# Work from Home and Employee Well-being: HR's Role in Supporting Mental Health in Remote Settings

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**Abstract:** *Employee happinesshas been Extremely impacted by the shift to remote work, with both Advantageous and Harmful consequences on mental health. The Purpose of human resources (HR) in treating Limited Access to Healthcare work settings is Evaluated in this research paper. It looks at Strategy HR managers may use to improve employee engagement, reduce stress, and create a positive work environment. A research with 130 remote workers that was examined with SPSS is also included in the report, which offers insights into the main variables influencing mental health in Remote work environments.*

**Keywords:** Remote Work, Employee Well-being, Mental Health, HR Support, Burnout, Work-Life Balance, Productivity, Social Isolation, Stress Management, Flexible Work Policies

## I. INTRODUCTION

Globally, working remotely has grown in Renown, especially since the COVID-19 Pandemic. Flexibility and higher Performance are two benefits, but there are Demonstration as well, like social isolation, Weariness, and a blurring of work-life boundaries. Workplace dynamics have been Severely changed by the move to remote work, Requiring that businesses and employees adjust to new forms of Collaboration, communication, and productivity management.

The psychological effects on Employees are among the main issues surrounding remote employment. Increased stress, worry, and a decline in job satisfaction might result from the lack of in-person interactions and the Obscuring of the lines between work and personal life. Disinterest from the culture of the company can sometimes lead to a loss of engagement and motivation.

In order to maintain employees' emotional well-being and Involvement when working remotely, HR departments are essential. HR professionals may establish a welcoming and Motivating remote work environment by putting in place strong employee support programs, encouraging open communication, and using digital tools to make collaboration easier. Using information gathered from 130 employees, this study attempts to examine the function of HR and the welfare of remote workers. Additionally, it investigates how successful HRmeasures to improve overall workplace happiness and performance while reducing the negative consequences of working remotely.

## II. METHODOLOGY

Sample Size: 130 remote employees from various industries.

Data Collection: Online survey including Likert-scale, multiple-choice, and open-ended questions.

Variables Measured:

1. Work-life balance satisfaction (1-5 scale)
2. Perceived social isolation (1-5 scale)
3. Stress levels (1-10 scale)
4. HR support satisfaction (1-5 scale)
5. Productivity changes (increase/decrease)
6. Burnout symptoms (Yes/No)

Statistical Analysis: SPSS software used for descriptive statistics, reliability tests, correlation analysis, t-tests, and regression analysis.

## III. KEY FINDINGS

- Mean stress level: 6.8/10
- 72% of employees reported moderate-to-high social isolation.
- 65% of employees found HR support to be inadequate.
- 58% reported decreased productivity due to stress and burnout.
- Cronbach's Alpha = 0.82 (high internal consistency in responses).
- Employees with high HR support reported significantly lower stress levels (Mean = 5.2) compared to those with low HR support (Mean = 7.9), $p < 0.05$.
- Work-life balance and stress levels showed a strong negative correlation ($r = -0.64$), indicating that better work-life balance reduces stress.
- HR support significantly predicts burnout prevention (Beta = -0.58, $p < 0.01$), suggesting that stronger HR policies directly reduce burnout risks.

TABLE I

| Variable | Mean | Standard Deviation |
|---|---|---|
| Stress Level | 6.8 | 1.4 |
| Social Isolation | 3.7 | 1.1 |
| HR Support Satisfaction | 2.9 | 1.3 |
| Work-Life Balance | 3.5 | 1.2 |

## IV. HR STRATEGIES FOR SUPPORTING MENTAL HEALTH

- Putting Flexible Work Policies into Practice: Promoting flexible scheduling to assist staff in juggling their personal and professional obligations.
- Providing Resources for Mental Health: granting access to employee assistance programs (EAPs), mindfulness training, and counseling services.
- Promoting fixed work hours and limiting communication after hours are two ways to encourage regular breaks and work-life boundaries.
- Promoting Virtual Social Connections: To keep a feeling of community, plan informal check-ins and virtual team-building exercises.
- Educating leadership on how to spot symptoms of distress and offer workers the right kind of support is part of training managers to support mental health.
- Providing Wellness Programs: Putting in place stress-reduction plans, meditation classes, and online exercise sessions.
- Maintaining Open Communication: To lessen employee fear, keep staff members updated on organizational changes, job security, and corporate regulations.
- Putting Career Development Programs into Practice: Offering mentorship and educational opportunities to advance careersgrowth and job satisfaction.
- Improving Employee Recognition: To increase motivation and morale, acknowledge the contributions made by employees.
- Creating organized burnout mitigation policies that cover workload management and mental health leaves is one way to strengthen HR policies on burnout prevention.

## V. CONCLUSION

To maintain employee productivity and well-being in remote work settings, HR departments must proactively address mental health issues. Based on a survey of 130 workers, this study highlights how crucial HR assistance is in reducing stress and burnout. HR can significantly contribute to enhancing employee well-being by putting in place flexible

policies, offering mental health resources, and cultivating a supportive culture. Future HR regulations ought to emphasize ongoing development in response to employee input and new developments in the culture of remote work.

## VI. ACKNOWLEDGMENT

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