A Study on Employee Well Being and Mental Health Initiatives

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Abstract— The effect of mental health efforts on workers' well-being at work is examined in this study. We evaluated the effectiveness of current mental health programs and the mental health status of employees from different industries through surveys and in-depth interviews using a mixed-methods methodology. While qualitative data offered more in-depth understanding of unique experiences and perceptions, quantitative data were evaluated to find trends and correlations. The findings show a strong beneficial relationship between comprehensive mental health programs and enhanced worker well-being, which includes lower stress levels, more job satisfaction, and increased output. But the report also identifies shortcomings in the efficacy and accessibility of the programs, especially for lower-paid and remote workers. The need for customized approaches that take into account a variety of factors is emphasized in the recommendations for improving workplace mental health measures.

Index Terms- Mental health awareness, Work life balance, Stress management, mindfulness and meditation

I. INTRODUCTION

Employee well-being and mental health initiatives have become crucial focal points in modern workplaces, acknowledging the profound impact they have on organizational success and individual performance. These initiatives encompass a range of strategies, policies, and programs designed to support employees' physical, emotional, and psychological health. Recognizing that employees are the heart of any organization, prioritizing their well-being is not just a matter of ethical responsibility but also a strategic imperative. When employees feel valued, supported, and mentally resilient, they are more engaged, productive, and likely to contribute meaningfully to the organization's goals. These initiatives often include providing access to mental health resources such as counseling services, stress management programs, and workshops on resilience and mindfulness. Additionally, fostering a culture of open communication, trust, and psychological safety enables employees to speak up about their struggles without fear of stigma or repercussions. Moreover, organizations are increasingly investing in flexible work arrangements, wellness programs, and initiatives that promote work-life balance. These efforts not only enhance employee satisfaction and retention but also contribute to a healthier and more vibrant workplace culture.

Objectives
- To understand the employee well being practices followed by the organization.
- To know the mental health initiatives taken for the employees.

II. RESEARCH METHODOLOGY

The foundation of this study is descriptive research. Information is gathered for a descriptive research without modifying the surrounding conditions. The purpose of descriptive research is to characterize the features of a population or phenomenon under study. Descriptive categories, another name for the categorization scheme used to characterize a situation or population, are typically utilized.

III. DATA ANALYSIS AND INTERPRETATIONS

Promotes supportiveness collaboration

Table No.1.1 Promotes supportiveness collaboration

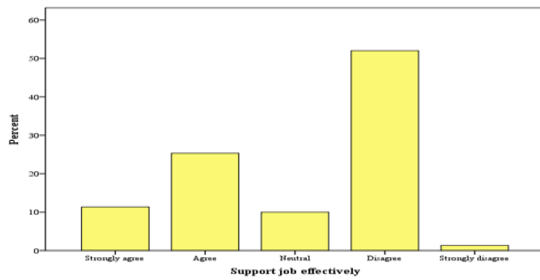| Particulars	Frequency	Percent
Strongly agree	19	12.7
Agree	34	22.7
Neutral	38	25.3
Disagree	53	35.3
Strongly disagree	6	4.0
Total	150	100

Figure No.1.1 Promotes supportiveness collaboration

Inference: From the responses received for promotes supportiveness collaboration, the responses are 51.3% of the employees are strongly agree, 19.3% of the employees are agree, 16% of the employees are neutral, 12% of the employees are disagree, 1.3% of the employees are strongly disagree.

Open communication channels

Table. No. 1.2 Access to personal protective equipment

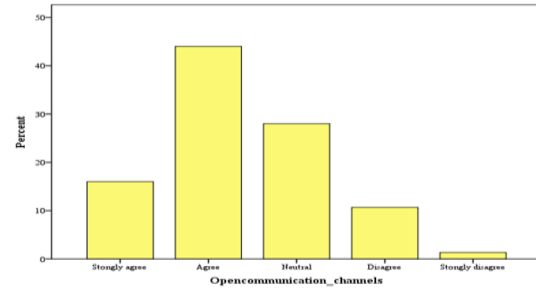| Particulars	Frequency	Percent
Strongly agree	24	16.0
Agree	66	44.0
Neutral	42	28.0
Disagree	16	10.7
Strongly disagree	2	1.3
Total	150	100

Figure. No. 1.2 Access to personal protective equipment

Inference

From the responses received for open communication channels, the responses are 44.0% of the employees are agree, 28.0% of the employees are neutral, 16.0% of the employees are strongly agree10.7% of the employees are disagree, 1.3% of the employees are strongly disagree.

Mutual understand

Table No.1.3 Mutual understand

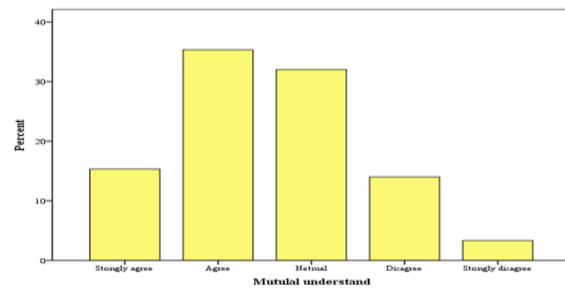| Particulars	Frequency	Percent
Strongly agree	23	15.3
Agree	53	35.3
Neutral	48	32.0
Disagree	21	14.0
Strongly disagree	5	3.3
Total	150	100

Fig. No.1.3 Mutual understand

Inference

From the responses received for mutual understand, the responses are 35.3% of the employees are agree, 32.0% of the employees are neutral, 15.3% of the employees are strongly agree14.0% of the employees

are disagree, 3.3% of the employees are strongly disagree.

Employees treated peers

Table No.1.4 Employees treated peers

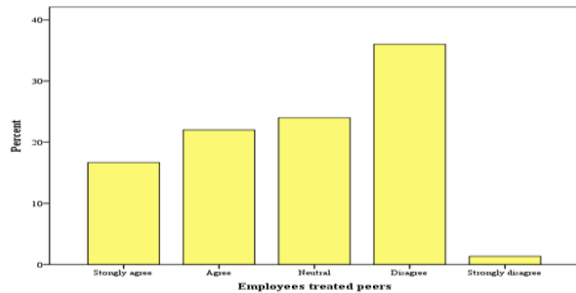| Particulars	Frequency	Percent
Strongly agree	25	16.7
Agree	33	22.0
Neutral	36	24.0
Disagree	54	36.0
Strongly disagree	2	1.3
Total	150	100

Figure No.1.4 Employees treated peers

Inference

From the responses received for employees treated peers, the responses are 36.0% of the employees are disagree, 24.0% of the employees are neutral, 22.0% of the employees are agree,16.7% of the employees are strongly agree, 1.3% of the employees are strongly disagree.

Feedback mechanism place

Table No.1.5 Feedback mechanism place

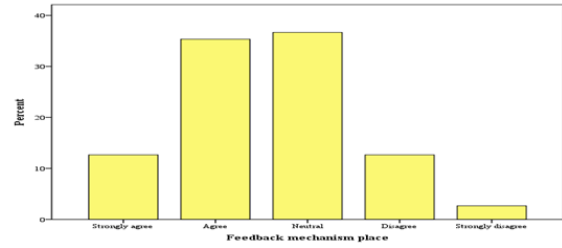| Particulars	Frequency	Percent
Strongly agree	19	12.7
Agree	53	35.3
Neutral	55	36.7
Disagree	19	12.7
Strongly disagree	4	2.7
Total	150	100

Figure No.1.5 Feedback mechanism place

Inference

From the responses received for feedback mechanism place, the responses are 36.7% of the employees are neutral, 35.3% of the employees are agree,12.7% of the employees are strongly agree,12.7% of the employees are disagree, 2.7% of the employees are strongly disagree.

Employees encouraged goals objectives

Table No.1.6 Employees encouraged goals objectives

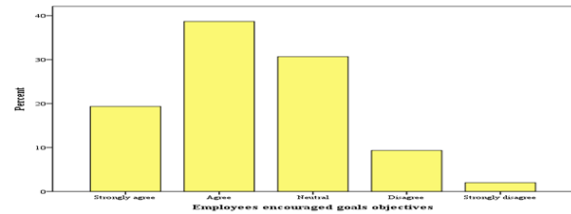| Particulars	Frequency	Percent
Strongly agree	29	19.3
Agree	58	38.7
Neutral	46	30.7
Disagree	14	9.3
Strongly disagree	3	2.0
Total	150	100

Figure No.1.6 Employees encouraged goals objectives

Inference

From the responses received for employees encouraged goals objectives, the responses are 38.7% of the employees are agree , 30.7% of the employees are neutral, 19.3% of the employees are strongly agree,9.3% of the employees are disagree, 2.0% of the employees are strongly disagree.

Chi-Square Tests

Null hypothesis
H0: There is no significant association between the support group counseling services and recognized appreciated contributions.

Alternative hypothesis
H1: There is significant association between the support group counseling services and recognized appreciated contributions.

Summary of the chi-square

Table. No.1.7. Summary of the chi-square

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Support groups counseling services X Recognized appreciated contributions	150	100	0	0	150	100

Table. No. 1.8 Test statistics

	Value	df	otic Sig. (2-tailed)
Pearson Chi square	36.039	16	.003
Likelihood Ratio	38.023	16	.002
No of Valid Cases	150		

Inference
From the above table 4.35, the significant value is p = .003 which is less than 0.05. So,alternative hypothesis (H1) is accepted, it reveals that there is significant association between support group counselling services and recognized appreciated contributions.

Correlation
Null hypothesis
H0: There is no significant association between the open communication channels and work life balance employees .

Alternative hypothesis
H1: There is significant association between the open communication channels and work life balance employees

Correlation values		Open communication channels	Work life balance employees
Safety equipment and resources	Pearson Correlation	1	.184
	Sig. (2-tailed)		.024
	N	150	150
Wellbeing is positively impacted by company safety and health measures	Pearson Correlation	.184	1
	Sig. (2-tailed)	.024	
	N	150	150

Table. No. 1.9 Correlation

Inference: From the above table 4.36, it is inferred that, r=.184 (r value lies between -1 to +1), hence it is clear that there is positive correlation relationship between open communication channels and work life balance employees. So, null hypothesis is accepted, this reveals that there is a significant relationship between open communication channels and work life balance employees.

Suggestions

- To ensure respect and dignity, promote open communication and provide training on respectful behavior. Leaders should model respect, celebrate diversity, and recognize employees' contributions regularly.
- Organizations can build trust by fostering open, honest communication and consistently following through on commitments. Regular feedback and recognizing employees' efforts also strengthen trust between employees and leadership.
- Organizations should implement policies that encourage diverse hiring and create an inclusive workplace culture. Celebrate different backgrounds and perspectives through regular diversity training and inclusive events.
- Provide access to support groups and counselling services for employees facing mental health

challenges. Ensure these resources are easily available and confidential to promote well-being.

- Provide remote work and flexible work schedules to promote a positive work-life balance. Promote regular breaks and limit overtime to ensure employees have time for personal life.
- Offer regular training sessions and development programs to help employees enhance their skills. Support continuous learning and growth opportunities within the organization.

CONCLUSION

Encouraging and promoting the mental and physical health of employees is essential to establishing a positive and productive work environment. Through the provision of support groups, counseling services, and work-life balance, firms may guarantee that their workforce feels appreciated, encouraged, and capable of delivering optimal performance. Investing in these projects helps the firm succeed generally and remain sustainable, in addition to benefiting individual personnel.

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