects of our lives, including professional performance. Key performance indicators like productivity, creativity, and social engagement can suffer if an employee's mental health declines. Employers who place a high priority on mental health may assist their staff in reaching their full potential and prospering, which is what is needed for businesses to grow and develop. A workplace environment may encourage poor mental health at work in various ways.

Excessive stress and unhappiness can develop over time due to toxic relationships, ineffective leadership, and unclear communication (Fisher, 2003). Understandably, a worker would feel unsatisfied, unhappy, and exhausted when these factors are added to unclear roles and expectations, lengthy or strict work schedules, excessive expectations, and a lack of employee support. An organization's staff's overall stable psychological condition is unquestionably essential to its existence and effectiveness. When it comes to the challenges that usually come with a job, such as life's stressors, troubles, and failures, a person with robust mental health is more resilient. If a person is equipped to deal with the negative emotions and concerns accompanying difficult circumstances, they may move with agility and continue to be productive. Due to high staff turnover, poor mental health may result in decreased productivity, absenteeism, the need to hire and train new employees, and even higher health insurance costs. One must be able to focus on the present circumstance and weigh all of the available possibilities to make sensible selections. A worker may be more distracted when dealing with mental health issues (Giorgi et al., 2017). Lack of focus increases the likelihood of making mistakes at work, including inputting incorrect data into a computer, struggling to develop novel solutions to issues, and failing to interact on time. Personalized time management, project planning, and workplace control may influence employee performance.

LITERATURE OF REVIEW

(Grant et al., 2007) One of the main issues at work has been the connection between employees' psychological health and job performance. The results of earlier research could be more accurate due to their concentration on the contexts of developed countries and the ambiguous nature of the relationship between employee mental health and performance. Based on recognized research gaps, this study examines the impact of employee mental health on work performance. These findings add to understanding workplace conduct by demonstrating the connection between worker mental health and productivity. The study adds to existing studies on employee characteristics and their impact on work effectiveness.

(Griffin et al., 2000) Companies that want to boost productivity invest in employees' growth and improve the working environment. However, mental health problems are not acknowledged or

treated because of the stigma, which lowers productivity. This study examines how psychological health influences employees' tasks and other situations in public and private sector enterprises. Discover more regarding the psychological well-being of the workforce, associated institutional challenges, and their implications on productivity through a comparative comparison of public and private businesses.

Koopmans et al., (2011) Employers should aim to address employee mental health issues in ways most suited to their unique organizational challenges and their employees' acknowledged needs. For example, smaller firms are not required to adhere to the same standards as international corporations. Instead of offering a wide variety of alternatives that don't address any of the objectives mentioned above, it would be more successful for each firm to adopt a tailored strategy that is best suited to the expectations of its employees. The best program will address the underlying cultural issue of creating an office atmosphere that supports employee mental health while providing low- or no-cost services or perks.

Nahar et al., (2013) Managing an organization's human resources is crucial to its growth and advancement. Every firm's essential goal and tactics should be to improve the current conditions for the mental health of managers and employees. Regarding those mentioned above, people's mental and spiritual health is first secured by learning coping mechanisms for stressful situations and ways to avoid them at work. Then the effectiveness of the workplace will be noticeably boosted. Several things can negatively impact people's mental health. For instance, the job affects stressor mechanisms and health behaviors, influencing the likelihood of developing a condition.

Tsai et al. (2009) said that At some time in their life, one-third and half of all Americans suffer from mental and behavioral health illnesses, making them public severe health issues. Given that most of life is spent working, the workplace is the ideal setting for public health-based initiatives supporting mental and behavioral health and illness prevention. By using best practices, employers may enhance the mental health and wellness of their workforce. To build the evidence base, monitor best practises, and successfully communicate and execute policies and practises that integrate academic, governmental, commercial, and health professional organisations, there is an urgent need for a coordinated, centralised effort.

Umans et al., (2018) described that the offer a special issue in this overview that includes six papers on various topics linked to HRM's role in handling mental illness at work. An overview of what has been established and unknown regarding mental illness in the setting of the workplace is presented at the outset of this introduction piece, along with a discussion of the pressing need for further information on this subject. The unique mix of pieces in the special issue examines mental illness at work using a range of research paradigms and approaches. Some of the theoretical perspectives presented include person-job fit, diversity theory, tension-centered theory, ethical HRM, and critical disability studies.

Forgas, (2002) proposed that the interest of policymakers in promoting the management of people's mental health has increased recently, in part due to the concerns expressed in the section above. Along with continuous efforts by mental health charities and campaigners, this has given rise to a number of innovative projects addressing the problem of mental health. Initiatives are being taken to modify workplace practices as well as attitudes and awareness.

Puig et al., (2012) presented that in light of the COVID-19 epidemic, the paper explains the causes and processes of job stress in SMEs. Employees should continually learn new skills to advance themselves and lessen the likelihood that they will be replaced. In the meanwhile, individuals should improve their time management and emotional control abilities to stop negative psychological issues from developing. To avoid the rise of hindrance stress, executives in SMEs should pay more attention to the mental health of their workforce. The main sources of stress for workers are threats to their health and safety, poor performance, and bad emotions. Consequently, managers must interact with staff members promptly.

Hosie and Sevastos (2010) said that the study establishes a platform for future research on the evolution of mental health issues and emphasizes the importance of evaluating the contributing elements to these issues. It is important to remember that mental health is a wide concept rather than a singular one. Therefore, in order to diagnose the problem and create a more effective treatment strategy, academics and mental health professionals should assess a number of psychological and professional risk factors, such as depressive symptoms, negative affect, and the work environment.

Objective: To find the role of Mental Health of Employees in Organizations

Methodology:

This study is descriptive in nature in which the data were obtained from the 205 respondents to find the role of mental health of employees in organizations. A checklist question was used to analyze and interpret the data. In a checklist question respondents choose "Yes" or "No" for all the questions.

Data Analysis and Interpretations:

Table 1 Role of Mental Health of Employees in Organizations

SL No.	Role of Mental Health of Employees in Organizations	Yes	% Yes	No	% No	Total
1	Mental health of employees affected due to low- or no-cost services or perks	183	89.27	22	10.73	205
2	Improve time management and emotional control abilities to stop negative psychological issues	186	90.73	19	9.27	205

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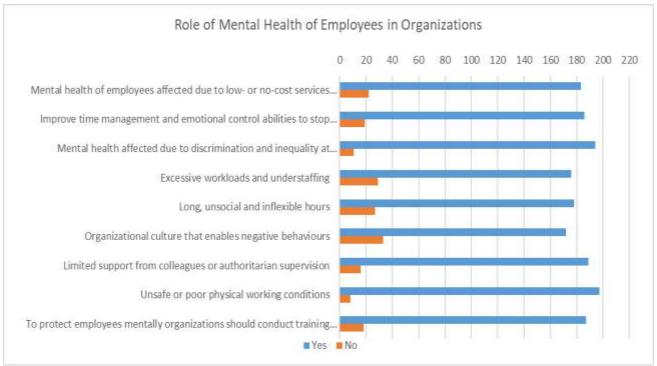| 3 | Mental health affected due to discrimination and inequality at workplace | 194 | 94.63 | 11 | 5.37 | 205 |
4	Excessive workloads and understaffing	176	85.85	29	14.15	205
5	Long, unsocial and inflexible hours	178	86.83	27	13.17	205
6	Organizational culture that enables negative behaviours	172	83.90	33	16.10	205
7	Limited support from colleagues or authoritarian supervision	189	92.20	16	7.80	205
8	Unsafe or poor physical working conditions	197	96.10	8	3.90	205
9	To protect employees mentally organizations should conduct training for workers	187	91.22	18	8.78	205

Figure 1 Role of Mental Health of Employees in Organizations

Table 1 and Figure 1 show the role of mental health of employees in organizations. It was found that around 96.1% respondents accept that it is because of unsafe or poor physical working conditions, Mental health affected due to discrimination and inequality at workplace (94.6%), Limited support from colleagues or authoritarian supervision (92.2%), To protect employees mentally organizations should conduct training for workers (91.2%), Improve time management and emotional control abilities to stop negative psychological issues (90.7%), Mental health of

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employees affected due to low- or no-cost services or perks (89.2%), Long, unsocial and inflexible hours (86.8%), Excessive workloads and understaffing (85.8%) and Organizational culture that enables negative behaviors (83.9%).

CONCLUSION

The first step in promoting great mental health at work is to increase awareness of the whole spectrum of employee mental health experiences. Companies may set a standard by de-stigmatizing the subject of mental health and considering their role in society more broadly. We may redefine mental health by placing a focus on methods that promote employees' personal and professional development in addition to providing aid and access to mental health services for those who most need it. Encouraging professional mental health should no longer be considered "optional" but rather a legitimate prerequisite for employment. Mental health and productivity at work go hand in hand. As two halves of the same jigsaw, it is what can aid an employee's success. On the other side, if there is inadequate development or support for mental health, a negative consequence might result.

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