


Chapter 3


Prioritizing Employee Psychological Well-Being: A Practical Guide to Organizational Sustainability

Bhupinder Singh

 <https://orcid.org/0009-0006-4779-2553>


Sharda University, India

Saurabh Chandra

 <https://orcid.org/0000-0003-4172-9968>

Bennett University, Greater Noida, India

Kittisak Wongmahesak

 <https://orcid.org/0009-0000-2129-4691>

North Bangkok University, Thailand

ABSTRACT

Promoting the psychological health of workers is now a critical global public health priority impacting groups and societies with implications for organizational sustainability and societal advancement. In the wake of heightened workplace stress, burnout and mental health illness, workplace mental health promotion is essential. Organizations need to take a fragmented approach and incorporate mental health, flexible hours and inclusive culture, and regular wellness metrics as part of its approach. With providing employees with access to programs that promote mental resilience, creating open communication channels, and ensuring a fair distribution of workloads, organizations can bolster morale, productivity, and retention. Mental health investment contributes to not only a healthy workforce but also organizational performance, innovation and sustainability in the long run. A

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workplace that is psychologically healthy lays the groundwork for a more resilient, adaptive, and socially conscious global workforce.

1. INTRODUCTION

Improving employee psychological health is no longer an optional add-on but a key pillar of world public health and business sustainability. Mental wellness needs recognition and support as a basic labor right, from governments and from global health agencies as well. Workplaces are fast evolving, with rapid technological advancements, economic uncertainties, and growing demands, leading to the mental wellness of employees being under strain more than ever (Momin & Rolla, 2025). These include workplace burnout, chronic stress, depression, and anxiety, which have become a significant global health crisis; lower productivity, absenteeism, high turnover, and soaring healthcare expense. For example, the World Health Organization (WHO) and International Labour Organization (ILO) (see attached) underscore the need to promote psychological well-being in workplaces, and note that mental health is an integral part of overall public health and is crucial for sustainable development and economic growth. Workplaces are microcosms of society, and the psychological health of their members influences families, communities and even nations. Thus, supporting a mentally healthy workforce is not only an employer responsibility but a public health priority as well (Amodu et al., 2025). By embedding psychological wellness in the organizational DNA, institutions can create inclusive, equitable, and resilient work environments that align with the principles of sustainability and human rights.

Worldwide companies are waking up to the idea that good mental health gets the basis for long term success. When employees' psychological well-being is optimal, their performance is marked by engagement, creativity, and commitment (de Silva, 2025). They have higher emotional quotient, cope with change better and develop better interpersonal relations all of which are essential for a collaborative and innovative work culture. The consequences are gripping and far-reaching however when mental well-being is ignored. Burnout, WHO recently classified as an occupational phenomenon, is described as a decrease in performance, emotional exhaustion, and cynicism. Recent evidence from around the world shows that global lost productivity due to poor mental health costs the world economy over \$1 trillion each year. These statistics highlight the critical need for organizations to take action now. Sustainable organizations cannot expect worklife balance and employee benefits to suffice; they need to cultivate psychological safety, so workers feel seen, heard, valued and supported in their emotional journeys.

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