

The Impact of Acceptance and Job Control on Mental Health, Job Satisfaction, and Work Performance

Jyoti Sharma¹ and Dr. Prarthana Joshi²

Research Scholar (Institute of Management Studies)¹

Associate Professor (Institute of Management Studies)²

SAGE University, Indore, MP, India

Abstract: *This study explores the impact of acceptance and job control on mental health, job satisfaction, and work performance within organizational settings. Job control, defined as the autonomy employees have over their work, and acceptance, which refers to how employees perceive and adapt to their roles and work environment, are critical factors influencing employee outcomes. Previous research has indicated that higher levels of job control correlate with improved mental health, reduced stress, and enhanced job satisfaction, as employees experience less anxiety and greater motivation. Acceptance, on the other hand, contributes to positive coping mechanisms and higher satisfaction, particularly when employees align with their organizational expectations. The study aims to investigate the relationships between these factors, focusing on how they affect work performance and overall employee well-being. Through quantitative analysis and employee surveys, the research seeks to provide insights that can inform organizational practices to enhance mental health, increase job satisfaction, and improve performance outcomes.*

Keywords: Job control, Acceptance, Mental health, Job satisfaction, Work performance

