

# The Role of Mental Well-Being in Enhancing Employee Productivity in Indore's Academic Sector

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**Abstract:** *In Indore's academic sector, mental well-being plays an important role in shaping employee productivity through job satisfaction, engagement, absenteeism, etc that helps boost the productivity of the employees. Employees that have good mental health are more motivated, engaged and productive with their tasks, fostering positive and productive educational environment. Work life balance refers to the state of well-being that educators and administrative staff should have which greatly enables them to balance work and will also help them to lower the rates of burnout. On the contrary, poor mental health results in a reduced rate of employee engagement, and increase in absenteeism and stress, which thwarts its positive influence on teaching effectiveness as well as on institutional performance. Employee turnover caused by high stress and dissatisfaction, end up making the academic institution unstable and inconsistent. This work emphasizes the need for adequate policies, regulations and support systems aimed at promoting mental health for both employees and leaders in public institutions. Counseling services, stress management workshops, and flexible policy on work are some of the strategies that can help the organizations guide a healthy work. Therefore, if academic institutions in Indore emphasize mental well-being, it will help to increase employee productivity, retention, as well as institutional growth in general. Findings demonstrate the necessity for proactive steps going forward to provide a mentally resilient and performing workforce in education sector for a better educational output and system.*

**Keywords:** Mental Well-Being, Employee Productivity, Work-Life Balance, Stress Management, Academic Sector

