

Chapter 19


Nurturing Employee Well-Being and Mental Health: The Cornerstone of Retention Strategies

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ABSTRACT

This chapter explores the critical importance of employee mental health and well-being concerning global talent procurement and retention strategies. This study examines the dynamic nature of mental health in the workplace, emphasizing its potential to improve employee retention. Through an analysis of contemporary methodologies, obstacles, and inventive resolutions, this chapter aims to furnish organizations endeavouring to establish healthier and more efficient work environments with valuable insights. Furthermore, the chapter predicts forthcoming developments and trends in this crucial field.

INTRODUCTION

The importance of employee mental health and wellbeing in talent acquisition and retention has increased significantly. Given the dynamic nature of the contemporary business environment and the substantial financial repercussions that can result from employee attrition and skilled professional scarcity, organizations are obligated to give utmost importance to the comprehensive wellbeing of their personnel. The increased recognition of the significant influence that employee wellbeing and mental health have on team dynamics, individual performance, and organizational success has led to this shift in emphasis (Khalid & Syed, 2024; Kundi et al., 2020). Amid the intricate processes of acquiring and retaining talent, organizations face the dual task of attracting exceptional individuals and cultivating a work environment

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that nurtures their continuous development and involvement. In addition to competitive compensation and benefits packages, organizations must exhibit an authentic dedication to promoting their staff's physical and mental health (Davenport et al., 2016; Khalid & Syed, 2024). The chapter explores the complex interplay among talent retention, mental health, and global employee wellbeing. Through an analysis of exemplary approaches, prevalent obstacles, and inventive resolutions implemented by establishments spanning diverse sectors and geographical areas, our objective is to furnish practical knowledge that can be utilized to improve strategies for acquiring and retaining talent. The crux of this discourse is acknowledging that employees' mental health and wellbeing are strategic investments and ethical obligations. Employees with the confidence, worth, and assistance to prioritize their mental and emotional health are more inclined to demonstrate increased job satisfaction, loyalty, and productivity. As a result of ignoring these factors, organizational performance may suffer, and absenteeism, presenteeism, and attrition may all increase.

This chapter examines various strategies for fostering employees' wellbeing and mental health. These strategies will encompass proactive motions, such as implementing comprehensive wellness programs and flexible work arrangements, and reactive actions, such as providing mental health support services and destigmatization initiatives. Furthermore, we shall analyze the impact of leadership, organizational culture, and workplace policies on establishing a conducive atmosphere that nurtures resilience, work-life balance, and psychological safety. By examining the interconnection between employee wellbeing, mental health, and talent retention, we aim to provide organizations with the understanding and resources necessary to foster a prosperous workforce amidst changing opportunities and challenges. Emphasizing the comprehensive wellbeing of personnel not only fortifies the structure of institutions but also aids in the development of a worldwide labour force that is more resilient, empathetic, and sustainable. Given their significant effects on employee engagement, contentment, and overall organizational performance, employee wellbeing and mental health have become critical considerations for enterprises worldwide. Organizations are putting more effort into creating plans to assist their employees' mental health and overall wellness due to realizing the changing nature of the modern workplace and the growing recognition of the importance of employee wellbeing. The many facets of employee wellbeing are explored in this study, including aspects like physical health, emotional stability, social support, work-life balance, job satisfaction, and a sense of purpose. It recognizes how these factors are interrelated and how much they impact worker productivity and organizational success.

Additionally, the study framework incorporates concepts linked to social support, stress coping mechanisms, organizational justice, and models like the Job Demands-Resources Model by relying upon theories from psychology, organizational behaviour, and human resource management. The main goal is to find practical methods for enhancing employee wellbeing in organizational settings while also looking into the relationship between employee wellbeing, mental health, and organizational outcomes. The purpose of the study is to investigate the several factors that influence the mental and physical health of employees, clarify methods for improving these aspects, and assess the effects of these aspects on performance, productivity, and employee retention within the firm. Examining organizational elements like leadership, culture, and policies—all of which significantly impact employee wellbeing—is at the heart of this investigation. The research aims to offer insights and suggestions that can guide organizational practices and help create a positive, supportive work environment that promotes employee wellbeing and organizational success by thoroughly examining these factors.

This research will use a systematic literature review methodology to study and assess pertinent studies, theories, and empirical evidence regarding employee wellbeing, mental health, and organizational

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