

**A STUDY ON INVESTIGATING THE MENTAL
WELLBEING OF OFFICE WORKERS**

IN

SATHYAM HOMES PVT LTD

Project Report submitted in partial fulfillment of the

Requirement for the degree of

BACHELOR OF BUSINESS ADMINISTRATION

UNIVERSITY OF MADRAS

By

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APRIL 2022

CERTIFICATE

This is to certify that **Karishma Ramadass Venkataramanan** has completed her project, on **Investigating the mental wellbeing of office workers** under my guidance. It is her own work fully and to the best of my knowledge and belief that it has not been used for the award of any degrees in this university or anywhere else and I am satisfied with her/his effort in this connection.

Head of Department

Project guide

Date:

Date:

VIVA VOCE EXAMINATION

This is to certify that the report on ‘ **Investigating the mental wellbeing of office workers**’ submitted by **Karishma Ramadass Venkataramanan** for partial fulfillment for the Bachelor in Business Administration degree is a record of research work done by her/his during the year 2021-2022

This study represents independent work on the part of the candidate.

Internal Examiner

External Examiner

DECLARATION

I hereby declare that the internship titled “ **Investigating the mental wellbeing of office workers** ” is based on the original work carried out by me under the guidance of Ms. Archana , Assistant Manager, **Sathyam homes Pvt Ltd** and Mr. Karthik. R , faculty guide at college, submitted to Madras Christian College in partial fulfillment of the requirement of the course of study.

KARISHMA RAMADASS VENKATARAMANAN

ACKNOWLEDGEMENT

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CHAPTER 1

EXECUTIVE SUMMARY

This research aims to delve into the mental well-being of corporate professionals, a critical subject due to its pervasive influence on various aspects such as productivity and performance. Beyond the confines of the office, it extends its impact to individuals' lifestyles. The aim of this study is to scrutinize the multitude of factors influencing employees' mental health and their personal repercussions. Additionally, the study delves into the effects of poor mental health and its potential causes. Moreover, it explores the interconnectedness between mental and physical health. Furthermore, it offers insights into strategies for addressing and preventing mental health challenges in the workplace.

This study looks at both theories and real-world data to understand how office workers' mental well-being is affected and how it affects other parts of their lives. It explores how workplace culture, environment, and other factors influence employees' mental health, stressing the importance of maintaining good mental well-being in corporate environments.

In today's busy corporate world, taking care of employees' mental health is super important. As companies push for top performance, the strain on mental well-being is clear. Stress, burnout, and anxiety are everywhere, hurting both individual workers and the company's success. So, making mental health a priority at work isn't just about keeping employees happy and healthy, it's also about keeping the work environment positive and making sure the company can succeed in the long run. Understanding this need to focus on mental well-being is crucial in today's ever-changing professional world. Additionally, supporting employees' mental well-being fosters a more engaged workforce and boosts overall morale, leading to increased productivity and innovation. By addressing mental health concerns proactively, companies can create a more resilient and thriving workplace culture.

This analysis relies on information gathered from participants through a questionnaire. The data is carefully studied using statistical methods and shown visually through graphs, charts, and tables. Based on this analysis, thoughtful conclusions are drawn, guiding the study's suggestions and strategies to improve the mental well-being of corporate employees.

CHAPTER 2

INTRODUCTION

Mental well-being goes beyond just not being mentally ill. It's about thriving - being able to reach your potential, handle life's challenges, work effectively, and contribute to society. The World Health Organization describes it as being able to recognize your abilities, cope with stress, work well, and contribute to your community. This means mental health is essential in all parts of our lives. Achieving mental well-being is a journey influenced by things like our genes, surroundings, and lifestyle choices. It's about knowing ourselves, taking care of ourselves, and getting support from others. In today's busy world, looking after our mental well-being is more important than ever.

"Health is a state of complete physical, mental and social well-being, and not merely the absence of disease or infirmity." - World Health Organization

Mental health issues among working adults are becoming a big worry for public health. Studies suggest that conditions like stress, depression, and anxiety in the workforce lead to lower job performance and more days off work. Research also indicates that investing in solutions for these problems saves money in the long run.

Workplace Mental Health in India Context

Mental disorders among working adults are a significant reason for disabilities and job loss. The World Health Organization estimates that mental health issues in India lead to a high number of years lost due to disability and a massive economic loss. Most non-communicable diseases, including mental disorders, affect people under 60 years old, which means those of working age. Globally, mental health conditions cost trillions of dollars in 2010, and this is expected to increase substantially by 2030. This highlights the urgent need for comprehensive strategies to address mental health issues among working adults.

In 2011, India's workforce comprised a staggering 474 million individuals, as reported by Census 2011. Additionally, data from the country's Sample Registration System in 2018 indicates that India's demographic dividend, a measure of its working-age population, is on a steady rise. Projections suggest that the proportion of the working-age population will increase from 61% in

2011 to 65% in 2036, resulting in the addition of 12 million individuals to the workforce each year. This significant growth underscores the importance of addressing issues related to mental health and well-being within the Indian workforce.

Mental disorders affect millions of working individuals in India. While there aren't specific studies on mental health among workers, estimates suggest a significant burden on this population. For instance, a survey by the National Institute of Mental Health and Neurosciences (NIMHANS) found that around 150 million people in India suffer from various mental disorders, making up about 10.5% of the population. Similarly, the Global Burden of Disease Study in 2017 revealed that approximately 197 million people in India experience mental illnesses, accounting for 14.3% of the total population. These findings imply that a large portion of individuals with mental disorders falls within the working-age range, between 15 and 59 years old.

A survey conducted by The7th Fold in 2020 involving 509 working individuals from various sectors across Indian cities found that 36% of employees were facing mental health issues. The COVID-19 pandemic has worsened the situation, with a 2021 survey by PwC revealing that 63% of employees are stressed due to financial difficulties since the pandemic began. Another study by Deloitte during the pandemic's second wave ranked India highest among 18 countries in terms of anxiety. These findings emphasize the urgent need to address mental health concerns in the workplace.

Bad mental health at work can lead to various physical illnesses such as high blood pressure, diabetes, and heart problems. Recent evidence shows that how well employees do their job is linked to their mental health, affecting overall productivity at the company. So, it's important to make sure employees' mental health is a priority.

Most of the research on workplace health and mental health improvements comes from wealthy countries with a strong industrial background. These countries prioritize workplace health and have strict regulations on health insurance, which may explain why there are many programs to improve

workplace health. However, we don't know much about workplace mental health programs in India. There's limited evidence on how effective these programs are in India. That's why this review aims to look at existing evidence on mental health programs at Indian workplaces and find out what makes them unique.

FACTORS AFFECTING PSYCHOLOGICAL WELL-BEING AND MENTAL HEALTH AT THE WORKPLACE

Work content or task design:

The nature of the work itself can significantly impact an employee's psychological well-being. Tasks that are monotonous, repetitive, or lack challenge can lead to boredom, disengagement, and ultimately, decreased mental health. On the other hand, jobs that offer variety, autonomy, and opportunities for skill development can contribute to a sense of fulfillment and satisfaction, enhancing mental well-being.

Workload and work pace:

Excessive workload and unrealistic expectations regarding productivity can cause stress, anxiety, and feelings of overwhelm among employees. When employees are constantly pressured to meet tight deadlines or handle a heavy workload without sufficient support or resources, it can negatively impact their mental health and well-being.

Work schedule:

Irregular or unpredictable work schedules, including long hours, night shifts, or rotating shifts, can disrupt employees' sleep patterns, social lives, and overall work-life balance. This disruption to their routine can lead to fatigue, stress, and decreased mental well-being over time.

Control:

The degree of autonomy and control employees have over their work can influence their mental health. When employees feel empowered to make decisions, solve problems, and have input into their work processes, they are

more likely to experience a sense of ownership and satisfaction. Conversely, lack of control or micromanagement can lead to feelings of frustration, helplessness, and stress.

Environment and equipment:

The physical work environment, including factors such as noise levels, temperature, lighting, and ergonomic design, can impact employees' mental health. A comfortable, safe, and supportive work environment promotes well-being, whereas an uncomfortable or hazardous environment can contribute to stress, discomfort, and distraction.

Organizational culture and function:

The values, norms, and practices within an organization can either support or undermine employees' mental health. A positive organizational culture that promotes open communication, collaboration, and mutual respect fosters a sense of belonging and well-being. Conversely, toxic or dysfunctional organizational cultures characterized by conflict, discrimination, or lack of support can negatively affect employees' mental health.

Interpersonal relationships at work:

The quality of relationships with coworkers, supervisors, and other stakeholders can influence employees' mental health and well-being. Positive social interactions, teamwork, and supportive relationships contribute to a sense of belonging and connectedness, whereas conflict, bullying, or social isolation can lead to stress, anxiety, and low morale.

Role in organization:

Clarity regarding job roles, responsibilities, and expectations is essential for employees' mental well-being. When employees understand their roles and feel they are making meaningful contributions to the organization, they experience a sense of purpose and fulfillment. However, ambiguity, role conflict, or role overload can lead to stress, confusion, and dissatisfaction.

Career development:

Opportunities for career advancement, skill development, and professional growth are essential for maintaining employees' motivation and engagement. When employees feel stagnant or perceive limited opportunities for advancement, it can negatively impact their self-esteem, job satisfaction, and overall mental well-being.

Home-work interface:

The integration of work and personal life, commonly referred to as work-life balance, is crucial for employees' mental health and well-being. Balancing work commitments with personal responsibilities, hobbies, and relationships helps prevent burnout, exhaustion, and stress. However, when work encroaches on personal time or vice versa, it can lead to conflict, guilt, and emotional strain.

IMPACT OF WORK FROM HOME

The shift to remote work, accelerated by the COVID-19 pandemic, has brought both positive and negative effects on mental health and well-being. On the positive side, employees have benefited from reduced commuting time, flexible schedules, and increased time with family and friends, leading to improved mental health outcomes. However, there are also drawbacks, including decreased productivity, limited access to a quiet workspace, conflicts between work and family responsibilities, increased sedentary behavior, and fewer opportunities for leisure activities. These challenges have contributed to feelings of depression, anxiety, and sleep disturbances among remote workers. Additionally, remote work has been linked to an increase in alcohol consumption.

CHAPTER 3

OBJECTIVES

Primary Objective:

- **Understanding the Mental State and Well-being of Corporate Office Workers:**

The primary objective of this study is to delve into the mental state and well-being of corporate office workers. It aims to comprehensively understand how various factors within the office environment influence the mental state of employees. By conducting in-depth analyses and assessments, the study seeks to explore the psychological dynamics at play in corporate settings. This involves examining the impact of factors such as workload, job responsibilities, organizational culture, interpersonal relationships, and work-life balance on the mental well-being of office workers. Through this exploration, the study aims to gain insights into the overall mental state of corporate employees and the factors that contribute to their psychological well-being or distress.

Secondary Objectives:

1. **Investigating the Causes of Mental Health Recession in Office Workers:** One secondary objective is to identify and analyze the underlying causes behind the decline in mental health among office workers. This involves exploring factors such as job stress, workplace conflicts, job insecurity, lack of support systems, and other stressors that may contribute to deteriorating mental health among employees.
2. **Understanding the Relationship Between Mental and Physical Health:** Another secondary objective is to examine the reciprocal relationship between mental and physical health in office workers. This involves investigating how poor mental health can negatively impact physical health outcomes, such as increased risk of chronic illnesses, weakened immune system, and higher susceptibility to physical ailments.
3. **Providing Recommendations for Protecting Mental Well-being:** The final secondary objective is to offer practical suggestions and strategies aimed at safeguarding the mental well-being of office workers. Drawing from the insights gathered through the study, the aim is to propose actionable recommendations that organizations can implement to create a supportive work environment conducive to positive mental health outcomes.

CHAPTER 4

REVIEW OF LITERATURE

The Role of Employee Voice on Mental Health and Wellbeing: The Case of Poland by Z. V. Gareeva

In their study, the authors delve into the significance of employee voice in tackling one of the paramount concerns in modern workplaces: mental health. They examine how employees' ability to express their opinions, concerns, and suggestions can positively influence mental health outcomes within the organizational context. Moreover, the authors investigate the impact of structural factors such as job content, management styles, and broader organizational practices on mental health issues. By exploring these dimensions, the authors aim to shed light on effective strategies for promoting mental well-being in the workplace and enhancing overall organizational health and productivity.

Assessing Employee's Mental Wellbeing during Telecommuting by S. Vasantha

The article explores the shift to telecommuting as a result of the COVID-19 pandemic and its impact on employee well-being. It highlights the initial challenges faced by both employees and employers in adapting to remote work and underscores the importance of prioritizing mental health in this new work environment. The study aims to conduct a thorough literature review on the effects of telecommuting on employee mental well-being, drawing on existing research articles from various academic databases. Despite limited studies specifically addressing COVID-19 and mental health, recent research on the pandemic is reviewed to understand its implications. The findings suggest that telecommuting has had a negative impact on employee mental health, prompting the research to propose strategies for improving mental well-being during remote work.

Psychological Wellbeing of Employees by Hitesh Mohan, Zahoor Ahmed Lone

The article discusses the lack of sufficient information on how mental health conditions (MHC) manifest and impact organizations. It highlights the prolonged exposure to work-related stress, which can lead to physical and psychological deterioration, including anxiety and depression. The article emphasizes how work can exacerbate existing conditions and create further complications. It advocates for creating a supportive work

environment to promote employee well-being. Additionally, it explores the health benefits of such a environment, including reduced sick days and a more engaged and productive workforce. Overall, the article underscores the importance of addressing mental health in the workplace for the benefit of both employees and organizations.

The importance of mental health in the workplace by Andrii Kalinin

The article discusses the increasing recognition of mental health in the workplace within the Ukrainian business community since 2015. It highlights the heightened importance of this issue during the COVID-19 pandemic and periods of war in Ukraine, with HR managers and directors prioritizing discussions on employee mental health. The article emphasizes the understanding among HR professionals of the link between business performance and employee well-being. It underscores the significance of employees prioritizing their own health for their overall well-being, competence, resilience, and competitiveness in the labor market.

Mental Well-being Among Workers: A Cross-national Analysis of Job Insecurity Impact on the Workforce by Concetta Russo, Marco Terraneo

The article examines the impact of subjective indicators of employment conditions on mental well-being, drawing from data collected in the European Quality of Life Survey from eight European countries in 2011 and 2016. Specifically, it focuses on the concept of job insecurity and its effect on mental health. Job insecurity, characterized by the fear of losing one's job and facing an uncertain future, is analyzed in two dimensions: cognitive job insecurity and labor market insecurity. The study utilizes the World Health Organization Well-Being Index (WHO-5) to measure mental well-being and employs a fixed-effects model with individual and macro-level control variables. Notably, the research distinguishes itself by considering subjective categories such as self-perceived job insecurity and disentangling the concept of precariousness from contract type. The findings indicate that self-perceived job insecurity negatively impacts mental well-being for both permanent and temporary workers, highlighting its significance in predicting psychological distress among the workforce.

Psychological Wellbeing and Safety in a Global Context: A Rapid Evidence Assessment

The article explores the impact of psychological well-being on productivity and work experiences in safety-critical sectors such as maritime/energy, construction, engineering, food, and digital industries. It reviews global literature to identify factors influencing mental health and suggests strategies for intervention, emphasizing the importance of addressing psychosocial factors within specific sectors. Additionally, it discusses the challenges posed by the 4th Industrial Revolution and the COVID-19 pandemic, highlighting the need for collaborative interventions and innovative approaches to monitor and support mental health in the workplace.

H-WORK Project: Multilevel Interventions to Promote Mental Health in SMEs and Public Workplaces

The paper outlines a large-scale international intervention project aimed at enhancing employee mental health and well-being in SMEs and public organizations. It innovatively explores multilevel interventions, tailored to post-pandemic challenges, utilizing realist evaluation and economic analysis to assess effectiveness and affordability. The study integrates literature on training transfer and organizational processes to develop practical toolkits for workplace mental health promotion.

Determinants of Psychological Well-being and Its Impact on Mental Health by Gurudas Bandyopadhyay

This study explores the relationship between various individual and organizational factors and psychological well-being (PWB) in the workplace. Factors such as conscientiousness, optimism, resilience, and organizational culture were examined for their impact on PWB. The study found that these factors significantly contributed to PWB, which in turn influenced mental health and overall performance. The findings underscore the importance of promoting a positive work culture and environment to foster the well-being of employees.

CHAPTER 5

RESEARCH METHODOLOGY

Research methodology is the specific procedures or techniques used to identify, select, process, and analyze information about a topic. In a research paper, the methodology section allows the reader to critically evaluate a study's overall validity and reliability.

STATEMENT OF THE PROBLEM

The issue concerns the psychological well-being of employees within a property development and sales company. The conducted studies aim to assess the mental state and health of these employees. The nature of this job involves continuous and demanding tasks, often requiring overtime to resolve issues and meet client needs. Apart from tight deadlines and excessive workload, employees also face the pressures of meetings, phone calls, customer expectations, and managing large projects. These factors collectively contribute to potential adverse effects on the mental health of workers. Additionally, job insecurity adds further stress, compounding the challenges in their workplace environment.

TYPE OF RESEARCH

Descriptive research endeavors to provide precise and systematic depictions of a population, scenario, or phenomenon. Its focus lies in addressing questions of what, where, when, and how, rather than delving into the why. Employing a diverse array of research methodologies, a descriptive research design explores one or more variables. Unlike experimental research, the researcher refrains from actively controlling or manipulating variables, opting instead to observe and measure them. Essentially, descriptive research presents a snapshot of the current state of affairs, wherein the researcher exercises no influence over the variables under scrutiny.

SAMPLING

Sampling is a process used in statistical analysis in which a predetermined number of observations are taken from a larger population. Sampling is the selection of a subset (a statistical sample) of individuals from within a statistical population to estimate characteristics of the whole population. The Study Adopted Nonprobability Sampling method - Convenient Sampling.

SAMPLING POPULATION

In research terminology, the population refers to a cohesive collection of individuals, institutions, or objects sharing common characteristics that are of interest to the researcher. These distinguishing features set them apart from other entities. For instance, the sample population for this survey comprises 60 individuals residing in Sathyam Homes, Chennai.

SAMPLE FRAME

In statistics, a sampling frame is the source material or device from which a sample is drawn. It is a list of all those within a population who can be sampled, and may include individuals, households or institutions.

SAMPLE SIZE

The sample size is a term used in market research for defining the number of subjects included in a sample size. The sample size for this study is 60 respondents.

DATA COLLECTION

Data collection is defined as the procedure of collecting, measuring and analyzing accurate insights for research using standard validated techniques. A researcher can evaluate their hypothesis based on collected data. In most cases, data collection is the primary and most important step for research, irrespective of the field of research

PRIMARY DATA

Data is gathered firsthand from the participants themselves. In this particular case study, primary data is obtained from employees via questionnaires distributed to them. These questionnaires were designed to gather information essential for achieving the study's goals and objectives. They included a mix of demographic inquiries and research-focused questions, strategically organized to ensure clarity and minimize any potential discomfort or confusion among the respondents.

SECONDARY DATA

This is the data that is collected from existing sources. The secondary data for this study was collected from published journals, research paper, articles and the internet.

ANALYTICAL TOOLS USED:

Data analysis tools help researchers make sense of the data collected. It enables them to report results and make interpretations. The data collected through the survey was standardized, analyzed and interpreted with IBM SPSS Statistics 23 Software. The analytical tools used in the study are as follows:

- Pie chart
- Bar graph
- Correlation
- Regression analysis
- Factor analysis
- Crosstab
- Descriptive statistics

LIMITATIONS

- The sample size is too small to reflect the opinion of the whole organization.
- Time constraint for the completion of the research work.
- The inability to measure the accuracy of the data collected.
- Difficulty in getting many responses.
- This study only includes employee self-reports regarding stress. Direct observation was not feasible.

CHAPTER 6

COMPANY PROFILE

Sathyam Homes Pvt. Ltd.: Building Dreams into Reality

About

Sathyam Homes Pvt. Ltd. is a leading property developer based in Chennai, Tamil Nadu, India. Established in 2008, we possess over 13 years of experience crafting quality living spaces for our valued customers. With a commitment to excellence, we have completed over 25 projects, exceeding 4,00,000 square feet of constructed space.

Mission

Sathyam Homes is driven by the mission of transforming the dream of owning a comfortable and affordable home into a reality. We take pride in building homes that stand the test of time, utilizing advanced construction technologies and thoughtful planning. This ensures our projects not only provide a haven for families but also represent a valuable and lasting asset.

Values

- **Integrity:** We conduct our business with honesty and transparency, earning the trust of our customers, partners, and employees.
- **Quality:** We are committed to delivering exceptional quality in every aspect of our projects, from construction materials to design and finishes.
- **Innovation:** We continuously explore and implement innovative approaches to construction, ensuring efficiency and sustainability.
- **Customer Focus:** We prioritize understanding our customers' needs and aspirations, ensuring our projects cater to their evolving lifestyles.
- **Timely Delivery:** We value punctuality and strive to deliver projects on time, minimizing inconvenience to our customers.

Our Services

Sathyam Homes offers a comprehensive range of services to cater to the diverse needs of our clients. These include:

- **Residential Property Development:** We specialize in constructing apartments, villas, and independent houses catering to various budgets and family sizes.

- **Project Management:** Our experienced team oversees all aspects of project development, from land acquisition and planning to construction and completion.
- **Design and Development:** We collaborate with skilled architects and engineers to create aesthetically pleasing and functionally efficient living spaces.

Our Team

Sathyam Homes is backed by a team of dedicated professionals with extensive experience in the construction industry. Our team comprises architects, engineers, project managers, construction supervisors, and skilled workforce, all working together to deliver exceptional results.

Why Choose Sathyam Homes?

Here are some key reasons why you should choose Sathyam Homes for your dream home:

- **Unwavering Focus on Quality:** We prioritize superior construction quality, ensuring your home is built to last.
- **Value for Money:** We offer exceptional value for your investment, providing spacious and well-designed living spaces at competitive prices.
- **On-Time Delivery:** We understand the importance of timely completion and strive to deliver projects as per schedule.
- **Customer-Centric Approach:** We prioritize your needs and provide excellent customer service throughout the buying journey.

Sathyam Homes Pvt. Ltd.: Building Dreams into Reality

Clientele

Sathyam Homes has proudly served a diverse clientele over the years, catering to the needs of first-time homebuyers, established families, and investors. We understand that every client has unique needs and aspirations, and we work closely with them to find the perfect home that aligns with their budget and lifestyle.

Portfolio

We invite you to explore our portfolio of completed projects, showcasing our commitment to quality, innovation, and design excellence. Each project reflects our dedication to creating vibrant living spaces that foster a sense of community and belonging. Our website or brochures can provide detailed information on these projects, including floor plans, amenities, and location highlights.

Looking Ahead

Sathyam Homes remains committed to continuous growth and innovation. We are constantly exploring new opportunities and implementing cutting-edge technologies to enhance our projects and cater to the evolving needs of the market. We strive to be a leading force in Chennai's real estate landscape, leaving a legacy of quality construction and satisfied customers.

Ongoing projects :

Villa Shakunta Phase 2 - Vismaya: This project is located in Guduvanchery, Nellikuppam road.

Triple Decker Villas - Thirumagal Nagar

CHAPTER 7

DATA ANALYSIS AND INTERPRETATION

1. Gender

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	33	55.0	55.0	55.0
	Female	27	45.0	45.0	100.0
	Total	60	100.0	100.0	

Table 1 . Distribution of Gender Among Participants

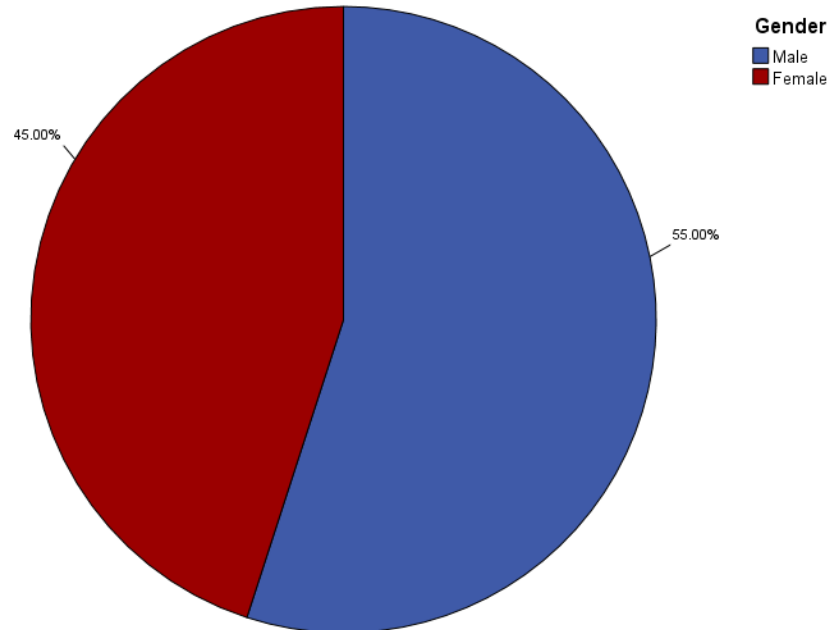


Figure 1 . Distribution of Gender Among Participants

Interpretation :

The table presents data on gender distribution, indicating that out of a total sample of 60 individuals, 55% identified as male and 45% as female. This distribution suggests a slight majority of males within the sample. The data is clear and straightforward, providing a snapshot of gender representation within the surveyed population.

2. Age

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 23	1	1.7	1.7	1.7
	23-30	19	31.7	31.7	33.3
	31-40	29	48.3	48.3	81.7
	41-50	9	15.0	15.0	96.7
	Above 50	2	3.3	3.3	100.0
	Total	60	100.0	100.0	

Table 2 : Distribution of Age Among Participants

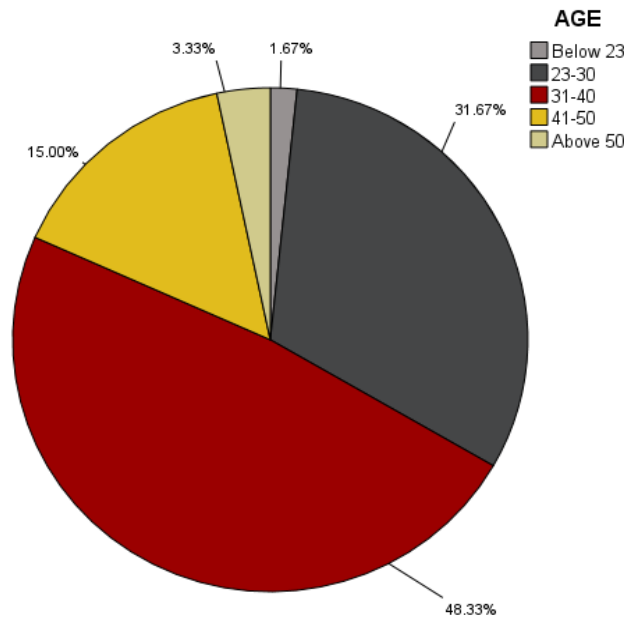


Figure 2 : Distribution of Age Among Participants

Interpretation:

The table presents data on the age distribution of a sample population, with a total of 60 individuals. Most respondents fall within the age range of 23-40, representing 81.7% of the total sample. Specifically, 31.7% are aged between 23-30, while 48.3% are aged between 31-40. Additionally, 15% of the respondents are aged 41-50, and 3.3% are above 50 years old. Notably, only one respondent, or 1.7% of the sample, is below the age of 23. This distribution indicates a concentration of respondents in the younger to middle-aged categories, with a smaller representation of older individuals.

3. Income level

INCOME

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 500000	16	26.7	26.7	26.7
	500000-1000000	18	30.0	30.0	56.7
	1000000-2000000	13	21.7	21.7	78.3
	2000000-3000000	9	15.0	15.0	93.3
	Above 3000000	4	6.7	6.7	100.0
	Total	60	100.0	100.0	

Table 3 : Income Distribution of Participants

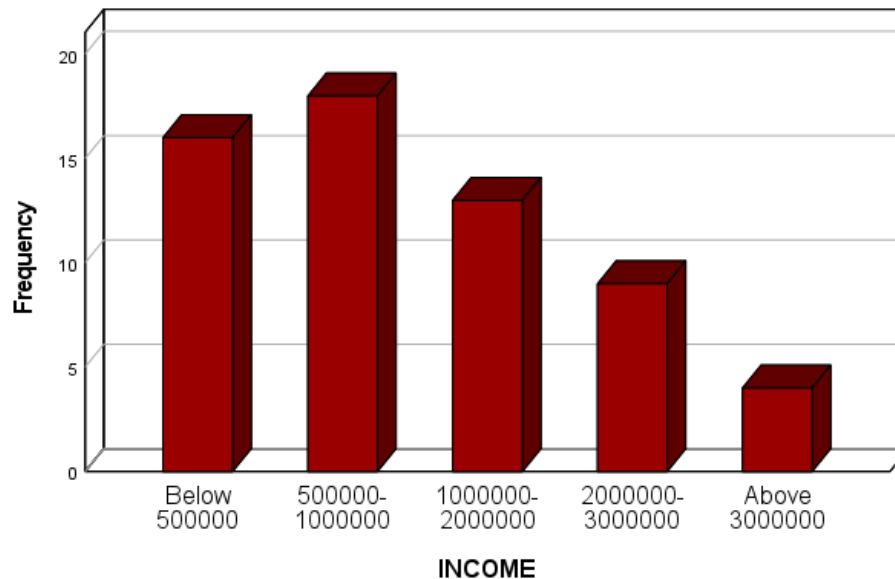


Figure 3: Income Distribution of Participants

Interpretation:

From the data, it's evident that the majority of respondents, comprising 30% of the total, earn between 500,000 and 1,000,000 units (currency). Additionally, 26.7% report an income below 500,000 units, while 21.7% earn between 1,000,000 and 2,000,000 units. Moreover, 15% fall within the income range of 2,000,000 to 3,000,000 units, and the smallest proportion, constituting 6.7% of respondents, report earnings above 3,000,000 units.

4. Working hours

Working Hours

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 30 hours	1	1.7	1.7	1.7
	30-40 hours	6	10.0	10.0	11.7
	41-50 hours	33	55.0	55.0	66.7
	Above 50 hours	20	33.3	33.3	100.0
	Total	60	100.0	100.0	

Table 4 : Working Hours Distribution of Participants

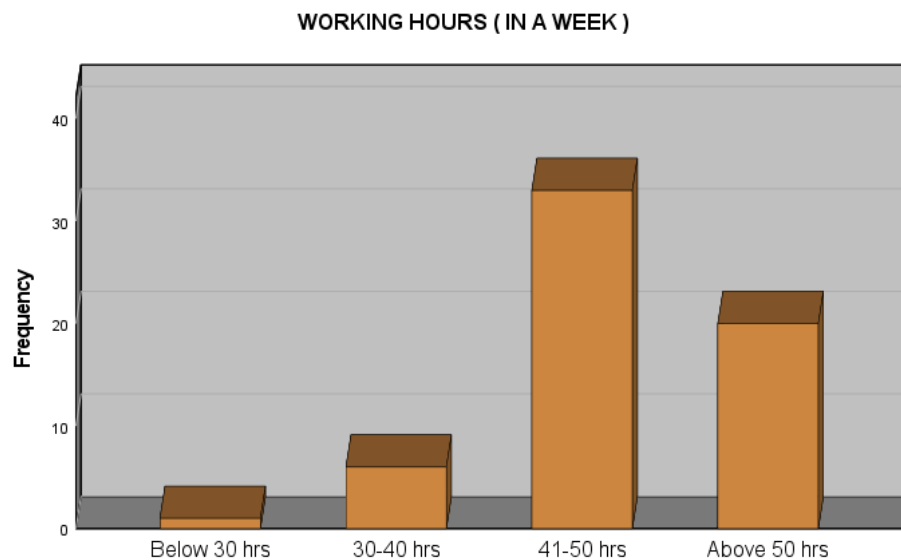


Figure 4 : Working Hours Distribution of Participants

Interpretation :

The table presents data on the distribution of working hours for a sample group. It categorizes respondents into four groups based on their weekly working hours: below 30 hours, 30-40 hours, 41-50 hours, and above 50 hours. From the data, it is evident that most respondents, comprising 55.0%, work between 41 to 50 hours per week, followed by 33.3% who work above 50 hours. A smaller proportion of respondents, 10.0%, work between 30 to 40 hours per week, and only 1.7% work below 30 hours. This data provides insight into the distribution of working hours within the sample group, indicating that a significant portion of respondents work relatively long hours, with a notable proportion exceeding 50 hours per week.

5. Does your workplace have an impact on your mental health ?

Does your workplace have an impact in your mental health ?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	54	90.0	90.0	90.0
	No	6	10.0	10.0	100.0
	Total	60	100.0	100.0	

Table 5 : Impact of Workplace on Mental Health

Does your workplace have an impact in your mental health ?

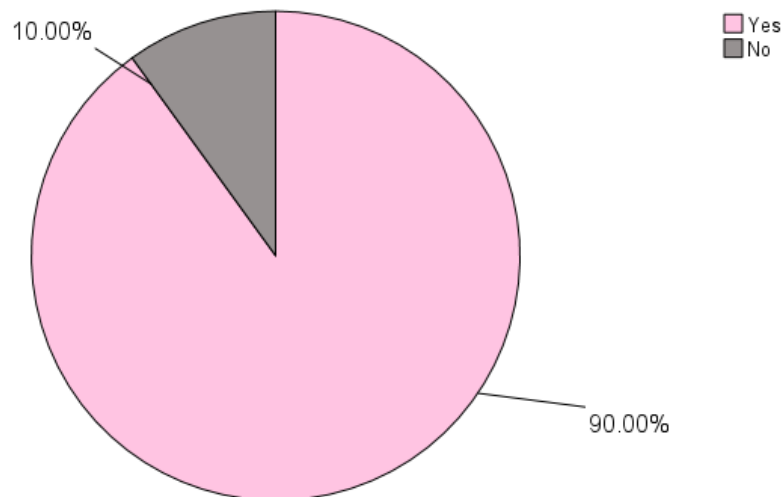


Figure 5: Impact of Workplace on Mental Health

Interpretation :

The data indicates that 90% of respondents, or 54 out of 60, acknowledge the influence of their workplace on their mental health, while the remaining 10%, or 6 out of 60, do not. This highlights the significant impact that the workplace environment has on individuals' mental well-being, whether positive or negative. Considering that people typically spend a large portion of their day, approximately 6 hours, at work, this explains the importance of addressing mental health concerns within the workplace.

6. Demographic descriptive statistics.

Statistics		Experience	Working hours	Age	Income
N	Valid	60	60	60	60
	Missing	0	0	0	0
Mean		9.32	47.28	34.22	1228633.33
Median		9.00	48.00	33.50	900000.00
Std. Deviation		5.114	6.333	6.664	979578.100
Variance		26.152	40.105	44.410	959573253107.345

Table 6 : Demographic Statistics

Interpretation:

a) Experience:

The average experience level among the individuals in the sample is 9.32 years, with a median of 9.00 years. This indicates that the distribution of experience is slightly positively skewed, as the mean is slightly higher than the median. The standard deviation of 5.114 suggests moderate variability in experience levels within the sample.

b) Working Hours:

On average, individuals work 47.28 hours, with a median of 48.00 hours. This suggests that the distribution of working hours is relatively symmetrical. The standard deviation of 6.333 indicates some variability in working hours around the mean.

c) Age:

The average age in the sample is 34.22 years, with a median of 33.50 years. This suggests that the distribution of ages is slightly positively skewed, as the mean is slightly higher than the median. The standard deviation of 6.664 indicates some variability in ages within the sample.

d) Income:

The average income among individuals in the sample is \$1,228,633.33, with a median income of \$900,000.00. The standard deviation of \$979,578.100 indicates considerable variability in income levels within the sample.

7. Determining the statistical measures for the factors individuals deem important in their workplace.

Table 7 : Workplace Satisfaction Ratings Across Various Factors

Statistics

		Communication and transparency	Job security	Control over work	Workplace culture
N	Valid	60	60	60	60
	Missing	0	0	0	0
Mean		4.55	3.55	3.83	3.22
Median		5.00	3.00	4.00	3.00
Mode		5	3	4	3
Std. Deviation		.622	1.199	.740	.825
Variance		.387	1.438	.548	.681

Statistics

		Recognition and appraisal	Relationship with colleagues	Work – life balance	Workload and job demands
N	Valid	60	60	60	60
	Missing	0	0	0	0
Mean		4.57	3.77	4.12	4.22
Median		5.00	4.00	4.00	4.00
Mode		5	4	4	4
Std. Deviation		.563	.871	.825	.640
Variance		.318	.758	.681	.410

Interpretation:

1. **Recognition and Appraisal:** The mean score for recognition and appraisal is high (4.57), indicating that employees generally feel recognized and valued for their work. The median and mode are also high, suggesting a consistent perception among employees.
2. **Relationship with Colleagues:** The mean score for relationships with colleagues is moderately high (3.77). While it's generally positive, there might be some room for improvement as the score is lower compared to recognition and appraisal.

3. **Work-life Balance:** The mean score for work-life balance is also moderately high (4.12). This suggests that employees feel their work and personal lives are balanced, but there may still be some areas where improvements could be made.
4. **Workload and Job Demands:** With a mean score of 4.22, it seems that employees feel the workload and job demands are manageable. However, the relatively low standard deviation indicates that there might be less variability in responses, suggesting that many employees perceive similar levels of workload.
5. **Communication and Transparency:** Communication and transparency have a high mean score of 4.55, indicating that employees feel well-informed and that communication channels are open within the organization.
6. **Job Security:** The mean score for job security is moderate (3.55). While this suggests that employees feel somewhat secure in their positions, the relatively high standard deviation indicates that there may be some variability in perceptions regarding job security among employees.
7. **Control Over Work:** The mean score for control over work is moderately high (3.83). This indicates that employees generally feel they have a reasonable degree of control over their work tasks and responsibilities.
8. **Workplace Culture:** The mean score for workplace culture is the lowest among all factors (3.22). This suggests that there may be areas for improvement in terms of fostering a positive and supportive workplace culture. Additionally, the relatively high standard deviation indicates that perceptions of workplace culture may vary among employees.

In summary, while the workplace generally excels in areas such as recognition, communication, and work-life balance, there may be opportunities for improvement in fostering stronger relationships among colleagues, enhancing job security perceptions, and cultivating a more positive workplace culture.

8. How do indicators of poor mental health vary between genders?

i. ANXIETY :

Crosstab

			How often do you feel Anxious ?				
			Rarely	Occasionally	Sometimes	Often	Total
Gender	Male	Count	17	1	4	11	33
		Expected Count	16.3	.4	1.5	14.8	33.0
	Female	Count	26	0	0	28	54
		Expected Count	26.7	.6	2.5	24.2	54.0
Total	Count		43	1	4	39	87
	Expected Count		43.0	1.0	4.0	39.0	87.0

Table 8 : Gender association with anxiousness

Chi-Square Tests

	Value	DF	Asymptotic Significance (2-sided)
Pearson Chi-Square	9.796 ^a	3	.020
Likelihood Ratio	11.375	3	.010
Linear-by-Linear Association	.760	1	.383
N of Valid Cases	87		

Hypothesis :

(H0): There is no association between gender and anxiousness .

(H1): There is an association between gender and anxiousness .

Interpretation:

With a p-value of .020, which is less than the conventional significance level of .05, we reject the null hypothesis. This indicates that there is a statistically significant association between gender and anxiety level. In other words, gender is likely to have an impact on anxiety levels.

ii. DEPRESSION

Crosstab

Count

		How often do you feel Depressed ?						
		Never	Rarely	Occasionally	Sometimes	Often	Always	Total
Gender	Male	0	6	6	7	13	1	33
	Female	1	5	5	3	12	1	27
Total		1	11	11	10	25	2	60

Table 9 : Gender association with depression

Chi-Square Tests

	Value	DF	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.244 ^a	5	.814
Likelihood Ratio	2.653	5	.753
Linear-by-Linear Association	.030	1	.863
N of Valid Cases	60		

Hypothesis :

(H0): There is no association between gender and depression .

(H1): There is an association between gender and depression .

Interpretation:

The Pearson chi-square statistic for the hypothesis testing regarding the association between gender and depression is 2.244, with 5 degrees of freedom, and a p-value of 0.814. Since the p-value is greater than the typical significance level of 0.05, we accept the null hypothesis (H0). Therefore, we can conclude that there is no association between gender and depression .

iii. TIREDNESS

Crosstab

			How often do you feel Tired ?					Total
			Rarely	Occasionally	Sometimes	Often	Always	
Gender	Male	Count	0	5	11	15	2	33
		Expected Count	.8	3.4	7.2	20.9	.8	33.0
	Female	Count	2	4	8	40	0	54
		Expected Count	1.2	5.6	11.8	34.1	1.2	54.0
Total	Count		2	9	19	55	2	87
	Expected Count		2.0	9.0	19.0	55.0	2.0	87.0

Table 10 : Gender association with tiredness

Chi-Square Tests

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	11.553 ^a	4	.021
Likelihood Ratio	12.804	4	.012
Linear-by-Linear Association	.897	1	.344
N of Valid Cases	87		

Hypothesis :

(H0): There is no association between gender and tiredness .

(H1): There is an association between gender and tiredness .

Interpretation:

The Pearson chi-square statistic for the association between gender and tiredness is 11.553, with 4 degrees of freedom, and a p-value of 0.021. Since the p-value is less than the typical significance level of 0.05, we reject the null hypothesis (H0). Therefore, there is evidence to conclude that there is an association between gender and tiredness based on this test.

iv. INSOMNIA

Crosstab

			How often do you feel Insomniac ?					
			Rarely	Occasionally	Sometimes	Often	Always	Total
Gender	Male	Count	10	10	6	7	0	33
		Expected Count	9.1	7.6	6.8	8.7	.8	33.0
	Female	Count	14	10	12	16	2	54
		Expected Count	14.9	12.4	11.2	14.3	1.2	54.0
Total		Count	24	20	18	23	2	87
		Expected Count	24.0	20.0	18.0	23.0	2.0	87.0

Table 11 : Gender association with insomnia

Chi-Square Tests

	Value	DF	Asymptotic Significance (2-sided)
Pearson Chi-Square	3.312 ^a	4	.507
Likelihood Ratio	3.979	4	.409
Linear-by-Linear Association	1.824	1	.177
N of Valid Cases	87		

Hypothesis :

(H0): There is no association between gender and tiredness .

(H1): There is an association between gender and tiredness .

Interpretation:

The Pearson chi-square statistic for the association between gender and tiredness is 3.312, with 4 degrees of freedom, and a p-value of 0.507. Since the p-value is greater than the typical significance level of 0.05, we accept the null hypothesis (H0). Therefore, based on this test, we can conclude that there is no association between gender and insomnia .

9. What is the relationship between income level and years of experience?

Descriptive Statistics

	Mean	Std. Deviation	N
EXPERIENCE	9.33	5.144	60
AGE	33.72	5.618	60

Table 12 : Correlation between age and experience

Correlations

		EXPERIENCE	AGE
EXPERIENCE	Pearson Correlation	1	.972**
	Sig. (2-tailed)		.000
	N	60	60
AGE	Pearson Correlation	.972**	1
	Sig. (2-tailed)	.000	
	N	60	60

Hypothesis:

(H0): There is no significant correlation between years of experience and age.

(H1): There is a significant correlation between years of experience and age.

Interpretation:

The correlation between years of experience and age is highly significant ($p < 0.01$), indicating a strong positive linear relationship. With a coefficient of 0.972, it suggests a nearly perfect positive correlation, implying that as years of experience increase, age tends to increase as well, and vice versa. Therefore, we reject the null hypothesis and conclude that there is a significant positive correlation between years of experience and age in the sample population.

10. Can the number of working hours impact an individual's mental wellbeing, specifically their levels of anxiety?

Descriptive Statistics

	Mean	Std. Deviation	N
Working hours	47.95	5.150	60
Anxiety symptoms	3.03	1.207	60

Table 13 : Correlation between working hours and level of anxiety

Correlations

		Working_hours	Anxiety_symptoms
Working hours	Pearson Correlation	1	.818**
	Sig. (2-tailed)		.000
	N	60	60
Anxiety symptoms	Pearson Correlation	.818**	1
	Sig. (2-tailed)	.000	
	N	60	60

Hypothesis:

Null Hypothesis (H0): There is no significant correlation between working hours and anxiety symptoms.

Alternative Hypothesis (H1): There is a significant correlation between working hours and anxiety symptoms.

Interpretation:

The correlation coefficient (Pearson's r) between working hours and anxiety symptoms is highly significant ($p < 0.01$), with a coefficient of 0.818, indicating a strong positive correlation. This means that as working hours increase, anxiety symptoms also tend to increase. We reject the null hypothesis, concluding that there is indeed a significant positive correlation between working hours and anxiety symptoms.

11. What is the association between age and depression?

Descriptive Statistics

	Mean	Std. Deviation	N
Depression	2.88	1.277	60
Age	33.72	5.618	60

Table 14 : Regression between age and depression

ANOVA^a

Model		Sum of Squares	DF	Mean Square	F	Sig.
1	Regression	45.792	1	45.792	52.707	.000 ^b
	Residual	50.391	58	.869		
	Total	96.183	59			

Hypothesis:

(H0): There is no significant relationship between age and depression.

(H1): There is a significant relationship between age and depression.

Interpretation:

The ANOVA results indicate that the regression model, which includes age as a predictor, is significant ($F(1, 58) = 52.707, p < 0.001$). This suggests that the variation in depression scores can be significantly explained by age.

Since the regression model is significant, we reject the null hypothesis and conclude that there is indeed a significant relationship between age and depression.

12. Can working hours influence one's sleeping schedule?

Descriptive Statistics

	Mean	Std. Deviation	N
Working hours	47.95	5.150	60
Insomnia symptoms	2.47	1.200	60

Table 15 : Correlation between working hours and sleep schedules

Correlations

		Working hours	Insomnia symptoms
Working hours	Pearson Correlation	1	.676**
	Sig. (2-tailed)		.000
	N	60	60
Insomnia symptoms	Pearson Correlation	.676**	1
	Sig. (2-tailed)	.000	
	N	60	60

Hypothesis:

(H0): There is no significant correlation between working hours and insomnia symptoms.

(H1): There is a significant correlation between working hours and insomnia symptoms.

Interpretation:

The correlation coefficient between working hours and insomnia symptoms is highly significant ($p < 0.01$), with a coefficient of 0.676. This indicates a strong positive correlation between the two variables. The significant correlation suggests that as working hours increase, insomnia symptoms tend to increase as well. Therefore, longer working hours may be associated with higher levels of insomnia symptoms.

13.Does age influence tiredness ?

Descriptive Statistics

	Mean	Std. Deviation	N
Age	33.72	5.618	60
Tiredness	3.50	.813	60

Table 13 : Regression between age and tiredness

ANOVA^a

Model		Sum of Squares	DF	Mean Square	F	Sig.
1	Regression	290.827	1	290.827	10.735	.002 ^b
	Residual	1571.356	58	27.092		
	Total	1862.183	59			

Hypothesis:

- **(H0):** There is no statistically significant relationship between age and tiredness. In other words, age does not influence tiredness levels.
- **(H1):** There is a statistically significant relationship between age and tiredness. Age does influence tiredness levels.

Interpretation:

The ANOVA results indicate a statistically significant relationship between age and tiredness, as evidenced by a significant F-value ($F(1, 58) = 10.735$, $p = .002$), which is less than the conventional threshold of 0.05. The regression model explains a substantial portion of the variance in tiredness ($R^2 = .156$), suggesting that age accounts for approximately 15.6% of the variability observed in tiredness levels. This implies that as individuals age, their likelihood of experiencing tiredness may increase.

14.Examination of workplace factors influencing mental wellbeing.

15. Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.374	67.179	67.179	5.374	67.179	67.179	5.345	66.815	66.815
2	1.012	12.654	79.833	1.012	12.654	79.833	1.041	13.018	79.833
3	.991	12.386	92.219						
4	.429	5.361	97.580						
5	.194	2.420	100.000						
6	4.700E-16	5.875E-15	100.000						
7	4.567E-17	5.709E-16	100.000						
8	-2.201E-16	-2.751E-15	100.000						

Table 14 : Factor analysis of factors influencing mental wellbeing

Rotated Component Matrix^a

	Component 1	Component 2
Appraisal and recognition	-.950	.034
Relationship with colleagues	-.972	.077
Work - life balance	.060	.916
Workload and job demands	.095	-.413
Communication and transparency	-.950	.034
Job security	.994	-.062
Control over work	.807	-.119
Workplace culture	.972	-.077

Interpretation :

Component 1:

- Appraisal and recognition, relationship with colleagues, communication and transparency, and workplace culture exhibit high loadings on Component 1.
- The highest loading is for job security (0.994), followed by workplace culture (0.972), relationship with colleagues (0.972), and communication and transparency (0.950).
- This component suggests that employees who score high on Component 1 perceive strong organizational support and a positive workplace culture. They feel recognized for their work, have positive relationships with colleagues, experience transparent communication, and have a sense of job security.

Component 2:

- Work-life balance, control over work, and workload and job demands show strong loadings on Component 2.
- The highest loading is for work-life balance (0.916), followed by control over work (0.807) and workload and job demands (-0.413).
- This component indicates that employees who score high on Component 2 tend to have better work-life balance, feel more control over their work tasks, and experience manageable workloads.

In summary, Component 1 emphasizes the importance of organizational support and a positive workplace culture, while Component 2 highlights the significance of work-life balance and job characteristics in influencing employees' experiences in the workplace.

CHAPTER 8

FINDINGS

1. Gender distribution in mental wellbeing study: 55% males, 45% females, indicating a slight majority of males in the sample. This understanding is crucial for assessing gender representation in mental wellbeing research, providing valuable demographic insights.
2. In this study on employee mental wellbeing shows a significant concentration of participants aged 23 to 40, constituting 81.7% of the total sample. Specifically, 31.7% are aged 23-30, and 48.3% are aged 31-40, with only 1.7% below 23 years old. This highlights a predominant representation of younger to middle-aged individuals in the sample.
3. The survey indicates that 30% of respondents earn between 500,000 to 1,000,000 currency units, suggesting a substantial concentration in this income bracket. However, there's notable diversity across income levels, highlighting the heterogeneous nature of income distribution within the surveyed population.
4. The survey findings indicate a prevalent trend in working hours among respondents, with 55.0% reporting a standard workweek of 41 to 50 hours. Additionally, 33.3% of respondents work over 50 hours per week, highlighting a significant segment dedicating extended hours to work. This underscores the prevalence of long working hours within the surveyed group, raising concerns about work-life balance and overall well-being. The statistics shed light on a modern work culture where many individuals are engaged in demanding and time-intensive professional roles.
5. 90% of participants in the study acknowledged the significant impact of their workplace on their mental well-being. This highlights the crucial role of the work environment in shaping individuals' mental health. Factors such as organizational culture, workload, relationships with colleagues and supervisors, and the level of support available were identified as key contributors to this influence. These findings stress the importance of fostering positive work environments and implementing supportive policies to protect employees' mental health.

6. The average experience level of the sample population is 9.32 years. This suggests that, on average, individuals in this group have gained significant professional experience. The moderate variability indicates that while the average experience is around 9 years, there is some diversity in the dataset, with some individuals having experience than others.
7. The average number of working hours per week is 47.28. This indicates that individuals in this group typically work full-time hours, which is generally considered to be around 40 hours per week. The variability in working hours suggests that while the average is around 47 hours, some individuals may work more or fewer hours depending on their occupation or personal circumstances.
8. The average age of the sample population is 34.22 years. This indicates that the group is relatively young, with most individuals likely in the early to mid-stages of their careers. The slight positive skewness suggests that while most individuals are around the average age, there may be a smaller number of older individuals in the group pulling the average slightly higher.
9. The average income is \$1,228,633.33. This is a relatively high income level, suggesting that the sample population likely consists of individuals with high-paying jobs or significant sources of income. The considerable variability in income indicates that while the average income is around \$1.23 million, there is a wide range of incomes within the dataset, with some individuals earning significantly more or less than the average.
10. There is a significant association between anxiety and gender ($p < 0.05$). This suggests that gender is a factor that influences anxiety levels within the population studied. Further analysis may be needed to understand the nature of this association and its implications.

- 11.No significant association was found between depression and gender ($p > 0.05$). This indicates that gender may not be a significant factor in determining depression levels within this population. Other factors may have a stronger influence on depression outcomes.
- 12.A significant association exists between tiredness and gender ($p < 0.05$). This implies that gender plays a role in determining tiredness levels among individuals in the study. Understanding this association could be important for developing interventions or support systems to address tiredness in specific gender groups.
- 13.There is no significant association between insomnia and gender ($p > 0.05$). This suggests that gender may not be a major factor contributing to insomnia within this population. Other variables may have a greater impact on the prevalence of insomnia among individuals studied.
- 14.There is a significant relationship between depression and age ($p < 0.001$). This suggests that as individuals age, the likelihood of experiencing depression changes significantly within the studied population. Further analysis would be needed to understand the direction and strength of this relationship, as well as potential contributing factors.
- 15.A significant relationship exists between tiredness and age ($p < 0.05$). This indicates that as individuals age, there are changes in the prevalence or severity of tiredness within the studied population. However, the significance level suggests that this relationship may be less pronounced compared to depression and age.
- 16.There is a significant relationship between insomnia and age ($p < 0.01$). This finding implies that as individuals age, there are changes in the likelihood or severity of insomnia within the studied population. The

significance level suggests that this relationship is more pronounced compared to tiredness but slightly less significant compared to depression.

17. A significant relationship ($p < 0.05$) has been discovered, indicating that tiredness levels tend to increase with age. This suggests that as individuals grow older, they are more likely to experience higher levels of tiredness within the studied population. Further investigation into the reasons behind this relationship and potential interventions to address age-related tiredness may be warranted to enhance overall well-being and quality of life among aging individuals.
19. The study suggests that within the studied context, factors related to organizational support, such as managerial assistance, colleague cooperation, and a supportive work environment, significantly influence the overall perception of workplace satisfaction and well-being. A positive workplace culture, characterized by trust, transparency, and opportunities for growth and development, is found to be crucial for promoting employee engagement and morale.
20. The Study indicates that within the studied population, aspects such as flexible work arrangements, autonomy in decision-making, and job roles that align with personal values are instrumental in promoting a healthy balance between work and personal life. Furthermore, job characteristics such as meaningful tasks, clear job expectations, and opportunities for skill utilization are identified as key factors contributing to job satisfaction and overall well-being among employees.

CHAPTER 9

SUGGESTIONS

1. Creating a positive work environment is crucial for fostering productivity, creativity, and overall employee satisfaction. At our company, we prioritize cultivating a supportive and inclusive workplace culture that values diversity, promotes respect, and encourages open communication. We believe that when employees feel heard, respected, and valued for their unique perspectives and contributions, they are more motivated to perform their best work. To achieve this, we actively create opportunities for team-building activities, social events, and recognition programs. These initiatives not only boost morale but also foster a sense of belonging among employees. By investing in our team's well-being and fostering strong relationships within the workplace, we not only create a more enjoyable work environment but also enhance collaboration, innovation, and ultimately, the success of our organization.

2. In fostering a supportive work environment, it's crucial to provide ample access to mental health resources and support systems. This includes offering counseling services, employee assistance programs (EAPs), and wellness initiatives aimed at promoting mental well-being. By educating employees about the available resources and encouraging them to seek help when needed, we empower them to prioritize their mental health. Furthermore, it's essential to train managers and supervisors to recognize signs of stress and mental health issues in their team members. Equipping them with the skills to provide appropriate support and guidance creates a culture of understanding and empathy within the workplace. Through these measures, we not only prioritize the mental health of our employees but also cultivate a work environment where individuals feel supported and valued.

3. Promoting work-life balance within the workplace is paramount for fostering a healthy and productive environment. One effective strategy is to implement flexible work arrangements, such as offering remote work options and flexible scheduling, allowing employees to better manage their personal and professional responsibilities. Additionally, providing paid time off ensures that employees have the opportunity to recharge and attend to their personal needs without sacrificing their income. Encouraging employees to take regular breaks throughout the workday not only enhances productivity but also promotes mental well-being. Prioritizing self-care activities outside of work, whether it's exercise, hobbies, or spending time with loved ones, is equally important. Setting realistic workload expectations and encouraging employees to establish boundaries can help prevent burnout and promote a sustainable work pace. By prioritizing work-life balance initiatives, employers demonstrate their commitment to the well-being and happiness of

their workforce, ultimately leading to higher job satisfaction and retention rates.

4. Prioritizing the physical health of employees is paramount for creating a thriving and productive workplace environment. By providing access to fitness facilities, wellness programs, and health screenings, employers can actively support their employees' well-being. Offering such resources not only demonstrates a commitment to the health of the workforce but also encourages individuals to take proactive steps towards maintaining their physical health. Moreover, by incentivizing regular physical activity and promoting healthy lifestyle habits, employers can foster a culture of wellness within the organization. Organizing group fitness activities can further strengthen camaraderie among employees while simultaneously promoting teamwork and motivation. Additionally, providing healthy food options in the workplace ensures that employees have access to nutritious meals and snacks, further reinforcing the importance of maintaining a balanced diet. By integrating these initiatives into the workplace, employers can create an environment where employees feel supported in their journey towards better physical health, ultimately leading to improved morale, productivity, and overall well-being.

5. Fostering career development within an organization involves creating a supportive environment that offers various opportunities for professional growth and advancement. This can include implementing comprehensive training programs tailored to employees' needs, establishing mentorship initiatives where experienced professionals guide and support newer colleagues, and outlining clear career advancement paths that allow individuals to envision and work towards their long-term goals within the company. Additionally, providing constructive feedback on performance and recognizing employees' achievements are vital components in helping them feel valued and motivated in their roles. By investing in their development and acknowledging their contributions, organizations not only retain top talent but also cultivate a culture of continuous learning and improvement, ultimately driving both individual and organizational success.

6. In implementing stress management techniques within the workplace, it is essential to introduce a variety of strategies aimed at promoting employee well-being and resilience. This can include mindfulness exercises, where employees are encouraged to engage in present-moment awareness to reduce stress and enhance focus. Relaxation techniques, such as progressive muscle

relaxation or guided imagery, can be offered to help employees unwind and alleviate tension. Additionally, organizing stress-reduction workshops can provide valuable education and resources on managing stress effectively. It's crucial to encourage employees to prioritize self-care by practicing deep breathing exercises, incorporating meditation into their daily routines, and utilizing time management techniques to maintain a healthy work-life balance. By fostering a supportive environment that promotes these practices, employees can better cope with stress and build resilience, ultimately leading to improved overall well-being and productivity in the workplace.

7. Leadership support for mental wellbeing initiatives is paramount in fostering a healthy workplace culture. By openly discussing the significance of mental health and destigmatizing conversations around mental illness, leaders set the tone for an environment where employees feel comfortable seeking support and resources. Prioritizing employee wellbeing in decision-making processes underscores the organization's commitment to creating a supportive and inclusive atmosphere. Encouraging managers and leaders to model healthy work habits not only sets a positive example for their teams but also reinforces the importance of self-care and mental wellness. When leaders prioritize their own mental health, it not only enhances their ability to lead effectively but also demonstrates that taking care of one's mental wellbeing is integral to overall success and productivity within the organization.

CHAPTER 10

CONCLUSION

The study on mental well-being among employees serves as a significant contribution to our understanding of the multifaceted dynamics within workplace environments and their profound influence on individual psychological health. By meticulously analyzing data collected from a sample population of 60 respondents, the research ventures into various facets of workplace dynamics, including the intricate interplay between demographic factors and mental health indicators. One of the primary focuses of the study is the examination of demographic variables such as gender distribution, age demographics, income levels, and working hours. Through comprehensive analysis, the research unveils nuanced associations between these demographic factors and mental health outcomes. For instance, it sheds light on the critical role of tailored interventions and support mechanisms in addressing the diverse needs of employees across different demographic profiles. The study underscores the critical importance of addressing gender representation in mental health research. By highlighting the slight majority of males within the sample population, the research emphasizes the necessity of inclusivity and ensuring that studies adequately capture the experiences and perspectives of individuals across diverse gender identities. Furthermore, the study delves into age diversity and its implications for understanding mental well-being across various life stages. By recognizing the concentration of participants in younger to middle-aged categories, the research underscores the significance of considering age demographics in comprehending mental health challenges and formulating effective interventions tailored to different age groups. In addition to gender and age demographics, the study navigates through the intricate landscape of income and working hours. By illuminating disparities in income levels and highlighting the prevalence of differing work schedules among respondents, the research underscores the importance of fostering a more inclusive and supportive work environment conducive to the holistic well-being of all individuals. Moreover, the findings of the study reveal compelling connections between gender, age, and various mental health metrics such as anxiety, depression, tiredness, and insomnia. These correlations underscore the necessity for targeted interventions and robust support structures in the workplace to address the diverse mental health needs of employees. By acknowledging and addressing these complexities, organizations can develop strategies to enhance the overall work environment, improve employee satisfaction and productivity, and contribute to broader societal well-being. Embracing mental health initiatives in the workplace not only empowers employees to thrive but also fosters a more inclusive and prosperous society for all.

CHAPTER 11

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ANNEXURE

QUESTIONNAIRE

1. What is your age ?
2. What is your income per year ?
3. What is your working hours in your current organization ? (Total hours in a week)
4. How many years of work experience do you possess?
5. Does your workplace have an impact in your mental health ?
6. Rate the importance of the following factors at your workplace . (0 - Not important 4 - very important)

i) Appraisal and recognition

- Not important at all
- Less important
- Neutral
- Moderately important
- Very important

ii) Relationship with colleagues

- Not important at all
- Less important
- Neutral
- Moderately important
- Very important

iii) Work - life balance

- Not important at all
- Less important

- Neutral
- Moderately important
- Very important

iv) Workload and job demands

- Not important at all
- Less important
- Neutral
- Moderately important
- Very important

v) Communication and transparency

- Not important at all
- Less important
- Neutral
- Moderately important
- Very important

vi) Job security

- Not important at all
- Less important
- Neutral
- Moderately important
- Very important

vii) Workplace culture

- Not important at all
- Less important
- Neutral
- Moderately important

7. Over the past two weeks , how often have you been bothered by any of the following problems ?

i) Feeling nervous , anxious , or on edge

- Never
- Rarely
- Occasionally
- Sometimes
- Often
- Always

ii) Trouble falling asleep , staying asleep , or sleeping too much

- Never
- Rarely
- Occasionally
- Sometimes
- Often
- Always

iii) Feeling down , depressed , or hopeless

- Never
- Rarely
- Occasionally
- Sometimes
- Often
- Always

iv) Feeling tired or having little energy

- Never
- Rarely
- Occasionally
- Sometimes
- Often
- Always