

# Chapter 2

## Industry 5.0 Beyond Technology: Mental Health Initiatives for Innovation in Nigerian Small Businesses

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### ABSTRACT

*This study explores the main obstacles and potential solutions for implementing mental health initiatives to promote innovation in Nigerian small businesses within Industry 5.0. Using a qualitative approach and the Socio-Technical Systems (STS) framework. Key barriers identified include organizational resistance, financial constraints, awareness gaps, and sociocultural issues. Specific challenges to digital mental health solutions involve erratic human behavior, mental illness stigma, and inadequate IT infrastructure. The study underscores the importance of social and behavioral factors in the acceptance and security of digital interventions and the complexity of integrating social and technical systems. It advocates for collaboration between social and technical experts, human-centric design, advanced technologies,*

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*supportive corporate culture, and ongoing learning. Comprehensive digital interventions and incorporating mental health into talent management are essential for a healthy and innovative work environment.*

## **INTRODUCTION**

A major change in the business environment is marked by the rise of Industry 5.0, which emphasizes collaborative innovation between humans and cutting-edge technologies as well as human-centric approaches. Small businesses in Nigeria have a lot of opportunities to improve their operational efficiency and competitive edge as a result of this paradigm shift. But one important aspect that is still understudied is the incorporation of mental health programs, which are crucial for encouraging creativity and guaranteeing workers' wellbeing (Berardi et al, 2024).

The efficacy and sustainability of mental health initiatives in small businesses are impeded by some key challenges. The widespread stigma associated with mental health, a lack of resources, technical difficulties, and legislative and policy barriers are some of these hindrances. For small businesses to fully benefit from Industry 5.0 and foster an innovative and resilient culture, they must address these obstacles.

Small businesses in Nigeria stand to gain a great deal from the opportunities that Industry 5.0 presents. These companies can increase productivity, streamline processes, and obtain a competitive advantage in the market by implementing cutting-edge technologies. But in order to fully reap these rewards, it is imperative to attend to employees' mental health and well-being, as this is a crucial element in promoting innovation and maintaining growth (World Economic Forum, 2021).

The widespread stigma associated with mental health concerns is one of the main barriers to implementing mental health initiatives in Nigerian small businesses. Because of this stigma, employees are frequently discouraged from asking for assistance, which leads to a culture that fails to appropriately address mental health issues. It is also difficult for small businesses to invest in comprehensive mental health programs because they usually have limited financial and human resources. The successful application of digital mental health interventions is further hampered by technological issues, such as a lack of infrastructure and knowledge (Patterson et al, 2021; Berardi et al, 2024; Adam, & Alarifi, 2021).

Adoption of mental health initiatives is also significantly hampered by legislative and policy barriers. To encourage businesses to prioritize mental health, Nigeria needs more supportive policies and clearer guidelines. Without them, small companies might find it difficult to manage the complicated regulatory landscape and might not have the motivation to put in place mental health initiatives (Berardi et al, 2024; World Economic Forum, 2021).

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