MENTAL HEALTH IN WORKPLACE

1. INTRODUCTION

Mental health disorders is a great public health concern through out the world. Over the past few months, news have revealed that many people are struggling with their mental health. It is undeniable that this concern arises following the worsen Covid-19 situation, having to be confined during lockdown, struggling with financial situation and fear of losing job. As these concerns are not all purely related to work, an employee's mentall well-being have become great interest, because if it is left unattended, it can affect organizations and businesses negatively (Gabriel, 2000).

2. MENTAL HEALTH AFFECT BUSINESSES AND EMPLOYEES

Work-related stress and mental health problems are often associated and the symptoms can be similar. The workplace is one of the key environments that affect our mental well-being and health. Although it is difficult to measure the impact of work alone in one's self esteem and social recognition, most health professionals agree that workplace can be a significant impact on an employee's mentall well-being. The consequences of mental health problems can reduce productivity in workplace (Gaston, 2000). It can impact on businesses directly through absenteeism such as regular sickness leave. Poor health resulted by mental health problems can cause depression, stress and burnout that lead to reduction in productivity and output, increased error rates, and poor decision making. Employers may experience an increase in health care cost as well as employment cost, when staff turnover occurred.

According to Relate Mental Health Malaysia (Relate) at it's forum on the 'Business Costs of Mental Health'; "On a national level, the cost of mental health issues in the workplace to the economy is conservatively estimated to be RM14.46 billion or one percent of Malaysia's total Gross Domestic Product (GDP)". The business costs' estimates the total productivity and business costs of mental health problems in Malaysia according to absenteeism, presenteeism (working while unwell) and staff turnover due to mental health issues.

3. IMPROVING MENTAL WELL-BEING AT THE WORKPLACE

Many companies now realize that their employees' productivity is connected to their health and well-being. However, more focus has been placed on physical health rather than on mental health and well-being (Gaston, 2000). Several factors can promote employees' physchological well-being and mental health, one of them is an opportunity to be included in

planning and carrying out activities and events in the workplace (for example, the opportunity to decide and act in one's own way). Common causes of work-related stress such as long hours of work, heavy workload, conflicts with co-workers or superior, also must be identified so that employers can assess the risk and tackle the problem. It can be difficult for employers to identify who needs help since each person's experience to the crisis has been unique to them, but there are ways that organisations can take to ensure healthy mental well-being of their employees. Staying in contact, look out for signs, and make ourselves available in making employees understand and know where to go when they need it.

4. CONCLUSION

In conclusion, it is important for employers and employees to realize that mental health is a part of our overall wellbeing and that it should be normalized. Achieving good mental health should be thought of as a constant work in progress. Since most of life is spent in working years, the workplace is an ideal setting to promote mental and behavioral health and prevent mental illness. Investing in corporate wellness will benefit both employees and employers. Having a healthy workforce will benefit everyone and sustain the productivitiy of business in the long run.

REFERENCE

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