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Employee Well Being As A Strategic HR Metrics. Linking Mental Health Support To Business Outcomes.

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ABSTRACT

One important strategic HR component that affects organizational performance is employee well-being. This study examines the impact of workplace mental health initiatives on employee productivity, attendance, and engagement. A structured questionnaire was used to gather data from respondents in a quantitative manner, and Pearson correlation analysis was used. The results demonstrate a strong positive correlation between employee productivity and mental wellness initiatives, suggesting lower absenteeism and higher attendance. According to the study's findings, employee well-being is a key factor in long-term organizational success since it improves performance, engagement, and retention.

Key Words: Employee well-being, mental health support, strategic HR metrics, employee productivity, absenteeism, employee engagement, job satisfaction, employer branding.

INTRODUCTION

In the modern business environment, employee well-being has emerged as a key strategic HR metric that directly influences organizational performance and sustainability. Increasing work pressure, stress, and mental health challenges have made it essential for organizations to focus beyond traditional HR practices and prioritize employee mental and emotional well-being. Poor well-being often results in absenteeism, low morale, reduced productivity, and decreased job satisfaction, which negatively impact overall business outcomes. Because of this, businesses are increasingly incorporating well-being and mental health support programs into their strategic HRM approach.

In the modern business environment, employee well-being has emerged as a key strategic HR metric that directly influences organizational performance and sustainability. Increasing work pressure, stress, and mental health challenges have made it essential for organizations to focus beyond traditional HR practices and prioritize employee mental and emotional well-being. Absenteeism, low morale, decreased productivity, and decreased job satisfaction are all consequences of poor well-being that have a detrimental effect on overall business outcomes. As a result, companies are increasingly integrating programs for mental health and well-being into their strategic HRM approach.

REVIEW OF LITERATURE

Recent research emphasizes mental health, psychological safety, and holistic well-being as critical drivers of productivity, engagement, resilience, and sustainable organizational performance, highlighting employee well-being as a strategic HR priority in post-pandemic workplaces (Deloitte, 2024). Innovation and long-term business success are increased when well-being programs are in line with corporate objectives (Robertson and Cooper, 2021). Additionally, research indicates that business outcomes like productivity and lower absenteeism are strongly positively correlated with employee well-being (Harter, Schmidt and

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Hayes, 2020). Mental health–friendly workplace policies improve morale, teamwork, and motivation, while earlier studies confirm that positive mental health increases job satisfaction and commitment, whereas poor well-being leads to burnout and lower productivity (Cooper and Cartwright 2018; Backhaus and Tikoo, 2018).

METHODOLOGY

The research takes a quantitative approach to explore employee wellness as a key HR factor and examines how mental health support programs impact business performance. The survey employed a structured questionnaire with closed-ended questions rated on a five-point Likert scale. The female sample was slightly larger at, compared to the male population. This suggests women were more willing to respond and engage with workplace wellness issues. The convenience sampling method gathered data from workers in different companies. The data was analysed using SPSS. The analysis included descriptive statistics to summarize the subjects and a Pearson correlation test to investigate the relationship between workplace mental wellness programs and business performance, measured by absenteeism and productivity. The significance threshold set was five percent.

DATA ANALYSIS AND RESULTS

The data that was collected was looked at using SPSS to see how employee being initiatives affect business outcomes. We did an analysis to find out if there is a connection between programs that help employees with health and if that makes them more productive. These programs are meant to reduce the number of days employees miss work and improve attendance. We wanted to know if employees who feel supported and mentally healthy think, they are more productive. The results show that there is a strong connection between these two things. Employee being initiatives and business outcomes are related in a good way. The connection, between employee being initiatives and business outcomes is moderate and positive. This relationship is important. The numbers prove it. This finding suggests that employees working in organizations that actively support mental health and well-being tend to exhibit higher levels of productivity and consistent work performance. The significant relationship confirms that mental health–friendly workplace practices contribute positively to employee effectiveness and attendance. Overall, the analysis demonstrates that employee well-being initiatives play an important role in enhancing individual performance and reinforcing employee well-being as a strategic HR metric linked to organizational success.

Correlations

[DataSet1]

Correlations

		Mental wellness programs at work help reduce absenteeism and improve attandance	Employees are more productive when they are mentally healthy and supported .
Mental wellness programs at work help reduce absenteeism and improve attandance	Pearson Correlation	1	.498**
	Sig. (2-tailed)		<.001
	N	108	108
Employees are more productive when they are mentally healthy and supported .	Pearson Correlation	.498**	1
	Sig. (2-tailed)	<.001	
	N	108	111

**. Correlation is significant at the 0.01 level (2-tailed).

FINDINGS

The test results show that worker well-being programs and worker productivity are closely connected. When workers feel supported and supervised with their health they are more likely to feel productive and do their jobs consistently. For example the Pearson test results show a connection between worker mental health and productivity. Worker mental health programs and worker care initiatives are really effective in reducing absenteeism and getting workers to come to work regularly. Worker well-being programs are important, for worker productivity because they help workers feel good and do their jobs well.

Moreover, the results indicate that a mentality-friendly work environment raises the positivity of the general employee morale and engagement levels at the organizational workplace. A mental wellness-engaged employee is more motivated and displays better job satisfaction levels and performs well as a teamwork contributor. The findings reconfirm the importance of the well-being of employees that goes beyond the boundaries of organizational welfare and HR measures for a successful stay at the organizational workplace.

CONCLUSION

Employee well-being is really important for a company. It affects how well the business does. This research shows that taking care of employee being is a good idea. Looking at the data it is clear that helping employees with health and doing things to support their well-being makes a big difference. It helps employees work better and be more productive. When employees feel good about their job they are more motivated to do their work. Employee well-being is the key to making employees happy and motivated at work. It is, about making sure employees are doing okay and supporting them when they need it. This is what helps employees do a job and makes the company successful.

Additionally, the report emphasizes the fact that well-being initiatives that support the objectives of the organization can not only enhance individual performance, but they may also result in overall success for the business. Therefore, spending on employee mental health can no longer remain a mere social responsibility, but a rational strategy for building resilience, driving innovativeness, or growing the bottom line. Businesses that focus on employee well-being can thus expect better performance, reduced employee turnover, or differentiation to recruit the brightest talent.

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