

Navigating Work-Life Harmony: The Effects of Corporate Culture on Mental Health

Dr. D. Shobana¹ and Dr. I. Siddiq²

Assistant Professor, Department of Management Studies¹

Director and Associate Professor, School of Commerce²

St. Joseph University, Chumoukedima, Nagaland, India¹

Sree Saraswathi Thyagaraja College, Pollachi, Coimbatore, Tamilnadu, India²

Abstract: *In today's settings, finding work-life balance has become more crucial than ever, and this has significant effects on the mental health of employees. In order to clarify the critical role that work settings play in influencing people's mental health outcomes, this study explores the complex relationship between corporate culture and mental health. Through a comprehensive review of existing literature, it becomes evident that corporate culture significantly influences employee attitudes, behaviors, and mental health (Cameron & Quinn, 2011; Schneider et al., 2017). This research examines the dimensions of organizational culture, encompassing its norms, values, leadership styles, and policies, to discern their impact on WLB and mental health.*

Empirical evidence consistently underscores the association between a supportive corporate culture and positive mental health outcomes (Schein, 2010; Hofstede, 2011). Conversely, toxic cultures characterized by high stress, excessive workload, and lack of support mechanisms have been linked to increased stress, burnout, and deteriorating mental health among employees (Maslach et al., 2001; Leiter & Maslach, 2009). This study aims to identify critical factors within organizational frameworks that either foster or hinder WLB and subsequently effect mental health. By examining successful case studies and interventions promoting mental wellness within corporate cultures (Ryan & Deci, 2017; Spreitzer et al., 2012), it seeks to provide actionable insights for leaders and policymakers to cultivate environments conducive to WLB and bolster employee mental health.

The findings of this research will contribute to a deeper understanding of the nexus between corporate culture, WLB, and mental health, offering valuable implications for fostering supportive cultures that prioritize employee health and productivity.

Keywords: Work stress, Organizational support, Psychological well-being, Work-life integration, Employee mental health, Organizational policies, Workload management, Leadership styles, Employee productivity

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