

Mental Illness at Working Place: Its Causes and Effects

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Abstract: *The purpose of this paper is to discuss the predicament that is being faced by the organizations. The effort in this paper is to put the issues of mental illness and its effect and try to discern what is to be done about mental health. Paper will discuss strategically the means for the collective future of the managers, staff or working people. It is in-depth enquiry into the arguments and facts put forward and would try to shed off the false myth about the employees' mental health. The researcher has attempted to highlight the significance to tackle mental illness and has examined how critical is to balance mental illness and job performance. It will help to enhance the knowledge pertaining to employee mental health and job performance. From the findings it can be termed that low mental health level among employees shows and laid an impact on employees and their performance. The suitable methods should be used by the managers to reduce the mental illness issues.*

Keywords: Job performance, mental health, mental illness, employee behavior

I. INTRODUCTION

Since the inception, the organizations have bothered about the employees and their well being at working place. The employers feel a sense of duty and they take traditional approach to look after their work force to raise the likelihood of them.

The basis to define sense of well-being of an individual or group for them is their health. Health and health care needs have been termed as the new ways of expression, which includes physical and mental as well.

The rise in mental illness issues all over the world is appalling. It is increasingly being recognized that the mental health of employees is a crucial determinant in their overall health and that poor mental health and stressors at the workplace can be a contributory factor to a range of physical illnesses. It is finding a significant place in the overall corporate agenda.

II. LITERATURE REVIEW

A study in the Shahid Behesti Medical University was conducted to examine the mental health and moderations among the students, later it was found that the students having more mental health issues are more incompetent of performing their work (Suvensdottir & Gunnarsdottir, 2008)

In a research on studying and comparing the mental health of employees in Saipa Co. in Iran, it was found that people having blue collars jobs are facing more mental health issues as per comparing with the white collar job people. Moreover, it was proved that there is significant relationship between mental health and job performance.

The stress varies with the level of job; none of the work can be exempted from job stress. The stress and level complements each other, the job level is upgraded the greater the level of job stress is there (Albiansyah, A., Fahriany, F. 2020).

The occurrence of stress leads to strain among the workforce and this stress level of employees shows a negative impact on their personal life, they face problems in coping up with their personal and professional life (Oakman et al., 2020).

In a recent research it was observed that increase in the workload results in capacity loss of workers and their productive ability decreases due to the mental illness. (Amalia, F. R., Suryanto, S. 2021)

The contemporary studies have thrown light on the relationship between employee mental health, job performance, employee productivity, Organizational goals, and organization performance.

A latest study pertaining to the employee mental health and job performance shows that the employee not facing any mental health issues are more dedicated, loyal and committed towards their work or task. They perform their work with full of zeal and enthusiasm.

Research Objectives

Objectives are the guiding beacon to execute research in its shapes and fences and direct the research activities in planned manner. Objective of any research is the basic preamble for the complete research work and it is a key to open the mind of researcher.

To examine the reasons of mental illness.

To find out the effects of mental illness on employees' behavior.

III. RESEARCH METHODOLOGY

In the analysis of impact of mental illness secondary sources such as books and publications from various websites were used. This study is more related to qualitative research method rather than quantitative method. Secondary sources were used to reach a certain conclusion by proposing various methods. In order to achieve the objectives stated above secondary source of information and data are relied upon.

Mental health and mental illness

Mental health and mental illness these terms are contrary to each other. The recent studies depicts that both are the different approaches. Mental health is distinct from person to person. It takes an important place in the overall well being of an individual. And it is the study that deals with the Psychological needs i.e. the attitude, behavior and emotions and feelings. Alongside the person is capable to handle stress and effective working output. On the other side, mental illness can be referred as mental issues or disorders an individual faces and that show an impact on his or her attitude and behavior.

Mental issue conditions cover a large group of people. According to a report more than 50% U.S. people will be diagnosed with mental issues. Another research of 2019 shows that 1 person out of 8 persons in the worldwide faces mental illness conditions.

Stress at work place

The mental illness or stress at a working place is the one of the main reason for employee mental illness issues and gives emergence to many severe points to discuss or look at.

Research studies conducted in the different countries around the world indicate that mental health problems are a cause of a number of employees' stability at work. In the Netherlands, around 58% of the work-related disabilities are related to mental health.[2] In the UK, it is estimated that around 30–40% of the sickness absence is attributable to some form of mental illness.[3]

World Health Organization defines occupational stress as “a state of well being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.” The response people may have when presented with work demands and pressures that challenge their ability to cope. Job stress has been one of the reasons of sickness, absenteeism, low employee turnover ratio and low productivity.

There are various factors responsible for the emergence of stress such as workload, lack of participation, control, rigorous and monotonous work, no reward and recognition, unfavorable working conditions, role ambiguity in terms of personal and professional demands.

Mental illness and employee behavior

Employees facing mental illness issues undergoes through biased treatment at their working place. A research study of Brouwers shows that 67% of employees suffering from the problem of mental illness have to face discriminated behavior within or outside the organization. Another, in 2015 ASSOCHAM surveyed in order to know about the mental illness issues and its effects. Later onwards, it was found that employees facing anxiety and disorder.

The suppression of superiors or the character assassination or harassment are also the causes of mental sickness and this sickness results in a wide range or variety of diseases such as blood pressure, anxiety disorders, major depressive disorder, schizophrenia, bipolar disorders and traumatic stress. Therefore, these above stated health issues are on a high range bar.

IV. DISCUSSION

The organizations have given a deep thought for the employee health in terms of physical and mental. They are working for the interest of employees and formulating the policies, programs and procedures for them. The program included employee personal and professional growth are ensuring the policies to be framed in such a manner where employee mental well being should be considered. The lacuna between identifying the mental illness issue and the solution of the issue must be avoided and taken in handy as soon as possible. Moreover, the organizations need to exhibit mental health literacy at workplaces. Dynamic approach will create a suitable place and sound environment to work at. The organizations must strive to maintain an optimum equilibrium between employee mental illness, and work well being and work life balance. Though, it is difficult to assess employee needs and implementing mental health interventions. Organizations need to foster toward work life balance of employee which will encourage their job participation and satisfaction and help to formulate a productive ambience for them.

V. CONCLUSION

Very often it is said that health is wealth. Hitherto it is very true and tactful for organization. The work force of a working place plays the influential part in the performance of organization. The healthy employees will help the organization to cherish the predetermined objective. Safeguarding the employee health will be beneficial for the organization. Employee, employee mental illness and mental health should be at antecedence. Mental health programs and health outputs need to be chalked out. Alongside, research and studies on employee mental illness should be encouraged and the best efforts concerning to the employee mental health would be notable practices. In nutshell, the researcher has attempted to highlight the significance of mental health and has examined how critical is to balance mental illness and work life.

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