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## **Ramcharan School Of Leadership**

### **A Report On Corporate Mental Health**

### **For The Subject Of Managerial Communication**

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## **Chapter 1: Introduction**

Corporate mental health emphasises workplace strategies to support employees' psychological well-being. Organisations recognise the impact of mental health on productivity and morale, integrating wellness programs and support systems into their operations. Promoting mental health aligns with ethical practices and business sustainability, fostering a culture of openness and resilience among employees.

The stigma surrounding mental health remains a barrier to support and awareness. In corporate settings, fostering open dialogue and destigmatising mental health challenges is vital. Organisations can combat stigma through education, sensitivity training, and policies that normalise seeking help, promoting a workplace culture where employees feel valued and understood.

Human Resource Management (HRM) is crucial in implementing mental health initiatives. HR professionals design policies, conduct workshops, and provide resources to support employee well-being. Integrating mental health into HR practices aligns with strategic goals, ensuring that organisations effectively address individual needs and broader workplace dynamics.

Corporate Social Responsibility (CSR) activities encompass initiatives aimed at societal betterment, including mental health advocacy. Organisations engage in community-focused programs like mental health awareness campaigns, counselling services, and workplace well-being initiatives. By addressing mental health as a CSR priority, businesses contribute to social development while improving employee welfare and public perception.

Exercise is a critical component of corporate wellness programs, significantly impacting mental health. Physical activities reduce stress, enhance mood, and improve focus, making them essential for employee well-being. Encouraging exercise through workplace fitness initiatives aligns with broader mental health strategies, promoting holistic health and productivity in the corporate environment.

Mental health-focused social initiatives bridge corporate goals with community welfare. These initiatives include partnerships with mental health organisations, public awareness campaigns, and accessible services. By championing mental health as a social cause, businesses strengthen their commitment to societal progress while fostering inclusivity within and beyond the workplace.

## **Chapter 2: Stigma**

### **2.1 Statements:**

Many big corporations like Google and LinkedIn have supported mental health causes in their organisations and discussed coping methods on different platforms. Even though this kind of help breaks down the stigma around this issue, unfortunately, it is not enough to make employees in the corporate world feel safe to talk about mental health at work. Also, mental health stigma makes the environment hostile for those who speak out. (Chowdhury, 2022: 9)

And that's why wellness policies are required in every organisation. Furthermore, a lack of awareness of mental health stigma affects the organisational culture and creates a toxic workplace. (Chowdhury, 2022: 10)

When both emotional intelligence and personality were in the same equation, with the latter being controlled, the former showed incremental variance and the influence of personality factors was reduced. The mental health stigma creates a barrier, which is one of the reasons people seek personal help in the corporate world. (Chowdhury, 2022:15 )

It is safe to say that employees will continue to conceal their mental health issues without proper guidance and better awareness. The stigma prevents employees from sharing their mental problems in the workplace. (Chowdhury, 2022:9 )

In the corporate world, there is a stigma around mental illness because people are ignorant and misinformed about this issue, which creates discrimination against those individuals with mental health issues. (Chowdhury,2022:14)

### **2.2 Arguments:**

Many big corporations like Google and LinkedIn have supported mental health causes in their organisations and discussed coping methods on different platforms, but these efforts are insufficient to create a completely safe space for employees to openly discuss mental health issues, as stigma and hostility persist in workplaces.

Wellness policies are required in every organisation to address mental health issues, but without proper awareness and training, these policies may fail to address the stigma effectively, perpetuating a toxic workplace culture.

When both emotional intelligence and personality were in the same equation, with the latter being controlled, the former showed incremental variance and reduced the influence of personality factors, but mental health stigma still acts as a significant barrier, preventing employees from seeking help even when corporate mechanisms are available.

Employees will continue to conceal their mental health issues without proper guidance and better awareness, but breaking the stigma requires a collective effort from leadership, peers, and

organisational policies to create a truly supportive environment.

In the corporate world, there is a stigma around mental illness because people are ignorant and misinformed about this issue. However, targeted education and awareness campaigns can help dismantle discrimination and create a more inclusive and understanding workplace.

## **Chapter 3: HRM**

### **3.1 Statements:**

Corporate wellness (CW) involves intensifying the links between health and economic interest (Harvey, 2019: 640).

CW serves to marginalise further and stigmatise the unfit, unhealthy, or those with disabilities (Harvey, 2019: 645).

The paper supports Guest's call for a focus on more traditional areas of HRM, such as high levels of remuneration and employment security, as they contribute to worker well-being (Harvey, 2019: 646).

Through CW, management seeks more significant effort from employees and for employees to make lifestyle choices that increase their capacity to contribute to the firm (Harvey, 2019: 643).

Efforts by management to measure the impact of CW on economic performance via worker health thereby sets (potentially arbitrary) targets for well-being, formalising the distinction between the well and the unwell or sick (Harvey, 2019: 644).

### **3.2 Arguments:**

Corporate wellness (CW) involves intensifying links between health and economic interest. However, this focus risks reducing wellness initiatives to mere tools for productivity, neglecting the intrinsic value of employee well-being.

CW serves to marginalise and stigmatise the unfit, unhealthy, or those with disabilities, but inclusive wellness programs with a focus on accessibility can mitigate these effects and ensure equitable support for all employees.

The paper supports Guest's call for a focus on more traditional areas of HRM, such as high levels of remuneration and employment security, as they contribute to worker well-being, but balancing these aspects with innovative wellness strategies can yield a more holistic approach to employee health and satisfaction.

Through CW, management seeks not only more significant effort from employees but also for employees to make lifestyle choices that increase their capacity to contribute to the firm, but this can blur the line between personal autonomy and workplace expectations, potentially leading to resistance or ethical concerns.

Efforts by management to measure the impact of CW on economic performance via worker health set (potentially arbitrary) targets for well-being, but such metrics may fail to capture the complexities of wellness and risk, fostering a culture of comparison and pressure rather than genuine support.

## **Chapter 4: CSR Activities**

### **4.1 Statements:**

CSR-driven wellness programs create a more engaged workforce and increase company competitiveness by fostering employee well-being and motivation (Radzi et al., 2020: 6).

When properly planned, CSR wellness initiatives can enhance employee satisfaction and reduce turnover rates due to their ability to address employees' health and well-being needs (Radzi et al., 2020: 6).

CSR-related health programs directly impact a company's productivity by reducing employee absenteeism and improving morale, leading to better performance (Radzi et al., 2020: 7).

Policymakers must mandate wellness and health programs as part of CSR strategies due to the rising workplace mental health challenges, which require structured solutions (Radzi et al., 2020: 10).

Comprehensive wellness programs can prevent mental health issues like anxiety and depression in employees because they proactively address stressors before they escalate (Radzi et al., 2020: 15).

### **4.2 Arguments:**

CSR-driven wellness programs create a more engaged workforce and increase company competitiveness by fostering employee well-being and motivation. However, their effectiveness depends on consistent implementation and alignment with organisational goals.

When properly planned, CSR wellness initiatives can enhance employee satisfaction and reduce turnover rates due to their ability to address employees' health and well-being needs, but poor execution or lack of follow-through can undermine their impact.

CSR-related health programs directly impact a company's productivity by reducing employee absenteeism and improving morale, leading to better performance, but these benefits may take time to materialise, requiring long-term investment and commitment.

Policymakers must mandate wellness and health programs as part of CSR strategies due to the rising workplace mental health challenges, which require structured solutions, but enforcing such mandates could face resistance from companies citing resource constraints or operational difficulties.

Comprehensive wellness programs can prevent mental health issues like anxiety and depression in employees because they proactively address stressors before they escalate, but their success hinges on employee participation and the availability of skilled facilitators.

## Chapter 5: Exercise

### 5.1 Statements:

Corporate mental health and exercise are deeply connected, with studies showing that physical activity can significantly reduce stress and anxiety levels among employees, improving their mental resilience.

Corporate mental health and exercise initiatives, such as yoga or fitness classes, have enhanced job satisfaction and reduced absenteeism, leading to healthier workplaces.

Corporate mental health and exercise programs tailored to employee needs improve physical health and foster positive mental states, boosting morale and engagement.

Corporate mental health and exercise partnerships can create a culture of well-being where promoting regular movement contributes to better mental clarity and emotional stability.

Corporate mental health and exercise investments have demonstrated long-term benefits by lowering healthcare costs and improving employee productivity through enhanced well-being.

### 5.2 Arguments:

Corporate mental health and exercise are deeply connected, with studies showing that physical activity can significantly reduce employee stress and anxiety levels. However, organisations often overlook the importance of integrating exercise into mental health programs.

Corporate mental health and exercise initiatives, such as yoga or fitness classes, have enhanced job satisfaction and reduced absenteeism. However, some workplaces fail to prioritise these programs, missing out on their potential benefits.

Corporate mental health and exercise programs tailored to employee needs improve physical health and foster positive mental states, yet many companies struggle to implement personalised solutions effectively.

Corporate mental health and exercise partnerships can create a culture of well-being, where promoting regular movement contributes to better mental clarity and emotional stability, **but** achieving consistent employee participation remains a challenge for many organisations.

Corporate mental health and exercise investments have demonstrated long-term benefits by lowering healthcare costs and improving employee productivity through enhanced well-being. However, initial fees and resource allocation can deter companies from committing to such initiatives.

## **Chapter 6: Social Initiatives**

### **6.1 Statements:**

Flexible working hours and awareness campaigns effectively foster corporate mental health. (Tschandl, 2023: 112).

Corporate mental health activities can enhance employee retention and job satisfaction, but financial constraints and competing organisational priorities frequently impede implementation (Tschandl, 2023: 112).

Leadership support is essential for the success of corporate mental health initiatives, yet many organisations face difficulties in aligning these measures with their strategic goals (Tschandl, 2023: 112).

Mental health promotion programs can effectively reduce absenteeism and stress levels, but sustaining their impact requires consistent internal communication and active employee engagement (Memish, Martin, Bartlett, Dawkins, & Sanderson, 2017 : 213).

The increasing emphasis on corporate mental health offers opportunities for innovation, yet stigma and lack of awareness remain significant barriers to transforming workplace cultures (Tschandl, 2023: 112).

### **6.2 Arguments:**

Flexible working hours and awareness campaigns are effective ways to foster corporate mental health, but organisations often face challenges in measuring their long-term impact on productivity.

Corporate mental health activities can enhance employee retention and job satisfaction, but financial constraints and competing organisational priorities frequently hinder them.

Leadership support is critical for the success of corporate mental health initiatives, but many organisations struggle with integrating these measures into their strategic goals.

Mental health promotion programs can reduce absenteeism and stress but require continuous internal communication and employee engagement to sustain effectiveness.

The growing recognition of the importance of corporate mental health creates opportunities for innovation, but stigma and lack of awareness still act as barriers in many workplace cultures.



## **Chapter 7: Conclusion**

Corporate mental health initiatives are integral to fostering a productive and compassionate work environment. By prioritising employee well-being, organisations can enhance workplace morale, reduce stress-related challenges, and improve overall business outcomes, creating a culture where mental health is valued as an essential component of success.

Challenging stigma is essential for building an inclusive and supportive corporate culture. By fostering acceptance and promoting awareness, organisations can create safe spaces where employees feel empowered to address mental health concerns, ensuring that stigma no longer hinders access to vital resources and support.

HRM serves as the backbone of mental health initiatives within organisations. Through strategic planning and compassionate implementation, HR teams can cultivate an environment that values well-being, equipping employees with the tools to thrive professionally and personally, thus contributing to overall organisational resilience.

CSR activities addressing mental health underscore an organisation's commitment to societal and employee well-being. By aligning their efforts with broader social needs, businesses can create meaningful change, contributing to both community development and the establishment of workplaces that prioritise holistic health and sustainability.

Encouraging exercise within corporate wellness programs reinforces the connection between physical and mental well-being. Organisations can foster healthier, more balanced employees by promoting regular physical activity and showcasing their commitment to holistic approaches that benefit individuals and organisational performance.

Social initiatives focusing on mental health solidify an organisation's role as a responsible societal partner. By addressing mental health challenges through collaborative efforts and community engagement, businesses demonstrate their commitment to creating a supportive and empathetic environment, leaving a lasting impact within and beyond the workplace.

## Chapter 8: List of References:

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