Indian Employee's Mental Health and Well-Being in Private Sector Affecting Productivity - Implementation and Impact

[1] Sneha C, [2] Veronic Zidonia R, [3] Stanic T

[1] [2] [3] Nehru College of Management, Coimbatore, Tamil Nadu, India.
Corresponding Author Email: [1] sneha7chandran@gmail.com, [2] verozido0315@gmail.com, [3] stanicfdo8@gmail.com

Abstract— Do you believe that a company's production is aided by its employees' mental health? Well, everyone is aware. The answer is that certainly, it has an effect. The subject of this paper is "Indian Employee's mental health and its impact on an organisation's productivity." According to a recent report from Harvard, workers are quitting their jobs around 2019 to improve their mental health. Currently, there is a strong understanding among the workforce that they should care for their whole mental health. Despite the data being gathered, there is still a problem with employee mental health and wellbeing. There are several approaches to appease the workers, but as a first step, Indians need to receive prompt education about mental health. There is a continuing need for awareness and education on employee' mental health and wellbeing because the country is still in a developing phase and rural areas are becoming metropolitan areas. This paper aims to present a workable strategy for introducing the potential actions to introduce in any firm to look after their employees' mental health and welfare. This essay contends that workers must be able to combine their personal and professional lives while meeting their basic necessities to contribute the organization's productivity. The earliest awareness of mental health to ever arise is displayed, followed by the survey, its analyses, the measures, their benefits, and the conclusion.

Index Terms: Indian's mental health and well-being, Government rules and policies, Analyses and the measures.

I. INTRODUCTION

What is mental health?

The country's development depends on its health. in step with the world Health Organization (WHO), "health could be a condition of complete physical, mental, social, and religious well-being and doesn't simply sit down with the shortage of illness or incapacity." According to the World Health Organization, psychological state is a mental health condition characterised by knowledge, the ability to cope with stress on a daily basis, the capacity for productive employment, and the capacity to give back to one's community. In this positive sense, mental health serves as the basis for both each person's wellbeing and the smooth running of a community's economy.

A person's psychological state effects:
1. academic results
2. effectiveness at work
3. Creation of useful Personal Relationships
4. Crime rate
5. drug and substance abuse

Why mental health important in corporate?

The present global employment rate is over 50%, yet 15% of working-age persons have a mental illness. Without adequate support, mental illnesses and other mental health conditions can have an impact on a person's ability to work successfully, ability to manage absences, and ease of retaining or obtaining employment. Depression and anxiety alone cost the world 12 billion working days annually.

Furthermore, despite the fact that employment is crucial for recovery, those with serious mental illnesses are frequently excluded from it. Families, caregivers, co-workers, communities, and society at large can all be impacted by mental health issues. Each year, depression and anxiety cost the global economy $1 trillion in lost productivity.

Everyone has the right to work, and every employee has the right to an atmosphere that is both secure and healthful. Working can aid in the fight against mental health problems, but it can also make them worse. Workplace mental health problems can be prevented. There is much that can be done to protect and promote mental health at work and to make it possible for people with mental health conditions to participate fully and fairly in the workforce.

The WHO has created guidelines for workplace mental health. A policy brief on mental health at work that was created in partnership with the International Labour Organization is included with this. In order to promote mental health, prevent mental health disorders, and enable people who are living with mental health conditions to participate and thrive in the workforce, these products work together to improve the implementation of evidence-based guidelines for mental health at work.

Employee Welfare:

The goals of employee welfare include enhancing working-class lifestyles, fostering the total development of employees' personalities, and other things. The interests of the employee, the business, and society at large all revolve around employee wellbeing. It makes it possible for employees to work in a safe and beneficial atmosphere.

The basic features of employees' or labour welfare are as follows:

(i) Worker health, productivity, economic advancement, and social status are all improved by the many facilities, services, and amenities offered to them.

(ii) Welfare programmes are offered to employees in addition to regular pay and other financial advantages provided by law and collective bargaining.

(iii) Workplace welfare programmes are adaptable and constantly evolving. On occasion, additional welfare measures are introduced to those already in place.

(iv) Employers, the government, employees, or any social or philanthropic organisation may implement welfare measures.

(v) The goal of labour welfare is to promote the growth of a worker's entire personality in order to make him a decent citizen and worker.

Survey and its analysis:

According to a survey done with 16 respondents, 10 of whom were men and 6 were women. There were conflicting responses to the questionnaires addressing the mental health of the employees at their companies. People with 0 to 5 years of experience who work for a private organisation and are between the ages of 18 and 30 participated in the survey. Based on urban (8), semi-urban (4), and rural areas, the demographics (4). The majority of people work for 9 hours or more work + 1 hour break (9+1), while others work for less than 8 hours work + 1 hour break (8+1), typically based on the morning shift. Individuals take care of their mental health on a timely basis, but the number of hours they work has the biggest impact on their work life. The majority of people work between 5 and 6 days per week.

The principal inquiries were:

1. Do they get enough vacation and paid time off?

There were 9 comments that indicated they received enough vacation time and other breaks, as opposed to the other 7 that indicated they did not, which negatively impacts their productivity and mental health.

2. When reported, do mental health concerns take priority at your company?

In most of the cases the organization do not take employees' mental health as their priority. The employees' think that the mental health has a huge impact on their productivity. So, whenever a employees mental health is affected there is a risk of loss in their organization. The article on "The Hindu" showcases the impact of mental health in their productivity stating, "**Mental health issues cost Indian firms $14 billion a year, says Deloitte**".

Deloitte estimated in a report after interviewing almost 4,000 workers that poor mental health among employees costs Indian companies a combined $14 billion a year owing to absenteeism, turnover, and other causes.

In India, talking about mental health issues has always been frowned upon, but growing awareness among the younger population and the effects of the COVID-19 pandemic have caused individuals to become more concerned with their general well-being. Approximately 47% of individuals polled cited workplace stress as having the greatest impact on their mental health, followed by financial and COVID-19 difficulties. The poll, which was announced on Thursday, was taken between November of last year and April of this year.

According to estimates from the World Health Organization (WHO), lost productivity due to poor mental health costs the global economy $1 trillion a year. According to a 2019 WHO assessment, India would experience a $1.03 trillion economic loss between 2012 and 2030 as a result of mental health issues.

3. Are there workshops to increase staff awareness and is help offered to help you with your mental health??

The majority of organisations, according to the survey, don't educate staff on mental health through workshops. This is a serious problem that could affect how well people understand their mental health. Through a class, they can discover the precise drop-off and get knowledge about how mental health and well-being impact the business. Other few responses stated that while they are offered the programmes, participation is not required. And the majority of studies indicate that help is provided for mental illness, but only a small number of firms have any influence over the wellbeing of their employees.

4. Do you have access to flexible working hours to maintain your mental health?

The response of the employees was that they were not given flexible working hours to work. A flexible working hour for an employee will increase the productivity, will decrease the burn out time of the employee. From the survey we can say that the employees tend to burn out very often because of their time constraints which in turn affects their mental health.

5. Are you given rewards or gift cards to recognise your efforts?

According to the report, delivering prizes to employees has a positive effect on their mental health by elevating their sense of recognition, which in turn improves their performance in the workplace.

Steps to implement the mental stability to the employees:

According to recent research by the Harvard Business Review, 42% of employees worldwide have noticed a decline in their mental health since the pandemic began. What steps can managers take to support the members of their teams during these trying times? In the midst of unprecedented uncertainty, the author provides managers and leaders eight doable actions they can take right immediately to improve mental health. These actions include being honest about their own vulnerabilities, setting an excellent example, and promoting a culture of communication.

What Actions Can Managers Take?

The responsibility of a manager is to assist your team members, even in the most uncertain of circumstances. Supporting their mental health is part of it. The good news is that you already have many of the tools you need to succeed as a manager.

1. Be vulnerable:

Being honest about your mental health struggles as a leader opens the door for employees to feel comfortable talking with you about mental health challenges of their own. Almost everyone has experienced some level of discomfort. But the universality of the experience will translate into a decrease in stigma only if people in power share their experiences. According to research, real leadership may foster trust and enhance worker engagement and productivity.

2. Set an example of good behaviour:

Be more than just a voice for mental health. Set an example for your team so they can prioritise self-care and establish limits. Managers frequently neglect their own needs in favour of prioritising the success of their team and getting the job done. To avoid burning out, mention that you're scheduling a staycation, going to counselling, or taking a walk in the middle of the day (while actually turning off email).

3. By checking in, you can create a culture of connectedness:

It is more important than ever to regularly check in with each of your direct reports on purpose. In the days before the pandemic, that was crucial but frequently underused. Now that so many individuals work from home, it may be more difficult to spot the warning signals of distress. Nearly 40% of worldwide employees in our study with Qualtrics and SAP said that no one had ever asked them whether they were feeling OK, and those respondents were 38% more likely than others to report that their mental health had deteriorated since the epidemic.

Ask detailed inquiries regarding the types of supports that would be beneficial rather than simply saying, "How are you?" Wait for the complete response. Encourage inquiries and concerns while paying close attention. Naturally, take care to avoid becoming overbearing; doing so can indicate a lack of trust or a desire to micromanage.

You won't always know what to say or do when someone confides in you that they're struggling. Making time to listen to how your team members are actually feeling and showing compassion are what matter most. They might not want to go into great depth, and that is also acceptable. What matters is that they know they can.

4. Be accommodating and flexible:

Be prepared for ongoing change in the environment, your team's demands, and your personal needs. Regularly check in, especially during transitions. Knowing what's going on is the only way you can contribute to solving any problems that may arise. You will have the chance to reaffirm the standards and procedures that promote mental health throughout these interactions. With inclusive flexibility, people can create and maintain the limits they require through proactive dialogue and norm-setting. Encourage team members to be understanding and patient with one another while they adjust. Believe in them and be optimistic. They are counting on you, and they'll remember how you handled them in this unusual situation.

5. Talk more than you believe is necessary:

According to a study we conducted with Qualtrics and SAP, workers who believed their supervisors had poor communication skills were 23% more likely than other workers to have seen a drop in their mental health since the epidemic. Make sure to tell your team of any organisational modifications or changes. Clarify any altered work schedules and expectations. By outlining workload expectations, prioritising what has to get done, and accepting that some tasks can wait, if necessary, stress can be reduced to the greatest extent possible.

6. Finance training:

You should provide leaders, managers, and individual contributors priority proactive and preventive workplace mental health training now more than ever. Prior to the epidemic, organisations such as Verizon Media and Morrison & Foerster were gathering senior leaders to talk about their role in fostering a mentally healthy workplace. That put them in a good position to deal with the uncertainty that has arisen. It's critical to dispel common misconceptions, lessen stigma, and develop the essential skills to have fruitful dialogues about mental health at work as more and more people experience mental health issues. Mental health employee resource groups are an inexpensive approach to raise awareness, foster community, and provide peer support if you don't have the money to invest in training.

7. Change procedures and regulations:

Be as accommodating and kind as you can while revising regulations and procedures in response to the pandemic and civil upheaval to lessen the strain on everyone. For instance, you might want to pay more attention to your policies and practises around flexible work schedules, paid time off, email and other forms of communication, and paid and unpaid vacation. Instead, then viewing performance reviews as assessments against strict benchmarks, try to reframe them as opportunities for empathetic feedback and development.

8. Measure:

A straightforward pulse poll that is conducted on a regular basis to understand how individuals are doing both now and over time can be used to ensure accountability. One of the many firms that conducted pulse surveys throughout the pandemic to comprehend the main concerns and requirements of personnel was the multinational investment

management company BlackRock. This first-hand employee feedback has shaped new initiatives, such as the development of managers' remote management skills, improved employee support for their health and wellbeing, and expanded work flexibility and vacation time.

Impact:

Developing skills for improved mental fitness can help both employees' and those around them.

1. Being present. When we are mindful, we are better able to listen, retain information, and be aware of distractions without being hindered by them. As a result, life is more enjoyable, there are better relationships, and it's easier to relate to other people.

2. The capacity to react, not to respond: We can choose to react in a more logical and less emotional manner when we have more control over our instinctive thinking. This enhances our interactions with one another, changes the way we view the world, and keeps more options open in any situation.

3. Better mental performance: Improved concentration, processing speed, memory, time management, and communication benefit both the individual and the employer. Remembering details about friends and family, significant events, and being punctual improves relationships.

4. Heightened optimism and other good feelings: The capacity to detect and reinterpret thoughts in more constructive ways increases with an increase in awareness. Kindness and compassion help to create upbeat mindsets that influence more constructive action.

5. More self-assurance: Optimism helps us build a closer bond with ourselves. Increased self-efficacy and self-esteem lead us to place more emphasis on our positive traits. The application of mindfulness leads to an improvement in self-compassion and empathy.

II. CONCLUSION

The most crucial element influencing an employee's well-being and personal happiness is their level of life satisfaction. Employees always carry their joy from home to work and vice versa. Employee happiness is crucial to a business since it will ultimately impact both the performance of the individual and the organisation. The majority of the staff at this organization thinks their lives are fantastic, engaging, and purposeful. The organization must make sure that workers feel secure and safe in their daily lives. It should also have a wonderful purpose and be fascinating. Employees' birthdays and anniversaries may be commemorated at the institute level. The organization should plan and host more family-friendly events so that staff members can attend with their families and etc,.

Employee happiness is significantly influenced by their physical and mental wellbeing. Due consideration must be given to physical fitness because a healthy body supports a healthy mind. It is expected that a person with high physical well-being will also have good emotional, cognitive and social well-being For this, one needs to have a healthier lifestyle and engage in regular exercise, yoga, or meditation are required, as well as healthy eating and restful sleep. The organisation should engage in more brainstorming sessions with employees to come up with ideas for improving promoting employee pleasure by giving them access to sports, yoga, and fitness centres personnel so they can do yoga and sports to unwind and get fitter.

Additionally, self-affirmation does not significantly increase employee contentment. However, the organization could make it better by taking into account the following things. The organization should plan and host more social gatherings and events for employees to express themselves, such as parties and get-togethers, as well as social welfare activities like campus clean-ups, tree plantings, and community service projects, in order to raise their social standing, strengthen their sense of identity, and encourage self-affirmation.

Additionally, interpersonal relationships do not considerably influence how happy employees are. However, the institution may make it better by encouraging camaraderie among all staff members, regardless of cadre. To foster interpersonal relationships, it is best if staff often switch between sections. Demographic homophily fosters trust, which in turn improves the calibre of workplace relationships and employees' dedication to one another. When recruiting, universities should concentrate on demographic homophily. Additionally, we advise that universities encourage employee informal communication, which raises levels of interpersonal trust, relationship commitment, and perceived relationship quality.

The factor that permits happiness to make the employee happier should receive more attention from the institution. The organization should determine the causes of some employees' lower levels of happiness and create an action plan to address their issues and raise their levels of happiness.

In order to understand the specific issues facing the staff in the department with the lowest happiness rating, the organization can set up a meeting with them.

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