

Mental Health Issues of Employees in Indian Organizations (MHIEIO-22)

Dr. Amita Chourasiya
Assistant Professor
Amity University Rajasthan

Abstract- An estimated 264 million individuals worldwide suffer from depression, which is one of the primary causes of disability, with many of these people also experiencing anxiety symptoms. According to an Assocham survey, about 43% of private-sector employees in India suffer from mental health concerns at work. In addition, according to a 2017 WHO report, India is responsible for 18% of all depression cases worldwide. The wellness of employees at the workplace is necessary for their mental health and work performance. This study will identify the factors that can increase employees' mental health issues at the workplace based on a survey of employees and managers in India.

Keywords: Mental Health, Employee Wellness, Employee Performance.

I. INTRODUCTION

Mental health relates to a person's thoughts, feelings, and actions, especially when confronted with life's challenges and stresses. The lack of mental health concerns does not imply excellent mental health. It involves achieving and maintaining psychological well-being. Mental health refers to one's level of integration with himself and his surroundings, as well as their level of happiness and harmony. "Mental health is the health of one's mind," Anwar explained, "which can be a significant determinant of one's integrated personality and balanced behavior recognized based on his level of adjustment to himself, others, and the environment." Infections and diseases are frequently and wrongly linked to 7 physical ailments. Every episode of physical sickness, in fact, involves mental health components.

There are many mental health risk factors that may be present in the work environment. Most risks relate to the interaction between the nature of the job, the organizational and administrative environment, the skills and abilities of the employee, and the support available to the employee to get the job done. For example, a person may have the skills to perform a task but lack the resources to do what they need, or they may have unsupported administrative or organizational practices. A 2016 study involving over 6,000 employees in multiple cities in India, found that 80 percent of the respondents exhibited

symptoms of anxiety while 55 percent had symptoms of depression. Unlike physical ailments & disabilities, which employees rarely expend too much effort in concealing because they are generally received with sympathy and helpfulness from colleagues and supervisors, mental illnesses are hidden away for the justifiable fear of the reactions they elicit in the workplace. Until Indian industry shakes off its addiction to the excessive use of contract labor, HR managers will have to share the guilt for the inescapable mental trauma suffered by huge swathes of the Indian working population.

Mental health risks include:

1. Poor health and safety policies.
2. Poor communication and management practices.
3. Limited participation in decision-making or little control over your work area.
4. The level of support for employees is low.
5. Inflexible working hours.
6. Unclear tasks or organizational goals.

Mental health standards include the following:

1. Enough peace of mind
2. Appropriate self-assessment
3. Appropriate physical needs and ability to satisfy them
4. Appropriate self-awareness
5. Sufficient spontaneity and efficient contact with the emotional reality

6. Integration and sustainability of personality
7. Appropriate life goals
8. Ability to learn from experience

II. BACKGROUND

Employee's from the service sector had a significant association with stress and depression. Years of experience in the profession were also significantly associated with depression and anxiety. The marital status of the employees had a significant relationship with the level of stress among employees. Policymakers need to initiate some training programs related to physical and mental well-being for the better mental health of employees which as result, can help enhance the performance of employees and improve the overall productivity of the organization said by Subodh Kumar, Tara Singh, Vishwajeet Singh in 2021.

This study has generated evidence of the high burden of mental disorders in Madhya Pradesh. It also highlights the huge treatment gap, which needs to be addressed as a priority. Despite this, the problem of mental health is neglected and left unaddressed during the planning and delivery of health care programs. Therefore, high priority should be ascertained for the development of inclusive and integrated mental health services, with a greater focus on substance use disorders said by Rajni Chatterji, Sukanya Ray and Akash Ranjan Singh of India 2016.

III. PROBLEM IDENTIFICATION

1. To study the impact of employees' wellness at the workplace on their mental health and work performance.
2. To identify the factors that can increase mental health issues in employees and managers in India.

IV. ANALYSIS AND INTERPRETATION

- An important observation is that screening for common mental disorders is probably pointless because of the rapid change in illness status, the numbers of persons having problems may overwhelm the occupational health service, and the predictive value is low observed by N kar in 2010
- The pie-chart clearly shows that major respondents are adults, who are relatively in a much better space to analyze the workplace environment and form opinions about the same.
- A healthy number of respondents are self-employed and the next number of respondents is in the private sector, only a few are in the public sector i.e. government jobs.
- The above graph clearly shows the percentage of employees feeling stressed sometimes and another majority of employees feeling stressed often. There are some of them feel stressed always and some feel stressed rarely but the almost negligible percent of them have opted for never.
- The above graph clearly shows that majorly employees are stressed because of workload-related issues., then the other category is disturbed because of the behaviour of other employees, this point highlights the importance of a positive working environment. Some population is even dissatisfied with the job and others think that they earn much less salary.
- The above graphical representation helps to understand that the majority of workers have rated the HR department somewhere in the middle of average and highly involved. 21% feel that HR department of their organization is excellent with their job and deals efficiently with the mental health issues of the employees at the workplace. On the other hand, 7% of the respondents feel that the HR department of their organization is not responsive to the issues of their employees.
- Many responses were collected for this survey question some of which is displayed above. Four out of 8 responses depicted a negative response as no steps are being taken at workplaces for the mental wellbeing of employees. The other responses collected were also not much helpful as no proper measures were adopted.
- The above graphical representation helps to understand that the majority of respondents have rated their level of happiness at their workplace, 4 on a scale of 1 to 5. Most employees feel happy because of their work;

their work derives the next level of satisfaction to them regardless of the workplace environment of their workplace.

- Through this final question, we definitely understood that organizations do take necessary measures for the mental wellbeing of their employees but it is limited to „sometimes“. Still, there are employees who struggle silently and are not open about their issues, 29% of the respondents feel that their organization fails them when it comes to crucial matters such as the mental condition of its employees and that their organization is not considerate enough to look into these matters.

V. FINDINGS

FINDINGS Through the medium of this research. I have attempted to study the Factors of growing mental health issues of employees at the workplace in INDIA My major objective was to analyze the mental well-being of the employees at their workplaces Through the data, I identified that employees in India are under much stress and as a majority of employees suffer from mental health issues. The organizations are taking measures and paying attention to this matter too and it shows a lot of potentials. India is yet to become sufficient and mental health issues are yet to be considered as major as physical damage.

VI. CONCLUSION

There is a requirement for a vision for the development of mental health that is broad base inclusive of all needs of the employees. India has begun this process and made important progress. There is a need to continue the process by widening the scope of mental health interventions and increasing the involvement of all available community resources. This will be a continuing challenge for organizations and people in the coming years. National mental health policies should not be solely concerned with mental disorders, but should also recognize and address broader issues that promote mental health.

VIII. FUTURE SCOPE

To additionally improve the factual of scholarly separation measurements, we propose a couple detachment based ASTAL-GF (P-ASTAL-GF), which necessitates that any two really coordinating video sets from various people ought to be all around isolated with one another under the scholarly separation measurements.

Our separation learning structure all the while learns two direct projection frameworks to manage the intra-video and between video varieties. Practically speaking, there may exist nonlinear relationship in the person on foot video information. Subsequently, if the nonlinear relationship can be all around dealt with, better execution might be accomplished by our methodologies. Considering the way that profound learning has shown amazing ability to demonstrate the nonlinearity of tests, we are keen on consolidating the profound learning procedure with our separation learning system in our future work.

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