

Mental Health in the Workplace

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Introduction

Due to an increasing understanding of its impact on employee well-being, productivity, and overall organizational success, mental health in the workplace has become a crucial area of concern for enterprises worldwide. A state of well-being in which people recognize their potential, manage everyday stressors, work well, and give back to their communities is known as mental health, according to the World Health Organization (WHO) (World Health Organization, 2021).

With elements like job expectations, workplace culture, and management practices having a big impact on mental health outcomes, the workplace may be both a source of support and a potential source of stress. Poor mental health has been linked in studies to higher turnover rates, lower job performance, and increased absenteeism (Krekel et al., 2019). On the other hand, encouraging mental health initiatives—like mental health days, employee assistance programs, and a caring workplace—can lower healthcare costs, increase employee resilience, and improve employee engagement (Harter et al., 2020).

Given that many workers experienced previously unheard-of pressures, such as difficulties working remotely and worries about job security, the COVID-19 pandemic has further highlighted the significance of addressing mental health in the workplace. Prioritizing mental health while businesses negotiate these changing dynamics benefits workers' well-being and fosters a more productive and long-lasting workplace.

Aims and Objectives

Establish focused mental health initiatives, carry out frequent evaluations, offer training, support work-life balance, track the success of interventions, and foster candid conversations about mental health in the workplace.

Review of Literature

For employees to function well at work, their mental health is crucial.

As a result, this study is crucial for a thorough analysis of employee mental health disorders and their effects on the workplace based on the literature review. Workplace stress, extended work hours, and thankfulness are some of the elements that impact mental health.

Workplace Stress

Workplace stress has a significant impact on employees' mental health. High levels of stress at work can worsen workers' mental health, which naturally has an impact on

the caliber of their output. Reduced employee performance is one of the ways that job pressure affects employees' workflows.

According to Ugwu, Idike, Ibiam, and Okrorie (2020), Roe and Zilijsatra (2019), Ohari, Ridzoan, Zarefer (2019), Dolcos and Daley (2020), Demerouti, Bakker, and Bulters (2020), Kundi, Sardar, and Badar (2021), raising negative emotions, lowering work accuracy, and producing excessive fatigue effects that can affect employees' physical health.

Additionally, employees with high emotional stability will view job pressure as a challenge, which will affect their commitment to participating in the company, according to Kundi, Sardar, and Badar (2021). Dundon (2021) highlights the significance of HR management practices' impact on and contribution to employee performance outcomes. The work environment will be influenced by HR management techniques. According to research findings presented by Bronkhorst (2019), a work safety climate can be the most effective intervention.

Extended Working Hours

A major element that affects mental health. According to research by Schiller et al. (2017), long workdays might cause individuals to get exhausted and have lower-quality sleep, which can have a detrimental impact on their mental health. Findings by Morgot Shields (2019), which show that women who work excessively long hours are more likely to experience depression, further support this association.

Additionally, the work safety climate is essential for preserving employees' emotional stability, particularly in times of organizational instability and transition. Gratitude is another significant element affecting workers' mental health at work, according to a thorough analysis of the research on the impacts of lengthy workdays. Crumpler and Emmons (2001) discovered that cultivating thankfulness can improve life's purpose, output, and contentment. Additionally, McCullough (2002) found that those who practice thankfulness report feeling happier and more satisfied with their lives than people who don't. In addition to being less materialistic, grateful people are more likely to act in prosocial ways, showing understanding, tolerance, and support for others.

Using existing literature as a guide, this study attempts to investigate in greater detail how gratitude affects employee happiness and mental health. It is crucial in this situation for the community to acknowledge and show thanks for the constructive contributions made by others.

Results

Workplace Stress:

Origins and Consequences

Numerous factors can be impacted by work pressure, according to the findings of earlier studies. Table 2 displays some of the findings from this study. These include a decline in worker performance, a rise in negative emotions, a decline in work precision, and sometimes excessive fatigue that compromises physical health. Roe and Zilijsatra (2019), Ohari, Ridzoan, Zarefer (2019), Dolcos and Daley (2020), Demerouti, Bakker, and Bulters (2020), Kundi, Sardar, and Badar (2021), and Ugwu, Idike, Ibiam, Okrorie (2020).

this study on the impact of work pressure on employees' mental health: then One of the biggest concerns for employee health worldwide is still mental health. According to Alakbarova (2019), as work pressure increases, a negative emotional reaction will

occur. This reaction can be harmful and disruptive, particularly if the job or activity being sought is not the one specified in the work agreement. Mental illnesses will result from this. According to studies by Dobre (2020), Adil and Baig (2019), Manabung et al. (2019), and Zurin et al. (2020), work pressure has an impact on mental health. Going further, Ben-Ner and Cheney (2020) present evidence that employees' mental health is impacted by their workplace, coworkers, and workload. In order to lessen workplace stress, Cheney (2022) recommended that staff members receive brief mindfulness therapy on a regular basis. This is crucial to do in order to prevent employees from quitting, since Sandhyana and Sulphrey (2019) found that stress brought on by work pressure might produce stress that results in a desire to leave the organization.

Extended Working Hours

Working hours or the amount of work completed in a day will cause stress and affect the unpleasant feelings that employees experience in addition to job pressure. The director of Amazon.com India decided that all staff members should refrain from working and from answering calls, emails, or any work-related correspondence after hours in order to preserve work-life balance. The peace and health will be impacted by decisions made between 6 p.m. and 8 a.m. of workers. According to some of the research findings displayed in Table 3, working for an extended period of time will actually cause stress and lower productivity. Both male and female employees experience the same level of stress as a result of this work strain. However, the effect on behavior is a little different. According to Shields (2019), guys tend to spend a lot of time smoking or smoking when interacting with peers.

the connection between psychological impacts and extended work hours. Numerous studies and mounting data indicate that extended work hours are harmful to employees' mental health and general wellbeing. Long work hours have been linked to worsening emotional health, anxiety, despair, and suicide thoughts, according to studies. Numerous other research have demonstrated that only male or female individuals experienced long-term negative consequences on their mental health. We conclude that the long-term impact on depressive disorder is unclear after demonstrating that overtime is not linked to a slight but significant increase in the probability of developing the condition. Positive life events help employees cope effectively with the repercussions of negative occurrences, yet extended work hours might have a negative influence on employees' mental health. Growing data unequivocally demonstrates that leisure activities Hobbies, cultural pursuits, and athletics, for instance, all benefit people. Scholars in the field of recreational science have long stressed the value of leisure time in fostering overall wellbeing and lowering stress levels.

Gratitude's Impact on Employee Happiness

Based on a survey of the literature, the findings of this study about the impact of thankfulness on worker satisfaction are shown as follows:

A more optimistic and expansive perspective on life is made possible by appreciation, according to the journals reviewed above: life is a gift (Listiyandini, Nathania, Syahniar, Sonia & Nadia, 2015). This thankfulness demonstrates the person's propensity to cherish his life. According to Capitaloka and Ediati (2015), gratitude encompasses a wide range of ideas, including feelings, attitudes, moral principles, routines, character attributes, and mental well-being. Happiness is correlated with gratitude. Numerous studies have demonstrated the connection between happiness and thankfulness. Gratitude plays a significant role in wellbeing, according to a 2014 study by Safaria. This is also consistent with the findings of Eriyananda and

Khairani's (2017) study, which found a strong positive correlation between divorced Acehnese people's happiness and thankfulness.

Fig1, How Companies Can Encourage Mental Health at Work



Fig 2, Encouraging the benefits of work for mental health | Construction



Discussion

According to the study, three important factors—work pressure, length of employment, and gratitude—need to be further investigated in order to determine how they affect mental health.

Pressure at Work

According to the study, workplace pressure is linked to higher levels of stress and depression, which can impair worker performance, increase weariness, and decrease accuracy and dedication at work. Strongly emotionally stable workers are known to see work-related stress as a challenge, which can significantly affect their

psychological well-being.

Duration of Work

The duration of employment is the second element that affects mental health. Long-term workers may see a deterioration in their mental health, making them more vulnerable to job-related stress and exhaustion. This implies that extended exposure to work-related demands without sufficient support may have a negative impact on mental health.

Appreciation

The level of appreciation among employees is the last topic covered. According to the study, people who show a high degree of gratitude for their work typically report higher levels of happiness, which has a favorable impact on their mental health. Research suggests that cultivating thankfulness can produce good energy and a more optimistic attitude on life, as demonstrated by the "Study of Happiness in All Countries of the World" by Helliwell, Layard, and Sachs (2015). Gratitude is linked to with a variety of ideas, such as emotions, attitudes, morals, and coping strategies, all of which support employees' mental health.

the study emphasizes how crucial it is to address work-related stress and length of service while encouraging thankfulness in order to enhance workers' mental well-being and general job satisfaction.

Mental Illness

- United States: In 2019, 51.5 million adults in the US, or 20.6% of the population, suffered from a mental illness.
- Australia: Approximately 4 million people, or 20% of the total population, may experience a common mental illness each year.
- Canada: One in five Canadians are predicted to suffer from a mental illness at some point in their lives.
- France: An estimated 12 million French people, or 19% of the country's entire population, suffer from depression or anxiety.
- United Kingdom: One in four UK residents may suffer from a mental health problem annually, according to Mind.
- In New Zealand, 16% of the population, or around 636,000 people, have at some point in their lives been diagnosed with a common mental health condition.
- Depression in Belgium affects an estimated 18% of Belgians, making it a common condition among them.
- Netherlands: With around 800,000 persons impacted each year, the Netherlands has one of the highest rates of depression in Europe.
- Switzerland: Up to one-third of Swiss people are expected to suffer from a mental health condition at some point in their lives.
- Germany: The World Health Organization estimates that 27% of Germans suffer from mental illnesses annually.

The Top 10 Nations with the Lowest Mental Health Disorder Rates

- Japan: According to the World Health Organization (WHO), just 8.6% of Japanese people suffer from a mental disease, making Japan one of the nations with the lowest rates of mental illness in the world.
- South Korea: It is estimated that 9.5% of South Koreans suffer from mental health problems.
- Nigeria: Depression affects over 4 million Nigerians, or 2.7% of the country's entire population.
- Ghana: According to WHO estimates, 650,000 Ghanaians, or 2.2% of the country's total population, suffer from severe mental diseases including schizophrenia or bipolar disorder.
- Egypt: Between 5% and 10% of Egyptians are said to be affected by mental health issues.
- Pakistan: An estimated 34 million people, or roughly 16% of the country's population, suffer from anxiety and depression.
- Iran: According to research that was published in BMC Public Health, between 4% and 12% of Iranians suffer from depressive disorders.
- Morocco: It is believed that 1 million Moroccans, or around 3% of the country's total population, suffer from severe mental diseases like schizophrenia or bipolar disorder.
- China: One in five Chinese adults may have experienced mental health problems at some time in their lives, according to a study published in The Lancet Psychiatry.
- Indonesia: It is estimated that every year, about 25% of Indonesians suffer from mental illness symptoms.

Developmental disorders, substance use disorders, anxiety and depression disorders, schizophrenia, and other psychotic illnesses are examples of mental health disorders. These disorders range in severity from minor to chronic. Teenagers and young adults were experiencing a marked rise in depressive episodes prior to the epidemic, which was indicative of a mental health crisis in the United States. Among those between the ages of 10 and 24, the suicide death rate also increased. In 2019, more than one in five adults who were 18 years of age or older suffered from a mental disorder; the highest rates were observed in women, people between the ages of 18 and 25, and people of other races.

Fig 3. % population with depressive2008-2020

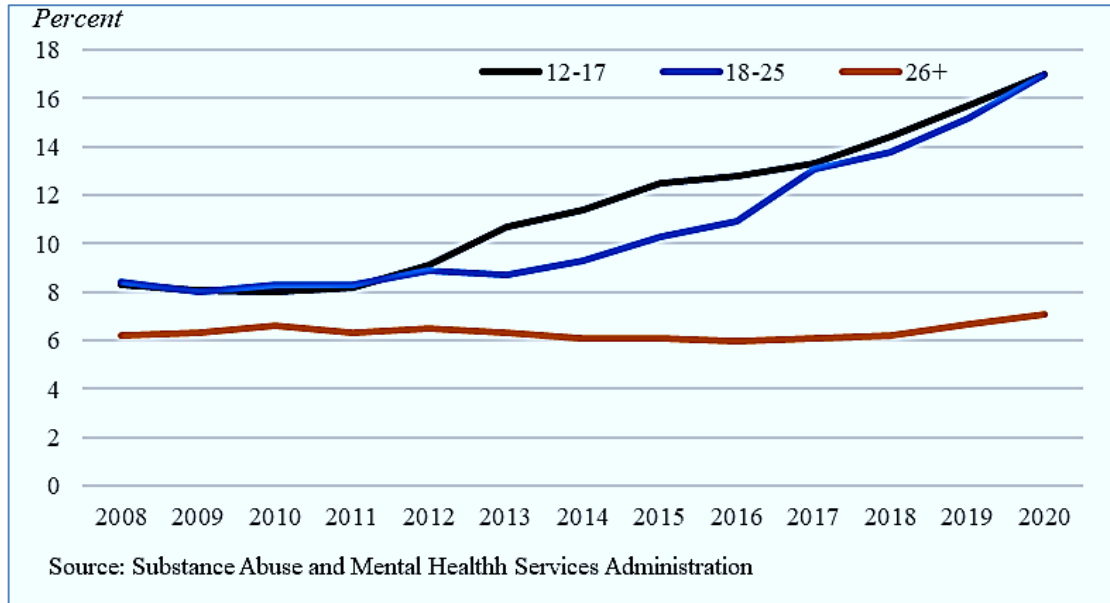


Fig 4. % adult population with mental illness 2020

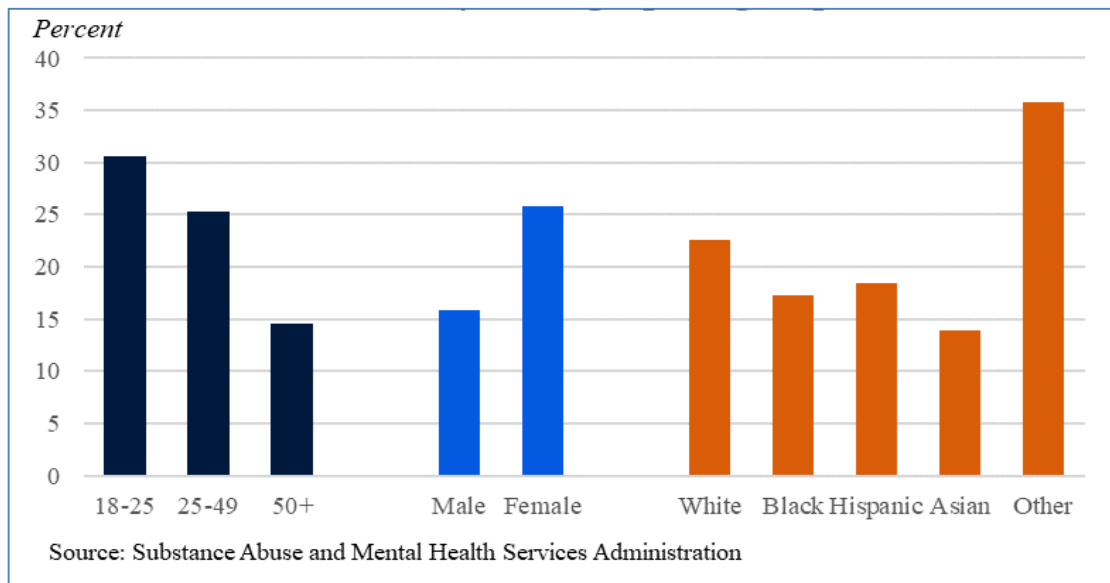
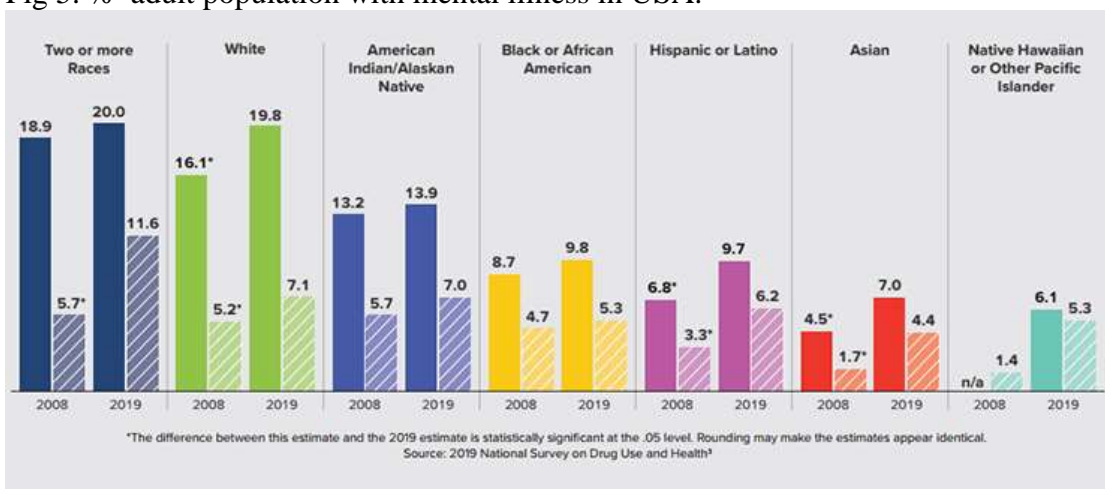


Fig 5. % adult population with mental illness in USA.



Conclusion

The study's conclusion is that maintaining the caliber of workers' labor at work requires both employers and employees to pay close attention to mental health. This study looks at the effects of three key elements on mental health: employee thankfulness levels, work pressure, and work duration. According to this study, work pressure is a problem for employees. Those who are unable to manage their workload are more likely to experience stress, extreme exhaustion, and despair, all of which can have a negative impact on their mental health. Additionally, workers who must put in lengthy hours are more prone to suffer from mental health issues since they are thought to lack a work-life balance.

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