Mental Health & Impact on Employee

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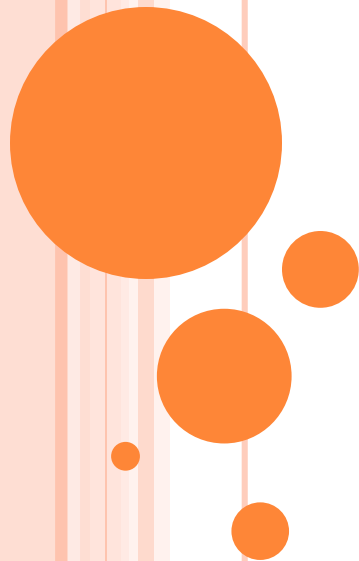
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Mental Health is a state of cognitive, behavioral & emotional well being.

It is emotional, social and psychological state of well being, where a person can cope with stresses of life, can work productively and contribute to the community.

- Mental Health problems are among the most important contribution to the burden of disability world wide.
- Bristish Industry 15% - 30% of workers experience some form of mental problems.
- European Union 20%
- US 40% million people have some type of problems.

Common health problems of workers :-

- Mental Heath Disorders.
- Cardio Vascular Disorders.
- Musculoskeletal Disorders.

Different Mental Disorders :-

- Mood Disorder
- Anxiety Disorder
- Sleep Disorder
- ADHD
- Substance Abuse
- And other Psychiatric Disorders

CONSEQUENCES OF MENTAL HEALTH PROBLEMS

- <u>Absenteeism</u>
Increase Sickness
Poor Health
Depression
Stress
Other conditions
Hypertension
Headache
Neck & Back ache
Heart Disease
Ulcers
Sleeping Disorder

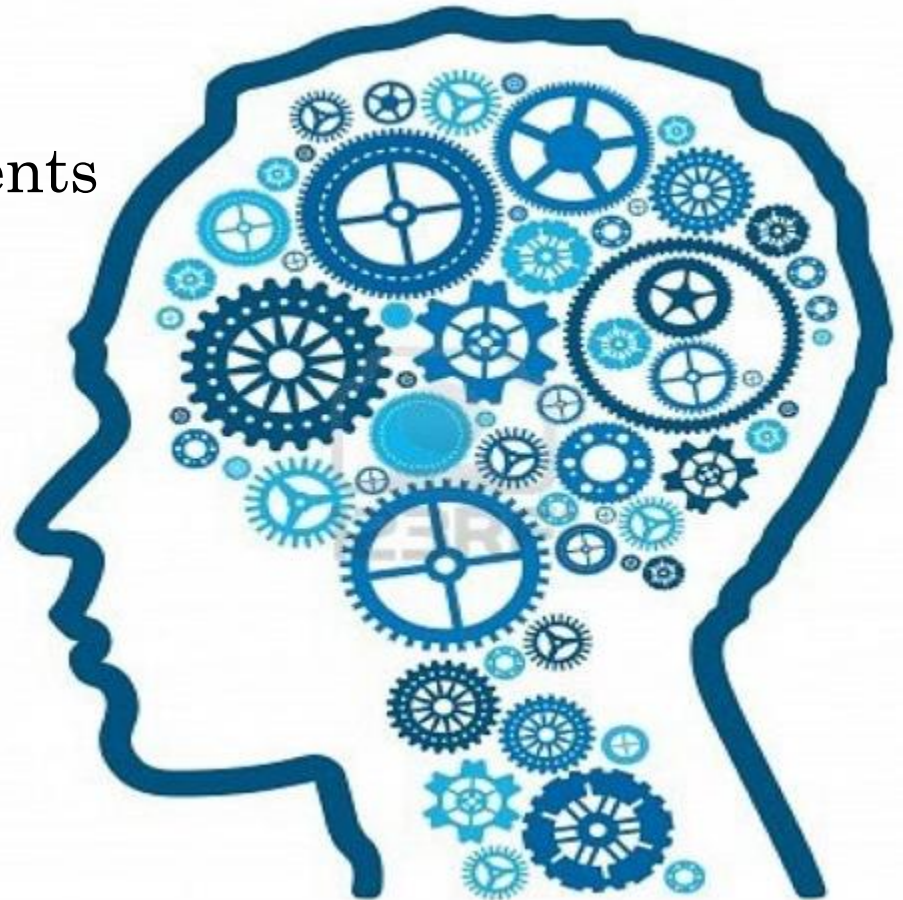# CONSEQUENCES OF MENTAL HEALTH PROBLEMS

- Work Performance

Reduction in productivity

Increased error rate

Increased amount of accidents

Poor decision making

Poor planning

STAFF ATTITUDE AND BEHAVIOR

- Loss of motivation and commitment
- Poor time keeping
- Stress and burnout

RELATIONSHIP AT WORK

- ❏ Tension and conflicts between Colleagues
- ❏ Poor relationship with Clients
- ❏ Poor relationship with Management
- ❏ Poor discipline

MEASURES TO ACHIEVE A HEALTHY AND SAFE WORK PLACE

- Effective policies and procedures
- Flexible work place
- Employee assistance program
- Access to counseling
- Greater understanding through education and training.
- Safe and healthy work condition.

TAKE HOME MESSAGE

Promotion of Mental Health

Rehabilitation

Occupational hazards detection

Treatment facilities

Extracurricular Activities

Counseling

Technical Assistance

Thank You for patience hearing.

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