


# Chapter 1

# The Impact of Employee Mental Health on the Success of the Organization

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## **ABSTRACT**

*Organizations are becoming more aware of the critical role mental health plays in the general performance of their operations as well as the well-being of their employees in the fast-paced, cutthroat business world of today. It is now commonly acknowledged that an organization's overall performance is greatly impacted by the mental health of its employees. Numerous consequences arise as a result of the employee's mental health. Respectful employment can promote social functioning, self-confidence, and healing for people with mental health problems. Individuals with mental health disorders are more likely to face discrimination at work and be excluded from employment altogether. Mental health is also at stake when someone is unemployed. There is no denying that the mental health of employees has an impact on businesses. Prioritizing mental health at work ethically is also a sensible business move.*

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## INTRODUCTION

In today's world, mental health has grown in importance, and its effects on the workplace should not be undervalued. The general job performance, productivity, and satisfaction of employees are all significantly impacted by their mental health. Businesses that recognize the value of mental health in the workplace foster a welcoming and inclusive atmosphere where workers can flourish (Aarons et. al, 2006). Employers can take proactive measures to prioritize the welfare of their employees by being aware to mental health in the workplace. Employee well-being and mental health have emerged as crucial elements of organizational performance in the fast-paced, fiercely competitive corporate world of today. Maintaining the mental health and well-being of staff members not only promotes a positive work environment but also boosts output, creativity, and overall company performance (Adane et. al, 2017). This study explains the importance of concentrating on the mental health and well-being of employees as well as how companies can foster supportive work environments. Employee mental health significantly impacts organizational success by affecting productivity, engagement, and overall workplace culture. Prioritizing employee well-being leads to a more engaged and productive workforce, contributing to improved performance and reduced turnover. Conversely, poor mental health can lead to decreased productivity, absenteeism, and increased turnover, impacting the bottom line (Andrew et. al, 2010).

Actually there is a close relationship between work and mental health. Mental health is supported by a secure and healthy workplace, and mental wellness allows individuals to work efficiently. Mental health can be weakened by a dangerous or toxic work environment, and if left untreated, poor mental health can make it difficult for a person to function (Arnetz et. al, 2011). Using personal or sick days, or taking some vacation time, might help you decompress and prevent burnout when you're feeling overburdened by the responsibilities of your job. You will require more than a few days off, though, if you suffer from a chronic mental health condition like anxiety or depression. Additionally, taking care of your mental health at work involves more than just addressing current issues. If your emotional state is affecting your performance at work, you may want to take the time to talk to your employer, especially if the problem is related to your workplace (Bella et. al, 2023). However, it is understandable that many of us are reluctant to talk about our mental health with others, especially with your employer or boss. You may worry about receiving a bad review, tarnishing your reputation or harming your career. Additionally, there is still a stigma attached to mental health, which can make it as challenging to talk about openly as a physical health condition. Some people believe that experiencing stress, depression, anxiety or trauma is a sign of weakness and that it is shameful

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