

The Role of Psychological Therapies in the Indian Corporate World: An Analytical Study

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Abstract—In the emerging corporate sector, the health of employees is becoming key to company success. This report looks into how psychological treatments can tackle the mental challenges found in India's workplaces. It evaluates how well different therapies work to improve employees' mental well-being, lessen job stress, and boost their productivity. Using studies and real-world data, the research digs into how these treatments are being used by the employers in India. It looks at how company culture, the way organisations are set up, and people's backgrounds affect how well these treatments are received and how effective they are. Additionally, the report considers what employees and company leaders think about mental health support, highlighting what helps or hinders bringing these services into the workplace. The study uses both interviews and surveys to give a clearer view of the challenges and practical effects of introducing psychological care in Indian companies. The findings of this research contribute to offer valuable recommendations for human resource management practices, organisational policies, and future research directions. In the end, the report argues for focusing on employees' health and shows how important psychological treatments are in making a productive and healthy work environment in India.

Index term—Corporate World, Productivity, Employee Perception, Organisational Leadership, Implementation Challenges

I. INTRODUCTION

The Indian corporate sector is at a pivotal juncture, experiencing remarkable growth and innovation while grappling with the critical issue of supporting the mental health of its employees. As companies push to excel and stand out in the international arena, it has become increasingly clear that the mental well-being of their workforce is a key piece of the puzzle for success. Today's fast-moving hustle culture, with its heightened job demands and stress, is contributing to a surge in employee mental health issues, including stress, anxiety, burnout, and depression.

Against this backdrop, the significance of psychological therapies within India's corporate sphere has surged to the forefront. These interventions cover a spectrum of techniques aimed at tackling mental health problems and bolstering overall happiness. Grounded in psychological principles and aimed at changing behaviour, these therapies show potential in easing the toll of job-related stress and fostering a more positive and productive working environment.

The value of focusing on employees' mental health is clear. Studies have highlighted the connection between workers' mental health and the overall performance of an organisation. Companies that put the mental well-being of their workers first often see reduced absenteeism, increased engagement, and boosted productivity. Plus, building a work culture that respects and promotes mental health can improve morale, loyalty, and staff retention.

In India, where work culture is heavily influenced by societal norms and traditional corporate hierarchies, understanding how psychological therapies are integrated is crucial. Barriers such as the social stigma associated with mental health and limited access to mental health resources pose unique challenges for incorporating these therapies in Indian companies. Thus, an in-depth study to evaluate the use of psychological therapies in this context is necessary to pinpoint obstacles, gauge their effectiveness, and suggest optimal practices.

This paper aims to contribute to the field by offering a detailed examination of psychological therapies in the Indian corporate sector. It will delve into relevant studies, examine tangible evidence, and provide thorough research to evaluate how these mental health interventions are working. This investigation intends to understand the nuances of organisational behaviour and provide guidance for human resource strategies and company policies. By placing a strong emphasis

on the mental health of their employees, Indian companies can build a more robust, dedicated, and high-performing workforce, paving the way for enduring growth and a competitive edge globally.

A. Aim

The purpose of this research is to examine the extent to which stigma surrounding mental health is present in work settings and to clarify how this stigma impedes candid communication, which in turn affects employees' propensity to seek out psychological therapies.

B. Objective

The paper points to investigate the intricate interplay between corporate culture, the broader work environment, and their effect on the mental wellbeing of workers. By diving into the organisational standards, values, and honed predominant inside corporate settings, the research looks to reveal how these variables either compound or relieve mental wellbeing challenges among representatives. Also, the inquire about endeavours to illustrate the social viewpoints inborn inside corporate culture that shape discernments with respect to the need of mental treatments. By analysing how organisational structures, authority styles, and social flow impact demeaners towards mental wellbeing support, the ponder points to supply bits of knowledge into the request for psychological therapies inside the corporate segment. Eventually, this examination looks to contribute to a more profound understanding of the complex relationship between organisational culture, mental wellbeing, and the utilisation of mental mediations, in this manner advising techniques for cultivating a steady and comprehensive work environment conducive to representative well-being.

II. LITERATURE REVIEW

Despite increased global awareness of the magnitude of the problem in recent years, the World Federation for Mental Health concedes that investment in mental well-being has not kept pace with this increase in awareness. Approximately one billion people worldwide suffer from a mental illness, which could also vary from drug addiction to schizophrenia to dementia and everything in between. Anxiety and depression, two of the most common mental illnesses, cause the global economy to lose US\$ 1 trillion per

year as a result of the decreased production efficiency they cause. (Mondal, P. and Mehra, P., 2022. Mental health at corporate workplace, from stigma to awareness and technological aid—an unchecked crisis. *Journal of Positive School Psychology*, pp.3227-3235)

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. (Sneha, C., Veronic Zidonia, R., & Stanic, T. (2022). Indian Employee's Mental Health and Well-Being in Private Sector Affecting Productivity - Implementation and Impact. *International Journal of Science, Engineering and Management (IJSEM)*, 9(12), 46. Nehru College of Management, Coimbatore, Tamil Nadu, India.)

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. (Sneha, C., Veronic Zidonia, R., & Stanic, T. (2022). Indian Employee's Mental Health and Well-Being in Private Sector Affecting Productivity - Implementation and Impact. *International Journal of Science, Engineering and Management (IJSEM)**, 9(12), 46. Nehru College of Management, Coimbatore, Tamil Nadu, India.)

Mental health problems in the working population (15–64 years of age) are growing public health concerns. Recent evidence indicates that non-communicable diseases (NCDs) including mental health problems such as stress, depression, and anxiety among working populations are directly linked to reduced work performance and increased absenteeism (1). Studies also show that investment in such interventions is cost-saving (2). Mental disorders in

the working population are a major cause of disability and unemployment (3, 4). The World Health Organization (WHO) estimates that the burden of mental health problems in India generates as high as 2,443 disability-adjusted life years (DALYs) per 100,000 population followed by the estimated economic loss, between 2012 and 2030, at USD 1.03 trillion (5). (Pandya, A., Khanal, N. and Upadhyaya, M., 2022. Workplace mental health interventions in India: A rapid systematic scoping review. *Frontiers in Public Health*, 10, p.800880.)

III. RESEARCH GAP

Existing research in the area highlights the importance of addressing mental health issues in the workplace and the need for formal and structured workplace mental health interventions as a strategic priority. However, despite increasing awareness and recognition of the importance of mental health, significant gaps remain in the provision of psychotherapy in India's corporate sector. Although mental health initiatives are on the rise, the focus is overwhelmingly on managing stress and mental health issues through counselling services, and the scope of mental health promotion.

The major research gap identified in the literature is the lack of comprehensive needs assessments, impact evaluations, and workplace policy initiatives accompanying mental health interventions in Indian organizations. Although some initiatives have been implemented, evidence regarding their effectiveness and impact on productivity and health is limited. Also, the lack of documented best practices and positive case studies on workplace mental health interventions in India highlights the need for further research in this area.

Another significant research gap concerns the dearth of studies focusing on cost-effectiveness analysis of workplace mental health interventions in India. Although it is recognized that mental health initiatives are important to employee well-being and organizational success, few studies have investigated the economic impact and return on investment of implementing psychotherapy in corporate settings.

For organizational decision makers to justify investments in mental health programs and allocate resources effectively, it is important to understand the cost-effectiveness of such interventions. Adding on, in

the Indian context, research is needed that focuses on employee mental health, associated risk factors and its impact on workplace dynamics.

Despite increasing recognition of mental health problems in the workplace, there is limited empirical evidence regarding the prevalence of these problems, their impact on employee performance, and the factors that contribute to their occurrence. A comprehensive understanding of employee mental health and its determinants is essential for designing customized interventions and support systems within organizations. Overall, despite increasing awareness of the importance of mental health in corporate India, significant research gaps remain regarding the provision, effectiveness, and cost-effectiveness of psychotherapy.

Addressing these gaps through thorough research is essential to promoting a mentally healthy work environment and maximizing organizational productivity and well-being.

IV. RESEARCH QUESTIONS

1. To what extent do work-related mental health problems affect employee productivity in a corporate environment?
2. How does corporate culture influence employee mental health in India?
3. What role does corporate culture play in channelling the demand for psychotherapy?
4. How psychotherapy contributes to the competitive advantage for an organization?

V. RESEARCH HYPOTHESIS

1. Stigmatization of mental health concerns in corporate settings inhibits open discussion and help-seeking, leading to latent demand for psychological therapy to address underlying issues and create a more supportive culture.
2. As awareness and acceptance of mental health issues increases globally, there has been a corresponding increase in recognition of the need for psychological therapy in the corporate world to support the emotional well-being of employees.

VII. METHODOLOGY

The survey was conducted in India's corporate sector and targeted individuals between the ages of 18 and 55, covering a wide range of career stages up to near

retirement age. The purpose of this study was to determine the demand for psychotherapy in the Indian corporate environment using quantitative methods. A survey questionnaire gathered responses from approximately 60 participants, and subsequent data analysis was conducted to support the research findings.

VIII. DATA ANALYSIS

1. Analysis based on the familiarity of individuals with psychological therapy services available in the Indian corporate sector.

Participants ranked their familiarity with psychological therapy services on a scale of 1 to 5, where 1 represents unfamiliarity and 5 indicates very high familiarity. Most of the respondents showed varying levels of knowledge about psychotherapy services provided in the corporate sector. Although some individuals showed strong perceptions (ratings of 4 or 5) and high levels of friendliness towards the service, a significant proportion of respondents rated their friendliness low (1 or 2), indicating a lack of awareness or understanding of the service.

- Age Group Analysis:
 - a) 18-24 Age Group: Least familiar with psychological therapy services, with no respondents rating their familiarity as 5.
 - b) 25-34 Age Group: Mixed familiarity, with significant numbers at both low and high familiarity levels.
 - c) 35-44 Age Group: Predominantly least familiar, with no respondents rating their familiarity as 5.
 - d) 45-55 Age Group: More familiar compared to other groups, with no respondents rating their familiarity as 1.

- Conclusion:

This analysis showed different levels of familiarity with psychotherapy services among respondents of different age groups. Although some people are very aware of these services, a significant portion are less familiar with them. This suggests that there is a potential gap between the demand for psychotherapy services and the current level of awareness or access in the Indian corporate sector. To effectively meet the mental health needs of employees, it is important to

close this gap by increasing awareness and access to mental health services.

2. Analysis based on willingness of individuals to participate in psychological therapy sessions, if they were made available at their workplace. Responses include "Definitely Yes," "Probably Yes," "Probably Not," "Definitely Not," and "Not Sure." The majority of respondents indicate that they would be open to taking part in these sessions; many of them answered "Definitely Yes" or "Probably Yes." This implies a positive mindset on using psychological therapy services in a work setting. This shows a favourable attitude towards the use of psychotherapy services in the workplace.

- Age Group Analysis:
 - a) 18-24 Age Group: High willingness to participate, with the majority definitely willing.
 - b) 25-34 Age Group: Strong willingness to participate, with the majority definitely willing and some uncertainty.
 - c) 35-44 Age Group: Universal willingness to participate, either definitely or probably.
 - d) 45-55 Age Group: Mixed responses with a significant portion being uncertain.

- Conclusion:

The analysis shows a wide range of opinions regarding taking use of in-workplace psychological therapy sessions. Some people show a great desire to participate in these sessions, but others seem unsure or reluctant. Age groups appear to differ in terms of willingness to participate, with younger respondents generally indicating a greater propensity to do so than older respondents.

3. An analysis based on the types of barriers individuals might encounter in accessing psychological therapy services. The data reveals a variety of barriers that individuals might encounter when attempting to access psychological therapy services. These barriers include time constraints, stigma associated with seeking help, confidentiality concerns, and lack of awareness and availability.

- Age Group Analysis:

- a) 18-24 Age Group: Lack of awareness and availability is the most reported barrier. Time constraints and stigma are also significant issues.
- b) 25-34 Age Group: Time constraints are the most frequently mentioned barrier. Lack of awareness and availability is also a major issue. Confidentiality concerns and stigma are also notable barriers.
- c) 35-44 Age Group: Time constraints and lack of awareness are equally reported as barriers. Confidentiality concerns are present but less frequent. Stigma is less of an issue in this age group.
- d) 45-55 Age Group: Confidentiality concerns are the most frequently mentioned barrier. Time constraints and lack of awareness are also significant issues. Stigma is less frequently mentioned compared to other barriers.

- Conclusion:

This analysis highlights the complexity of the barriers people may face when accessing psychotherapy services.

Time constraints are a common barrier for all age groups, highlighting the need for flexible scheduling options and convenient access to health care services. Concerns about the stigma and confidentiality associated with help-seeking are also an issue, highlighting the importance of creating a supportive and confidential environment for people seeking help. Additionally, addressing the lack of awareness and availability of psychotherapy services is important to increase access to them and reduce barriers to mental health support. Overall, understanding and removing these barriers is an essential step in ensuring that people can access the psychotherapy services they need to support their mental health.

4. Analysis of the data on confidence in the confidentiality of psychological therapy sessions conducted by employers across different age groups. It ranges from "Very confident" to "Not at all confident."

- Age Group Analysis:

- a) 18 - 24 Age Group: This group has a relatively balanced view with a slight inclination towards confidence and neutrality regarding the confidentiality of therapy sessions. The lack of

"Not at all confident" responses suggests generally positive attitudes.

- b) 25 - 34 Age Group: This age group exhibits the widest range of responses, with a notable number of "Very confident" and "Neutral" responses. There is also a significant presence of distrust ("Not confident" and "Not at all confident" responses).
- c) 35 - 44 Age Group: The responses in this age group are predominantly neutral or confident, with very few expressing a lack of confidence.
- d) 45 - 55 Age Group: Similar to the 35 - 44 group, responses are mostly confident or neutral, indicating a generally positive attitude towards the confidentiality of therapy sessions.

- Conclusion:

In general, younger and older people tend to have more positive attitudes, and the majority are confident or neutral. In contrast, the 25-34 age group shows the widest range of perceptions, including significant levels of trust and distrust. This suggests that although levels of trust vary, there is generally a moderate to high level of trust in the confidentiality of treatment sessions conducted by employers across most age groups. However, it is important for employers to address concerns and maintain clear communication to maintain trust and confidentiality in such meetings.

5. Analysis on how psychological counselling improves mental wellness in the workplace, where a rating of 1 indicates strong agreement and 5 indicates strong disagreement.

- Age group analysis:

- a) 18 - 24 Age Group: Generally, there is agreement that psychological therapy can positively impact mental health in the corporate environment, though there's a noticeable spread of responses across the scale.
- b) 25 - 34 Age Group: This group shows the highest level of agreement, with the majority strongly agreeing that psychological therapy is beneficial for mental wellness in the workplace.
- c) 35 - 44 Age Group: While there's still some agreement, the responses in this group are less unanimous compared to the younger age brackets.

d) 45 - 55 Age Group: This group exhibits more mixed views, with less agreement overall compared to the younger age groups.

- Conclusion:

This analysis showed different beliefs regarding the effectiveness of psychological counselling in improving the mental health of the workplace. While some respondents expressed confidence in the positive effects of psychotherapy, others were sceptical or uncertain. This indicates a potential gap in understanding or awareness of the benefits of psychological counselling in corporate settings. Addressing this gap through education, awareness campaigns, and evidence-based advocacy can be essential in promoting mental health initiatives and fostering supportive work environments. In addition, tailoring mental health interventions to address the specific needs and concerns of different age groups may help increase the acceptance and effectiveness of psychological counselling in the workplace.

6. Analysis that prospects the level of comfort individuals feel discussing mental health concerns with their employer or HR department.

- Age Group Analysis:

a) 18 - 24 Age Group: The majority of responses in this age group indicate discomfort when discussing mental health concerns with employers or HR departments.

b) 25 - 34 Age Group: Similar to the younger age group, there is a significant portion of respondents who feel uncomfortable discussing mental health concerns with their employer or HR department, despite a higher number feeling very comfortable or comfortable compared to the younger age group.

c) 35 - 44 Age Group: Responses are more evenly distributed across different comfort levels, with a relatively balanced number of respondents feeling neutral, uncomfortable, or very uncomfortable discussing mental health concerns.

d) 45 - 55 Age Group: Similar to the 35 - 44 age group, there's an even distribution across comfort levels, with a notable portion feeling uncomfortable or very uncomfortable discussing mental health concerns.

- Conclusion:

Overall, the data suggest that there is a significant proportion of individuals of all age groups who feel uncomfortable discussing mental health concerns with their employer or HR department, indicating a potential need for a more supportive and inclusive workplace environment regarding mental health discussions.

IX. CONCLUSION

In conclusion, this study highlights the important role of psychotherapy in accelerating the growth of the mental health landscape in the Indian corporate world. By examining employee perspectives, organizational practices and barriers to access, our research highlights the need for proactive action to ensure mental health in the workplace. As the demand for psychotherapeutic services increases and the need to integrate psychosocial interventions into workplaces increases, our findings recommend the integration of mental health supports into management policies and practices. By creating a supportive, informed and inclusive culture, Indian companies can create strong, high-performance work environments that promote employee well-being and drive success in a competitive global marketplace..

X. REFERENCE

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XI. APPENDIX – 1

Survey Questionnaire

B I U ☰ ✕

Hello, I'm Divya Chainani, a first-year postgraduate Interaction Design student at Pearl Academy, Delhi. I'm currently conducting a research survey on "The Impact of Psychological Therapies in the Indian Corporate Sector: An Analytical Study" under the guidance of Professor Niketa Chakrabarti and Professor Harsh Mehta.

If you're a working professional, I would sincerely appreciate your participation. Your responses will be treated confidentially. This survey should only take 4 to 5 minutes of your time. Thank you for your valuable contribution!

Name *

Short-answer text

Gender *

- Male
- Female
- Other...

Age *

- 18 - 24
- 25 - 34
- 35 - 44
- 45 - 55

Current Organisation *

Short-answer text

Current Job Profile *

Short-answer text

On a scale of 1 to 5, how familiar are you with psychological therapy services offered in the Indian corporate sector?

- 1 2 3 4 5
- Not familiar at all Very Familiar

If any, what types of therapies are you familiar with?

B I U ☰ ✕

Short-answer text

Have you ever participated in psychological therapy sessions, within or outside your workplace?

- Yes
- No

Would you be willing to participate in psychological therapy sessions, if they were made available in your workplace?

- Definitely Yes
- Probably Yes
- Not Sure
- Probably Not
- Definitely Not

What would be the barriers you might encounter in to accessing psychological therapy services? *

B *I* U ☰ ✕

- Lack of awareness and availability
- Time constraints
- Stigma associated with seeking help
- Confidentiality concerns
- Other...

How confident are you in the confidentiality of psychological therapy sessions, if conducted by your employer? *

- Very confident
- Confident
- Neutral
- Not confident
- Not at all confident

Do you believe that psychological therapy can positively impact mental health in the corporate environment? *

B *I* U ☰ ✕

- 1 2 3 4 5
- Strongly Agree Strongly Disagree

How important do you think it is for companies to prioritise employee mental health through the provision of psychological therapy services? *

B *I* U ☰ ✕

- 1 2 3 4 5
- Strongly Agree Strongly Disagree

How comfortable would you feel discussing mental health concerns with your employer or HR department? *

- Very comfortable
- Comfortable
- Neutral
- Uncomfortable
- Very uncomfortable

Would you prefer individual or group therapy sessions if given the option? *

B *I* U ☰ ✕

- Individual
- Group
- No preference

On a scale of 1 to 5, how likely are you to recommend psychological therapy services in the workplace to a colleague or friend? *

- 1 2 3 4 5
- Not Likely Very Likely

Do you have any suggestions or feedback for improving the availability and effectiveness of psychological therapy services in the corporate setting? *

Short-answer text