

A Study on Workplace Stress and Employee Mental Health: The Role of Human Resource Management in Developing Support Systems

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ABSTRACT

The present study is an attempt to elucidate the workplace stress management among employees is a most critical issue in modern organizations due to long working hours, emotional demands, and pressure. Beyond that, the study also aims to identify the main causes of stress and its impact on daily life of employees while working. Workplace stress has emerged as a growing concern for organizations globally, with significant implication which affect employee mental health, productivity, and overall organizational performance. In Modern organization, Work stress can lead to various types of mental health issues including anxiety, depression, and burnout adversely lasting damage to both employee wellness and overall operational efficiency. This research paper explores the relationship between the workplace stress and mental health and emphasize the role of Human Resource management (HRM) in addressing the workplace stress and promoting the employee mental health through effective support systems.

Human Resource administrative interventions in mitigating the stress issues by focusing on Employees Assistance Program, flexible working hours, work from home, health of mind, awareness training, and wellness initiatives. Drawing in a well manner way of literature of review and case report to outlines the key strategies that HRM can create a supportive and clean work atmosphere that prioritize employee's welfare and wellness.

Ultimately, this research paper demonstrates how HRM can decrease the effect of tension such as number of absent persons, disengagement, and less morale. By examining these issues, this paper defines true values of applying the perfect technique where HRM proactively drives the formulation of strategic policies and procedures which facilitate mind health with supporting emotional things in each one person work in a premises together.

INTRODUCTION

In today's world most places of work has become a major problem of modern business that impacting both business as a whole as well as its persons who is working day to night with full dedication because of this pressure is come at higher level as we say heavy load, heavy workloads, poor harmony deadlines which may not be completed in a given time and a lack of assist from administration which somewhere contribute to stress and not just negative but also huge impact on the physical as well as on mind health which causing burnout, mood swings of

person, irritation and anxiety. The report of World Health Organization on this issue state that job stress is one of a major pervasive psychological, physical, and behavioral problem that raises rates of burnout.

As a light of given obstacles human resource administration provides an important role in decreasing the tension at place of work that helps in facilitating the mind health of associate team members. HRM overseas the design with implementing the supportive systems dedicated to remove the burden and promoting the minds welling of members that create a

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healthier and tension free atmosphere. It facilitates the power to use the employee assistance programmed which helps in making the best-chosen strategy to make work easier more so each person does happily without any problem. Meanwhile the growing recognition of mind health as a priority many organizations are still navigating substantial changes in providing impactful supportive system.

This paper explores the link between tension at place of work, workers mind health and human resource administration rules and policies. It mainly focuses on the role of HR professionals in developing effective system to stand by it and optimize the members wellbeing. Through this paper, it aims to show how impactful atmosphere a HR manager can create and do some necessary changes that helps in increasing the outcomes of organizational productivity.

Objective of the study

The primary aim of this study is to analyze the adversity at place of work and members mental state and the role of HRM in developing the framework. Here are some of key objectives are:

- To understand the concept and causes of workplace stress in modern business
- To analyses the impact of stress on employee mental health
- To identify effective HR support systems for employee well being
- To examine the role of HRM in managing stress
- To suggest measures for effective stress management

Literature Review

Tension at place of work is prevailing and widely studied as a considerable problem for all the workers and its teammates leading to physical, sentimental and psychological strain as per the opinion said by Stephen Johnson 2020 that heavy workload and job pressure which crucially put impact on increasing the level of tension leading to mood swings, frustration and thrill are the main consequence of reduce inefficiency and increase the unassertive health outcomes. The study emphasizes intense pressure of completion of demand work on time are one of the primary reasons of the place of work.

Likewise, Carrie Cooper and Paul Smith 2019 found that a place where number of persons are working together face a fatigue which is strongly associated with intellective chronic issues such as anxiety, feeling of detachment cynicism, constant worry, mood swings, and sentimental exhaustion. Their study highlights that sustained exposure to stress not

only affect individual well-being but also leads to absent and decreased satisfaction a person get from his job leading to higher in turnover rates.

In relation to HRM practices, Nurul Nadiya Zainal and Ku Suhaila Ku Johari (2023) underscores the significance of Human Resource Management in managing workplace stress. Their study indicates that strategic HR driven interventions such as adaptable schedules, flexible working hours, employee counselling services, and wellness programmed are key drives in reducing burnout and enhancing employee mental health.

Correspondingly, Beehr Terry and Newman John (2018) showed that employee assistant programmed (EAPs) is proven highly effective tools in assisting staff members dealing with stress. These programmed serve as a vital resource of psychological counselling and provide a robust framework for supporting personnel under pressure and professional challenges.

Another exception found in this study is the symbol of mind related illness in most modern job site atmosphere we are a person feels many consequences that hesitate them to get participate on their own in mind related awareness programmed or disclose their personal issues which is somewhere triggering them internally due to fear of discrimination in front of everyone and mocked by their own colleagues or teammates, professional consequences or embarrassment Vogel et al 2011.

Ultimately the shift near to distributed or blended models of work introduces a unique set of obstacles in domineering the health related to psychological while tender arrangement of work and reduce tension of each one who joined at most busy sector, HR department must be versatile offering tailored solution that knows the need of a special remote task done by a person or through hybrid form so these effective policies are one of the major taken by HR for staying connected to the team.

Research Methodology

➤ Research Design:

The study follows a descriptive type research design for understanding the human resource management how smoothly identifies manages and lower the tension build between the team mates by making effective strategies for the job site. The main aim of deign is to focuses on the role of HR in developing its members wellbeing and indite a supportive work atmosphere.

➤ Nature of Data:

This study gains vast number of theories related to this which gain a best of view which is basically based on subsidy material that is already released at various

journals or articles in past few recent years this helps in perceive the tension at job site and HRM strategies without conducting any primary surveys.

➤ **Sources of Data:**

Many of authentic material used to complete this study which includes educational books related to organizational behavior and human resource management research articles, and daily journals on job site tension, online theories such as research gate and Google Scholar, and reports from the institution which is focusing on well-being of persons working there.

➤ **Data Collection Method:**

The studies rely on utilizing a detailed review of impressed sheet and computerized material through subsidiary collection database which includes books, previous research studies on jobsite stress, websites, and journals on mind illness.

➤ **Data Analysis Technique:**

For this study, numerical or qualitative analysis technique has been used to compare and explore outcome from the different educational material That identify the link patterns and HR strategies to manage the tension.

➤ **Scope of the Study:**

The study relies on various industries to examine the key HR policies that help in lowering the tension and enhancing the person's wellbeing who work there.

➤ **Limitation:**

There is a definite number of limitations in this study which includes:

- Limited access on some relevant and recent material
- There is no primary survey or field research has been conducted
- It is based on secondary database.

Importance of Workplace Stress and Employee Stress and the role Human Resource Management in Supporting Systems

1. Impact on employee health and performance:

Stress at work is a big cause of mental health issues like anxiety, depression, and burnout. These conditions can have a big impact on workers' health, happiness at work, and overall well-being. The importance of this subject resides in comprehending the manifestation of stress in the workplace and the ways in which HRM can adopt strategies to mitigate its effects. HR can make the workplace healthier by giving employees the right support systems. This will make them happier, less likely to miss work, and healthier overall. A healthier

workforce is more likely to be engaged, motivated, and do well at work.

2. Enhanced organizational performance:

When workers are stressed, they are less productive and less interested in their assigned work. Various study shows that stress at work can make people less productive and lower the quality of the assigned work. Employees mental health has a direct impact on how well the organization works and how productive and efficient it is. On the other side employees who get help with their mental health are more likely to be dedicated, motivated, productive, and involved. They facilitate many stress management programs and employee assistant program are some of examples of HRM interventions that can boost employee's morale and performance that can lead to better results for the organization.

3. Lower the absenteeism and turnover:

One of the noticeable things to lower the unassertive results at any job place where how many numbers of person's are absent and turnover database. There is a possibility of members who are take tension from a very long time are quite the job or take a sick leave on the regular basis because of constant burnout or face a mental illness. The role of HRM to make a system which help them to overcome their anxiety which increase their honesty towards the organization, satisfaction, and safety.

4. Legal and ethical responsibility:

Every place of work needs to have a legal and ethical responsibility to make workers feel safe and secure so they put all their efforts without any fear but failure to make necessary arrangement can leads to lawsuits or regulatory fine which harm the goodwill of organization. Although, HR take an initiate to make open environment for all the person's who are connected to the job location can comfortably discuss their mental illness related thoughts and ideas to reduce the stigma and create a better atmosphere.

5. Shaping organizational culture:

An inclusive place of work culture where mental health of team members is prioritized so they feel valued, respected, and cared for so they can involve more efficiently in given task which higher the engagement and job satisfaction. HRM plays a pivotal role not only in shaping this type of culture of jobsite as well as goodwill of the organization which attract the fresh talent and innovation.

Impact of workplace stress on employee mental health and organizational performance

The attractive job site tension of workers mental well-being has profound impacts on both team members and the place of work HR plays a promoter role

in mitigating the tension by addressing the workers mental need when continuously experience tension over a long period it led to serious issues for both below, we explore the impact of workplace tension on employee mind health and organizational performance.

1. Psychological impacts on employees:

Over a schedule, strain reduced the guts to thinks and concentrate on their daily work and make informed decision on their own sometimes they feel so bad and mentally drained which decrease the inner confidence and morale to detached from the task they must perform on the given time.

2. Physical health consequences:

Place of work does not only affect the mind but also has serious physical illness like a person suffer a disturbance in their sleep cycle, head pain, fatigue, laziness, and muscle tension. If it stays longline then it turns into risk of high blood pressure, heart related disease, and week the digestive system of persons working in the location which ultimately affect the attendance and performance.

3. Decreased job satisfaction and motivation:

When there is a high level of tension taken by the team members at the worksite, they may lose interest in their own task given by the manager which sometimes feel like unappreciated and no support form the upper administration. As a result, they may start to look for other job opportunity which suits their comforts. Losing the skilled members can be costly and disrupts the team dynamics and flow.

4. Negative workplace environment:

Over time, a stressful work atmosphere may become irritable, less cooperative, and create a fight between the team members and with their subordinate members this can affect the team opportunity to perform well and good talk. This making it worst situation for all and can damage the reputation of the workplace in the market.

5. Impact on organizational performance:

This can also put effect on the overall productivity of the jobsite location, high absent people so automatic work are stop which lowers the efficiency but also waste the resources and increase the operational costs. On the side, companies who more focuses on their workforce wellbeing to perform better and has a stronger competitiveness in the market.

Challenges faced by HRM

There are challenges which is faced by HRM to correctly identify the employees' tension or stress at perfect time, building right policies, and make

informed to all persons at a right time. Despite of this, HRM need to make some protocol so that every person can talk about their personal issues without any fear of being judged and make balance with the moving time. Here are some challenges such as balancing remote or hybrid work, stigma, and confidentiality, providing customised support, handling complex burnout, layoffs, and training manager for support towards the work site so make a positive working atmosphere around all the person's who contribute directly or indirectly towards the goal.

Conclusion

In conclusion, the relationship between workplace stress and employee mental health is both significant and complex, with far-reaching implications for both individuals and organizations. As the demands on the modern workforce increase, addressing workplace stress and prioritizing employee mental health is no longer optional but a necessity for organizations aiming for long-term success. Employees facing chronic stress without adequate support are more likely to experience a range of negative outcomes, including burnout, disengagement, poor mental and physical health, increased absenteeism, and high turnover.

Therefore, it is essential for worksites to recognize the seriousness of tension and proactive measures to manage it effectively. Addressing tension not only improves the workers well being but also enhances overall success.

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