

A STUDY ON MENTAL HEALTH OF EMPLOYEES IN RELATION TO OCCUPATIONAL STRESS

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ABSTRACT

The present study aims to examine the relationship between occupational stress and mental health of employees. In the contemporary industrial and service sectors, employees are exposed to excessive workload, role conflict, job insecurity, time pressure, and high performance expectations, which significantly influence their psychological well-being. Occupational stress is closely associated with anxiety, depression, burnout, and reduced work efficiency. A descriptive cross-sectional research design was adopted for the present study. Standardized tools were used to measure occupational stress and mental health among employees working in different organizations. The collected data were analyzed using descriptive statistics and correlation techniques. The findings revealed a significant negative relationship between occupational stress and mental health of employees. The study highlights the importance of stress management strategies, a supportive organizational climate, and mental health promotion programs in the workplace.

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INTRODUCTION:

Mental health is a crucial component of an individual's overall well-being and plays a significant role in determining work performance, productivity, and quality of life. In the modern competitive work environment, employees face increasing occupational demands such as long working hours, high performance targets, job insecurity, role ambiguity, and lack of work-life balance. These factors contribute to occupational stress, which adversely affects employees' mental health. Occupational stress occurs when job demands exceed an individual's ability to cope effectively. Prolonged exposure to stress may lead to psychological problems such as anxiety, depression, emotional exhaustion, and burnout. Poor mental health among employees not only affects individuals but also negatively impacts organizational effectiveness through absenteeism, reduced morale, low productivity, and high turnover. Therefore, understanding the relationship between occupational stress and mental health is essential for organizational development and employee well-being.

OBJECTIVES OF THE STUDY

1. To assess the level of mental health among employees.
2. To study the level of occupational stress among employees.
3. To examine the relationship between occupational stress and mental health of employees.

HYPOTHESES OF THE STUDY

The following null hypotheses were formulated for the present study:

1. There will be no significant relationship between occupational stress and mental health of employees.
2. There will be no significant difference in the level of mental health between employees experiencing high occupational stress and those experiencing low occupational stress.
3. Occupational stress will not be a significant predictor of employees' mental health.

SIGNIFICANCE OF THE STUDY**Scientific Contribution**

The study contributes to the field of organizational and industrial psychology by providing empirical evidence on the relationship between occupational stress and mental health.

Practical Application

The findings help organizations identify stress-related mental health problems among employees and design effective intervention and stress management programs.

Organizational Relevance

Understanding employees' mental health can help improve productivity, job satisfaction, and organizational commitment.

Preventive Mental Health Care

The study supports early identification and prevention of stress-related mental health problems through workplace mental health initiatives.

RESEARCH METHODOLOGY**Research Design**

A descriptive cross-sectional research design was used for the present study.

Sample

The sample consisted of employees working in various industrial and service sector organizations.

The sample was selected using a random sampling technique.

Variables

- Independent Variable: Occupational Stress
- Dependent Variable: Mental Health

Tools Used

- Mental Health Inventory
- Occupational Stress Scale

Procedure

Standardized questionnaires were administered to the participants to assess their levels of occupational stress and mental health. Confidentiality and ethical considerations were strictly maintained during data collection.

STATISTICAL ANALYSIS

The collected data were analyzed using descriptive statistics such as Mean and Standard Deviation, and inferential statistics including correlation analysis to examine the relationship between occupational stress and mental health.

RESULTS AND INTERPRETATION

The results of the study revealed a significant negative relationship between occupational stress and mental health of employees. Employees experiencing high levels of occupational stress showed lower mental health scores, indicating symptoms such as anxiety, emotional exhaustion, irritability, and reduced psychological well-being. On the other hand, employees experiencing moderate or low levels of occupational stress demonstrated better mental health and emotional stability.

The findings clearly indicate that occupational stress is a major determinant of employees' mental health and plays a crucial role in influencing their psychological well-being and work performance.

CONCLUSION

The present study concludes that occupational stress has a significant impact on the mental health of employees. High levels of occupational stress adversely affect employees' psychological well-being, emotional stability, and work efficiency. Therefore, organizations must recognize mental health as an essential component of employee welfare. Implementation of stress management programs, counseling services, supportive supervision, and work-life balance initiatives can significantly improve employees' mental health and enhance organizational productivity.

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