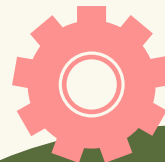


# Introduction to Mental Health:

## 1.1 Understanding the importance of mental health at the workplace.



# Poor Workplace Mental Health

Recent Deaths

hindustantimes.com/ir


## No sleep for 45 days, barely eaten: 42-year-old man dies of 'work pressure'

By HT News Desk

Oct 01, 2024 04:07 PM IST

A 42-year-old Bajaj Finance employee, Tarun Saxena, died by suicide allegedly after severe work pressure and mental distress from seniors.

A 42-year-old worker at Bajaj Finance **died by suicide** on Sunday, citing unbearable work pressure and mental torture by his seniors. He locked his wife and two children in a room before taking the drastic step.



Tarun Saxena, was found dead by his house help on Monday morning. Tarun is survived by his parents, wife and two children. (@atulmodani (X))


THE HINDU

## EY employee's death: Anna wanted to work for UN and WHO, she wanted to explore the world, says her mother

Anna was allegedly glued to her laptop and clocking in hours to serve the client requirements, the over-exerted youngster did this in the hope of a better future

Updated - September 30, 2024 12:06 pm IST - Mumbai

VINAYA DESHPANDE PANDIT




A general view of Ernst & Young Global Limited Headquarters. | Photo Credit: Reuters

For 26 years old Anna Sebastian Perayil, life was

THE TIMES OF INDIA

## Bank staffer ends life over 'work stress'

TNN / JAN 10, 2025, 01:00 IST



Hyderabad: A bank employee in the city died by suicide on Thursday. Koti Satyalavanya, 32, working as an assistant manager at a public sector bank's Bachupally branch, died at her apartment allegedly due to work pressure.

THE NEW INDIAN EXPRESS

## Chennai techie dies by suicide amid work pressure

Karthikeyan had been struggling with severe work pressure and had been receiving treatment for depression for the past two months.




Image used for representational purpose Photo | Express Illustration

Online Desk

Updated on: 22 Sep 2024, 1:11 pm · 2 min read

# Introduction to Mental Health

## Definition and Importance



### Definition of Mental Health

A state of well-being where individuals can cope with normal stresses, work productively, and contribute to their community



### Importance in Workplace

Mental health directly impacts productivity, relationships, and overall organisational success



# What is Mental Health?

## Definition and Workplace Perspective

**Definition by WHO:** Mental health is more than the absence of mental disorders.

**Workplace Mental Health** is the emotional, psychological, and social well-being of employees in a shared work environment. It's an important part of overall health, and it's closely linked to physical health.





# Benefits of Good Mental Health



## Positive Relationships

Employees with good mental health can build positive relationships with their coworkers



## Productivity

Employees with good mental health can build positive relationships with their coworkers



## Engagement

Employees with good mental health can be more engaged with their work.



## Retention

Employees with good mental health are more likely to stay with the company



## Risk

Mitigates legal and financial risk

# Types of Well-being

01

Emotional Well-being

02

Social Well-being

03

Psychological Well-being





# Emotional Well-being



Emotional well-being is a state of **positive emotions** and a sense of **purpose**. It is also about feeling **content** with who you are and having a strong support network.

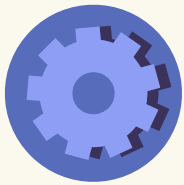


It focuses on how **employees** handle their feelings and cope with challenges at work.



	Emotional well-being includes:
01	Feeling content most of the time
02	Being able to say "no" when needed
03	Having a sense of balance in your life
04	Being able to ask for help when needed





# Emotional Well-being

Signs that employees are emotionally well at work include:

01

## Creativity & Collaboration

Emotionally healthy employees are more likely to be creative, collaborative, and problem-solving



02

## Adaptability

They are better able to handle workplace challenges and adapt to change.



03

## Supportive Environment

They feel valued and appreciated for their efforts and success



04

## Emotional Intelligence

Managing one's emotions and understanding the emotions of others to foster healthy communication and relationships.







# Social Well-being



Social well-being is the **quality of relationships** people have with others, and how they interact with them.



It also includes the **sense of belonging** people feel in their communities and at the workplace

	Social Well-being includes:
Healthy Relationships	Building and maintaining supportive relationships with family, friends, and colleagues
Sense of Belonging	Feeling like you are part of a community and valuing diversity
Sense of Contribution	Feeling like you are a valuable member of society
Sense of Acceptance	The way you perceive others and yourself.



# Social Well-being

Signs that employees are socially well at work include:

01



Positive Work  
Environment

02



Work-life Balance

03



Open Communication

04



Supportive  
Environment

05



Sense of Belonging

06



Diversity & Inclusion



# Psychological Well-being

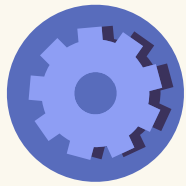


Psychological well-being is a person's **overall mental and emotional health**, and how well they function in their daily life.



It's a combination of feeling good and having a sense of **purpose**.

	Social Well-being includes:
Positive Emotions:	Feeling content, happy, interested, engaged, and confident
Meaningful Relationships:	Having close relationships with others
Sense of Purpose:	Having goals and working towards them
Resilience:	Being able to cope with challenges, regulate emotions, and solve problems
Personal Growth:	Developing your potential and growing as a person



# Psychological Well-being

Signs that employees are psychologically well at work include:

01



Job Satisfaction &  
Employee Engagement

02



Team Dynamics &  
Communication

03



Supports Stress  
Management

04



Reduces Workplace  
Conflicts

05



Increases Employee  
Retention and  
Loyalty

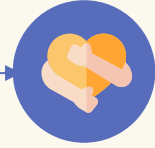
# Why Mental Health Matters at Workplace?



**Increased Stress  
and Burnout**



**High Turnover  
Rates**



**Damage to  
Company Culture**



**Negative Impact on  
Organizational  
Reputation**



# Thank you!

