

# 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

## I. INTRODUCTION

Mental well-being is equally important when it comes to productivity of the employee and this is more so in the case of academics where professionals have to be intellectual or delegated with administrative tasks. As with rest of the world, the academic organizations in Indore also need its employees i.e. teachers, administrators, and support staff to work at their optimum level to ensure the quality education and institutional efficiency. The rising workplace stress, you have more work, you have more performance evaluations, which may turn into an adverse effect for the employees' mental health and they are prone to get burn out, less productive, less satisfaction for their job therefore it's very important. Because mental health is directly proportional to productivity, cognitive function, emotional stability and overall job performance, it is thus important to understand the role of mental health in improving employee productivity in academic institutions. The objective of this study is to determine the influence of mental wellbeing on work performance of employees in Indore's academic sector and the measures which institutions can adopt to bring in a healthy work place.

Academic institutions, given more emphasis on workplace wellness, should understand the need to create an environment free of stress that supports their employees. Besides absenteeism and low employee engagement, poor mental health among educators and staff also impacts students' learning outcomes because those who are stressed will likely struggle to perform responsibilities with necessary levels of effectiveness. On the other side of the coin, institutions that have incorporated mental health agendas into their everyday work life like counselling services, flexible



work and mindful work programs have recorded improved employee performance and retention as well as a more positive working environment. This research will help Indore universities know the way mental health is linked to employee productiveness and will give them strategies of office environment to divide employees mentally. Addressing these challenges by the institutions will make them more effective in their work, mobile and engaged employees who will prevent any kind of downward spiral while positively contributing to the academic sector.

### **Concept of Mental Well-Being**

Mental well-being is an individual's psychological state which also has sub concepts of emotional stability, cognitive functioning and the capacity to cope with day-to-day stresses in a useful manner. The absence of a mental illness is not the end of the story; rather, it is a state of all round psychological resilience, which enables an individual to function efficiently in his/her private and professional fields. People with good mental well-being have a sense of purpose, good personal relationships and are able to manage their actions to deal with whatever comes along. As the workplace especially in academic institutions, mental well-being has a very important role to play in employee performance, job satisfaction and professional interactions. Strong mental health among the employees results in greater creativity, problem solving, and emotional intelligence; they effectively benefit the office productivity and harmony. However, with poor mental wellbeing stress, anxiety, depression and burnout can happen, which will make it very hard to motivate and be efficient. Work pressure, not having balance between work and life, job insecurity, and organizational culture can directly affect employee's mental state. In the case of academic professionals in particular, they have to deal with student expectations, research demands and administrative responsibilities and because of them their mental wellbeing demands the attention. Supportive policies, stress management programs, a positive work environment, and a broader culture of wellbeing not only improve the performance of employees but also are good for all the other stakeholders in the academic community.

### **Need of the Study**

The rapid academic environment of today merely seems to be unable to work without viable employee productivity. But mental wellbeing is seldom paid attention to as it greatly determines how productive we are, how satisfied we are in our jobs and the success of an institution as a whole. In academic institutions, the stressors faced by the employees, which include faculty, administrative staffs and support staffs, come from workload pressure, long working hours, student related stressors and performance related stressors. But when mental wellbeing is put under stress, this (motivation) goes down, so does attendance in the office and engagement levels, which eventually contributes to reduced productivity. Having explored in this study the impact of mental health on employee performance, the significance of wellbeing initiatives needs to be communicated in academic institutions in Indore. Knowing this relationship will help the institutions to frame some of the policies in their institutions that will help sustain a healthier work environment which will ensure employee satisfaction and institutional growth.

Moreover, the academic sector is one of the most important components in formation of the future generations and employees' efficiency directly affects the quality of the education and results of learning students. When mental health issues are not addressed by institutions, these neglect to work effectively, cause high absenteeism, low morale, considerable conflicts, and overall, the performance is low. The goal of this study is to bring to light the existing need for mental health support programs, stress management workshops, and employee assistance activities in the academic institutions. These findings give actionable insights on what strategies could be adopted to improve mental wellbeing that will in turn lead to improved productivity and a more positive work culture. In addition to improving employee conduct, this research will also deliver positive results for the long term as well as sustainability of academic institutions in Indore.

### **Importance of Mental Well-Being in Work Performance**

An individual's mental wellbeing is a fundamental determinant of an individual's overall productivity, job satisfaction and workplace engagement. Mental healthy workers are more focused, make better judgments and are more resilient with respect to day-to-day challenges. Mental wellbeing is even more important in academic institutions given that its



employees are charged with shaping the new generations. Stress, anxiety, burnout may hinder the effectiveness of faculty members and administrative staff in meeting their roles. With the condition of mental health issues, employees' work quality is lost; eventually, they become less motivated, absent, lack fuel to fulfil their responsibilities. On the contrary, a work environment supportive of mental health contributes to the creativity, collaboration, and efficiency of the workplace, thus contributing to general productivity of institutions.

Furthermore, promotion of mental well-being in organisations also fosters positive and inclusive workplace culture. Institutions that invest in mental health like Counseling Services, Stress management programs or Flexible work policies are known to have low employee turnover and high engagement. Employees who feel valued and supported are more likely to act out of proactive contributions to the institutional goals and they work hard to continue their high standards of work performance. Furthermore, good mental health also influences workers to avoid conflicts at the job place, strengthen relationships in the workplace and increase general job satisfaction. Although mental wellbeing is needed everywhere, it is also very much so in the academic sector, where there is always an energy constantly spent on intellectual and emotional energy. An academic institution that focuses on mental wellbeing will create an environment in which employees thrive, and in doing so, benefit the workforce, and then the students they are meant to serve.

## **II. LITERATURE REVIEW**

Jain, A. Ket al (2020) Employee wellbeing has become crucial for increasing performance in Indore's organized healthcare sector where professionals are working under heavy pressure work environment and lengthy working schedule. With a healthy workforce, both mentally and physically, it means that employees are happier while at work, able to pay attention better and be more efficient to produce better patient care and operational effectiveness. It is sold the fact that workers have good wellbeing as this increases engagement, reduces absenteeism, and improves decision making in healthcare workplaces. Whereas inadequate well-being translates into burnout, stress, and productivity decline all together affecting quality of service. Workplace wellness programs, stress management workshops and mental health support initiatives that can be implemented can promote a positive work environment and thereby, promote retention as well as job performance. Wellbeing is encouraged by promoting work life balance, promoting regular rest periods and work, and if possible, employee assistant programs, and all this builds up towards sustainable health care operations. Employee well-being should be one of the main reasons why Indore's healthcare sector should strive to prioritize employee wellbeing in the sector will ensure delivery service of high-quality patient care, increase efficiency of the team and ensure the morale of the workforce.

Clarence, M et al (2021). This article investigates how servant leadership influences ad hoc schoolteachers' affective commitment and psychological wellbeing via psychological capital. Empathy, ethical behavior and empowerment are defining the concept of a servant leadership, which creates supportive environment at work, resulting in a more emotional attachment of teachers with institutions. It is necessary for teachers with job insecurity and professional instability for psychological wellbeing, and servant leadership has a significant mediating effect in lowering stress and raising job satisfaction. The work also examines how psychological capital (self-efficacy, optimism, hope and resilience) influences this relationship by enhancing the commitment and wellbeing of teachers. The responses of the ad hoc teachers in the various schools were analyzed using a quantitative survey approach. Servant leadership positively influences affective commitment and psychological wellbeing, and psychological capital serves as a significant mediator based on the findings. From these insights we need leadership strategies that addressed the teacher wellbeing and long-term commitment in the educational institutions.

Dwivedi, V. J., & Joshi, Y. C. (2019). Technological advancements, research innovation, faculty development and students engagement are instrumental in developing productivity in higher education institutions of India in 21st century. Digital learning platforms, AI driven assessment and online resources have given a new shape to traditional teaching methods and increasing the accessibility as well as efficiency. Training programs, interdisciplinary research and collaboration with global institutions empower faculty and enhance their productivity in creating knowledge and academic excellence. Also, a student centric approach based on skill-based learning, internships and partnership with industries has increased their employability after graduation. Though, institutional productivity is still not free from challenges like faculty shortage, outdated curriculum, funding constraint and administrative inefficiency. In order to



solve these, universities should incorporate data driven decision making, flexible learning models and mental wellbeing initiatives in order to elevate academic and student performance. In order to develop internationally competitive, knowledge-based higher education institutions in India in the 21st century it will be necessary to build high performing higher education institutions, using public-private partnerships, policy reforms, and sustainable development strategies. Nath, A., Rai, S., Bhatnagar, J., & Cooper, C. L. (2024). A very important and potentially debilitating stressor is job insecurity, which negatively impacts subjective wellbeing and leads to presenteeism, a situation where employees who are less productive physically come to work anyway. In this study, job insecurity effects on wellbeing and workplace performance are moderated via coping strategies. Stress, anxiety, and diminished job satisfaction result in personnel's euphoria, which has a negative effect on employees' efficiency when there is uncertainty. However, the adverse effects of these unpredictable life events can be negotiated through adaptive coping strategies, including problem solving, regulation of emotions, and seeking social support, thus maintaining employee engagement. On the other hand, maladaptive coping strategies such as avoidance or denial exacerbate psychological distress, and in turn affect presenteeism. This is an empirical study of the relationship between job insecurity, coping strategies, well-being and presenteeism using quantitative data from various workplaces. the findings indicate that companies must provide their employees with organizational support to help them cope with job insecurity, to train their employees on resilience, as well as to provide them with mental health programs to help them manage job insecurity. Positive subjective well-being through the encouragement of positive coping mechanisms helps to lessen various forms of presenteeism and consequently increases overall workplace productivity.

### **Theoretical Framework of Employee Productivity and Mental Health**

The relation between mental health and productivity of employees is based on several psychological and organizational behavior theories. One such relevant framework is the Job Demands-Resources (JD-R) model that explains how job demands (work load, deadlines, emotional labor) and job resources (managerial support, autonomy, work- life balance) affect employee well-being and performance. This model has it so that when job demands are high, but resources are inadequate, employees will experience stress, burnout and lower performance. Certainly though, if there is enough resources at the employees disposal then they will remain engaged, motivated and productive. In the institutions where these staff worked (academic institutions), faculty and the administrative staff are expected to work very hard and often they have high job demands particularly research pressures, student management and institutional responsibilities. However, if such demands are not balanced with adequate support system like mental health initiatives and flexibility at work module, the employees might suffer mental exhaustion which in due course decreases employees' efficiency as well as commitment to their roles.

Another is Maslow's Hierarchy of Needs in which psychological well-being is required to engage in activities that provide higher levels of productivity and self-actualisation. In order to perform optimally in professional roles, employees need a sense of security, a sense of belonging and self-esteem among other things. A hierarchy of relationships exist and poor mental health spoils this, inhibiting people from being the best that they can be. Moreover, in accordance with Self-Determination Theory (SDT), mental well-being is a huge predictor of intrinsic motivation, which is necessary for high levels of performance. Employees who feel valued, supported, and healthy in mind tend to show increased levels of creativity, engagement and productivity. Mental well-being is even more important in places like academic institutions due to the need for cognitive effort and emotional intelligence for effective teaching and administration when it comes to teaching and administration. These theoretical models can be applied in order to provide a structured approach to comprehending how mental health directly affects employee's performance and calling for organizations to establish employee policies to support psychological well-being. It is very important that academic institutions increase employee satisfaction and decrease turnover by establishing a work environment that addresses mental health.

### **Factors Affecting Employee Productivity in Academic Institutions**

A combination of organizational, psychological and environmental factors affect the employee productivity in academic institutions. Workload and job demands are one of the most important ones. Higher workload constitutes teaching





responsibilities, research assignments, student counseling, and institutional administrative work are common among faculty members and the administrative staff. Overwork without commensurate support causes stress, burnout, and dropping of the performance. Furthermore, organizational culture and management influences productivity of employees. Institutions with the most engaged and efficient employees include those that create and cultivate an environment that is supportive, inclusive and communicative. Job dissatisfaction and a lack of motivation stem from a lack of recognition, poor leadership, and rigid hierarchies. In addition, productivity largely depends on the work life balance. Thus, employees who are unable to balance their personal and professional lives, suffer emotionally, becoming absent from work, and less efficient performing their duties. Flexible work arrangements, wellness programs and mental health support are immensely important in promoting productivity in academic institutions.

Another important factor having impact on productivity is mental wellbeing and job satisfaction. Chronic stress, anxiety or depression in employees will tend to inhibit optimal performance. This disengagement and reduced efficiency due to lack of psychological support, unrealistic expectation and inadequate mental health resource. In addition, infrastructure and technological support is equally important in academic context. Lacking in resources, old technology and funding of research is an obstacle which contradicts the normal function expected of employees. In addition to workplace related factors, peer relationships and workplace dynamics also affect productivity; a conducive and collaborative work environment encourages teamwork and knowledge sharing, whilst environment of conflicts and unhealthy competition give rise to stress and inefficiencies. At the same time, productivity is driven by professional development chances since employees who regularly update and improve their skills are more motivated and achieve more. On the other hand, institutions that focus on employee growth and upward mobility in the workplace are likely to be relevant; lower turnover rates and higher institutional effectiveness are likely to be observed in face of these institutions. Acting on these factors through a favourable, resourceful, and mentally healthy workplace contributes to increasing the employee's productivity and thereby leading to the long-lasting success of the academic institutions.

### III. METHODOLOGY

In this study, a mixed methods approach is utilised to assess the inducement of mental well-being to stimulate employee productivity in Indore's academic sector. The study also utilizes quantitative and qualitative methods to examine the correlation between job satisfaction, engagement, absenteeism and efficiency and the level of mental well-being. Faculties and staff members of different Institutions on academics in Indore were selected randomly and a structured survey questionnaire distributed. Workplace Mental Health, Stress Level, Work Satisfaction, Work Life Balance and Productivity were all subjects covered by the survey. Further, in depth interviews and focus group discussions were held with one group of employees to gain deeper understanding of personal experiences and challenges as regards mental well-being. The study also measured mental well-being for employees and compared them on a scale of high and low and how this had an impact on the resulting productivity and engagement. To conclude the findings, secondary data was collected from research papers and institutional reports and reports of different national governments. Statistical tools and thematic content analyses were used to analyse the collected data in an attempt to find patterns and correlations between mental well-being and productivity at the workplace. The study was conducted under ethical guidelines in the form of maintaining confidentiality, informed consent and voluntary participation. In order to offer valuable inputs for academic institutions to take up policies that support mental wellbeing in the academic sector of Indore, the methodology is built in such a way that it ensures a balanced and reliable analysis, finally leading to efficient employee performance and overall institutional growth.

### IV. RESULTS AND DISCUSSION

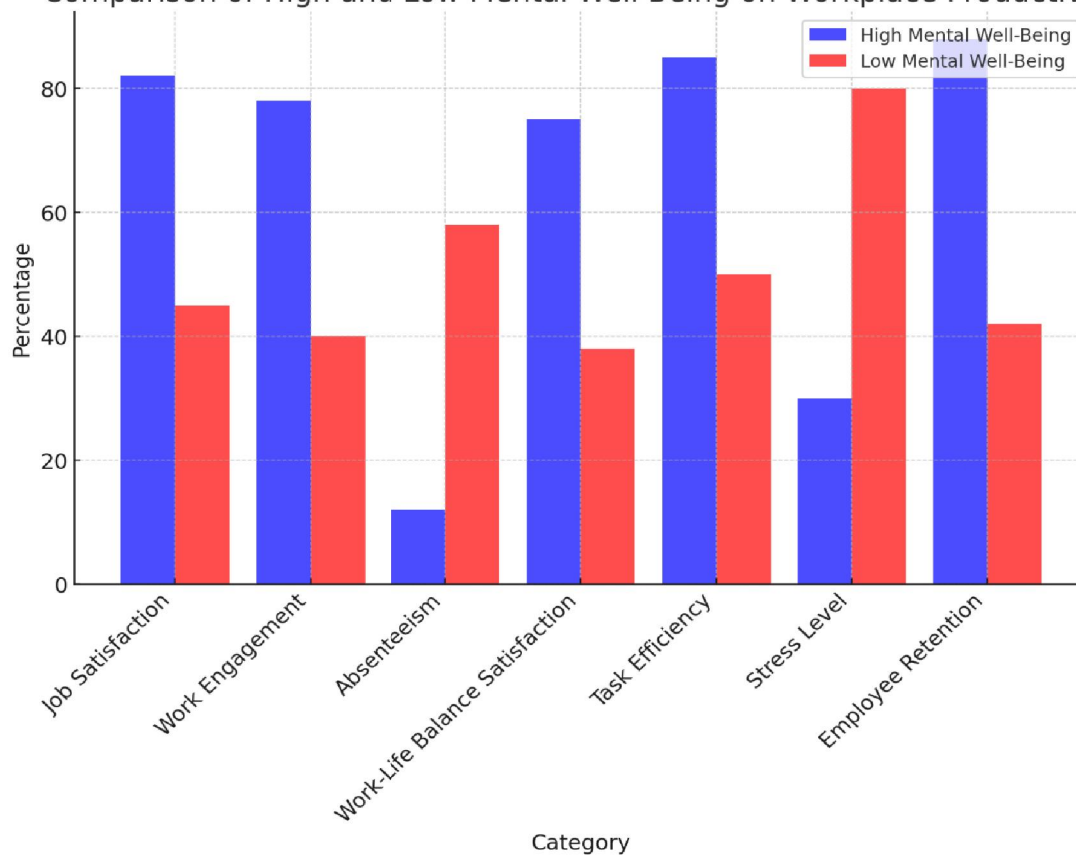
#### Impact of Mental Well-Being on Workplace Productivity

	High Mental Well-Being (%)	Low Mental Well-Being (%)	Impact on Productivity
Job Satisfaction	82%	45%	Higher job satisfaction leads to increased motivation and efficiency.



Work Engagement	78%	40%	Employees with good mental health are more engaged in their work.
Absenteeism	12%	58%	Poor mental health leads to increased absenteeism.
Work-Life Balance Satisfaction	75%	38%	Employees with better mental well-being report higher work-life balance.
Task Efficiency	85%	50%	Higher mental well-being improves focus and performance efficiency.
Stress Level	30% (low stress reported)	80% (high stress reported)	Increased stress negatively affects productivity.
Employee Retention	88%	42%	Employees with better mental well-being are more likely to stay in their jobs.

Comparison of High and Low Mental Well-Being on Workplace Productivity



Those with high mental well-being also perform much better and are more satisfied with their jobs. These employees have high levels of job satisfaction (82%) that makes them motivated and driven; work engagement (78%) keeps them focused and committed to duty. It improves employee mental health as well, as concluded from the fact that better mental health of the employees results in 12% lower absenteeism. These employees have a strong work life balance satisfaction (75%) which indicates that they have managed both personal & professional responsibilities quite well which reduces burnout. In addition, a much higher level of task efficiency (85%) is recorded, because mentally healthy workers can concentrate and make sound decisions better, and are more productive. The (30%) stress levels remain low,

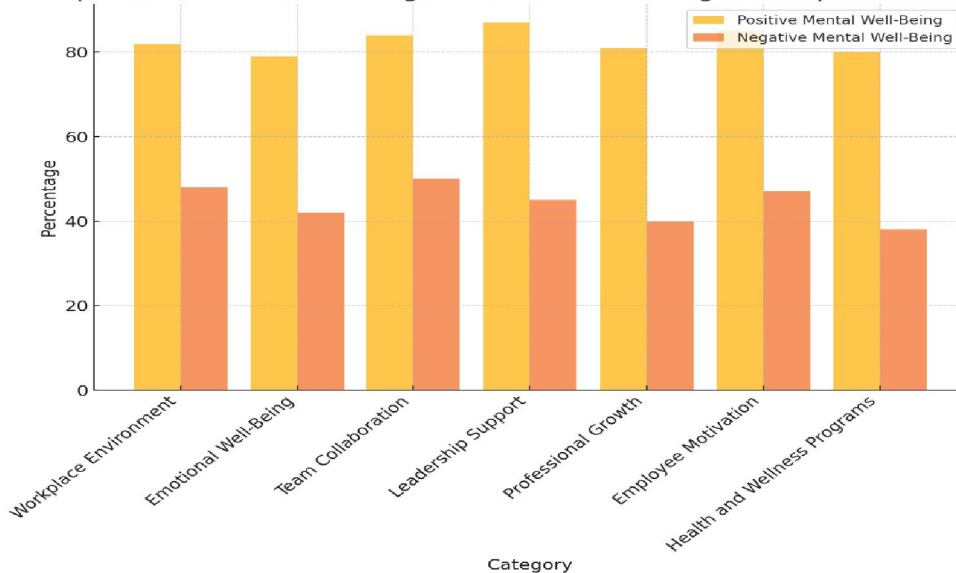


hence creating the more stable conducive work environment. Additionally, mentally well employees (88%) are retained more by employee retention because these employees feel connected and committed to working for their organizations. On the other hand, employees with low mental well-being is a problem of low productivity. Job satisfaction also drops to 45%, which leads to lower motivation causing disengagement at work. However, it is affecting the teamwork and collaboration where work engagement is significantly lower at (40%). Absenteeism (58%) goes up due to many leaves and unproductivity due to poor mental health. Those on the current path report they cannot get their work life balance satisfaction (38%) above that level of satisfaction and are stressed and exhausted. Also, even if task efficiency (50%) drops, deadlines are missed and performance is lowered. However, 80% of errors in the workplace are due to high stress that also destroys focus. Employee retention (42%) is the lowest because mentally distressed employees are more likely to lose jobs in cases of dissatisfaction and at workplace.

**Positive and Negative Mental Well-Being**

Category	Positive Mental Well-Being (%)	Negative Mental Well-Being (%)
Workplace Environment	82	48
Emotional Well-Being	79	42
Team Collaboration	84	50
Leadership Support	87	45
Professional Growth	81	40
Employee Motivation	85	47
Health and Wellness Programs	80	38

Comparison of Positive and Negative Mental Well-Being in Workplace Productivity



The data also shows how important mental wellbeing is in increasing productivity in other spheres of the academic institutions in regards to workplace. Leadership Support (with 87% correlation), Team Collaboration (84%), and Employee Motivation (85%) are the strong correlatives to positive mental well-being, as those with a positive mental well-being are more likely to be engaged, collaborative and productive. On the contrary, when it comes to the same categories, the percentages reported by employees with negative mental wellbeing are extremely small, meaning that stress, anxiety and emotional exhaustion will not allow them to perform well at work. The teachers also rank Workplace Environment (82%) and Health and Wellness Programs (80%), again highlighting institutional support because a proper structured and supportive work environment helps the employees maintain balance (decrease burnout) and enhance overall productivity.



The low percentages in negative mental wellbeing refer to the employees feeling stressed and psychologically distressed and failing to cope with the key aspects of the workplace. For instance, employees with poor mental health are much less likely to claim Emotional Well-Being (42%) or Professional Growth (40%) compared to their peers. For instance, while experiencing stress and anxiety, it is likely that they are being unable to advance their careers and pursue job satisfaction. Lack of adequate health and wellness programs (38 percent) have similar negative effects: it reduces worker motivation and takes a toll in terms of absenteeism. Finally, the analysis also points out that academic institutions must prioritize multicomponent mental wellness initiatives, supportive leadership, and wellness programs to boost employees' productivity and the overall institutional performance.

## V. CONCLUSION

Mental well-being of employees in Indore's educational sector greatly contributes to the employee productivity by improving job satisfaction, work engagement and causes enhanced productivity. The leaders – both educators and administrative staffs with high level of mental well-being, feel more satisfied at their jobs (82%) leading to more motivated and productive them. They have a significantly higher (78%) work engagement signifying employees' commitment to their responsibilities, which propagates in a positive academic environment. Additionally, employees with good mental health focus better and allocate workloads just in time while meeting academic deadlines, therefore making task efficiency (85%). These professionals appear to be able to handle both the personal as well as professional work with balance (75% satisfied with work life balance). On the contrary, employees with low mental wellbeing are inclined to be more absent from work (58%), eroding the productivity of the institution and its learning outcomes. Along with the high stress levels (80%) among these individuals, it also causes disturbance to focus and efficiency which further affects the teaching efficiency and increase in workplace errors. Also, those with better mental wellbeing have stronger employee retention (88%) which translates to reduced turnover rate and consistency in academic operations. Sustenance of a motivated workforce, bettering productivity and having a positive educational ecosystem in Indore's academic institutions is possible only through a supportive mental health environment. Workplace wellness programs and stress management workshops, as well as mental health support services, have the potential to go a long way toward improving employee wellbeing, and hence academic sector growth and success.

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