

# A SYSTEMATIC EVALUATION: MENTAL HEALTH AMONG YOUTH AND CORPORATE WELL BEING

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## ABSTRACT

This report analyses the systematic assessment of mental health issues among youth and their impact on organizational wellbeing. It discusses the growing scope of mental health issues, stress psychologists' attention, and the impacts these issues have on issues in society, particularly from a corporate perspective. The study assesses how mental health struggles during adolescent years may affect personal development and socialization as well as professional self-image, performance, and organizational behavior in the future.

By referring to a range of existing literature, other research reports, and statistical information, this report highlights societal expectations, academic pressure, and influence of electronic media as primary mental health issues among young people. It goes on to study how these issues may turn to adulthood and bypass the corporate world in terms of lower productivity, absenteeism, burnout, and lowered engagement. In so doing the report puts emphasis on the necessity to take care and consider mental health issues preceding and in accompaniment to corporate wellbeing strategies.

## 1. INTRODUCTION

Today's society displays a growing concern about mental health conditions since they affect young adults substantially while affecting employees in organizations. The combination of academic demands and social performance standards and career instability causes youth mental health problems to increase. The business world now focuses on corporate well-being because organizations realize their employees' mental health directly affects their productivity together with job satisfaction and corporate culture. Young professionals move between their mental health issues from school into professional careers at a time when these spaces show separately defined difficulties.

The document delves into mental health relationships between young individuals and corporate wellness while showing how early-life pressure factors affect workplace patterns and outlines organizational strategies to support mental employee welfare. The examination of academic stress as well as social media effects works alongside work-life equilibrium and business leadership to investigate how early prevention programs and corporate duty protect lasting mental health. Strategic policy development based on this understanding will support people throughout adolescence into their professional careers thus delivering shared benefits for both professionals and their organizations.

## 2. REVIEW OF LITERATURE

### 1. STRESS LEVEL ON EMPLOYEES WORKING IN CORPORATE OFFICE - NOV 2023 - SUSHMA NIGAM & OTHERS

Abstract: This paper-based research project explores the levels of stress in corporate office employees and designs strategies to manage such stress. A sample group of 50 employees will be administered a questionnaire on a perceived stress scale. Some of the major concerns, such as workload, work-life balance, job security, and interpersonal conflict, will be evaluated. On this basis, individual stress management programs will be designed while paying attention to elements such as balancing work and personal life, mental health support provision, and workload distribution.

### 2. Stress Management in the Modern Workplace and the Role of Human Resource Professionals - January 2020 - Cam Tran & others

Abstract: This study examines job-related stress, focusing on the COVID-19 context, and its impact on the well-being and productivity of employees. Here, stress is classified as acute, episodic, acute, or chronic by identifying common causes, symptoms, and impact through interviews with five Vietnamese managers. The author proposes a combined psychological, physiological, and behavioral approach to measuring stress and proposes primary, secondary, and tertiary levels of managing HR for the management of stress. From this perspective, suggestions revolve around decreasing factors related to stress and conflicts and promoting more effective organizational communication and balance.

### 3. Rising Levels of Stress of Corporate Professionals and its Relationship with Values - July 2022 - Mrs. Anuja Chadda

Abstract: Stress becomes a universal and typical difficulty for the employee's productivity to an organization. In today's era, researchers cannot disregard the realities of stress in any job. The present research encompasses research related to the association of human values and the personal stress of corporate professionals. The relationship between human

values and the level of stress of corporate professionals has recently been researched extensively, and studies have indicated profound relationships among these variables. The literature says that exercising human values would help deal with stress among corporate professionals.

#### **4. Underlying Factors that Contributed to Job Stress in an Organisation - May 2023 - sathiya kumaran & others**

**Abstract:** Job stress is a major concern now because it affects employees' well-being, productivity, and job satisfaction. Factors that lead to this stress include workload, role conflict, poor conditions, lack of control, and poor work-life balance. Stress implies physical, psychological, and behavioral effects that impact the employees and the organizations. This research paper establishes interventions at individual and organizational levels for the management of stress. Research in the future may have to provide better fundamental information regarding job stress and its impact. Organizations should pay heed to this problem because it will lead to employee well-being and productivity improvement.

#### **5. Corporate social responsibility's role in mental health management**

**Ángel Tosal Maradona**

This final degree thesis aims to analyse if and how companies approach mental health within their corporate social responsibility strategies, a topic that is still often taboo for many. We start by contextualising corporate social responsibility within the company's nonmarket strategy. Next, we discuss mental health in the workplace and how it is linked with corporate social responsibility. We explore several good practices of mental health in the workplace, and compare them with others that fail to take the employees' mental well-being or work-life balance, among others, into account. This review is followed by a qualitative analysis that aims to shed further light on the topic. We disseminated a survey and obtained over 300 responses. Our findings suggest that people have a positive opinion about mental health issues but that companies still have more work to do to address their employees' concerns on this matter.

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#### **7. Uncertainty in the workplace: examining role ambiguity and role conflict, and their link to depression—a meta-analysis**

**Susanne Schmidt, Ulrike Roesler, Talin Kusserow, Renate Rau**

European Journal of Work and Organizational Psychology 23 (1), 91-106, 2014

Health-related research on role stress in the workplace focuses mainly on the occurrence of depression and anxiety. Reviews for the latter are available. This meta-analysis relates role ambiguity/role conflict to depression. The initial literature search, part of a more comprehensive search, yielded about 50,000 results. Studies have been published in multiple languages. Thirty-three studies comprising 19,926 research subjects were statistically aggregated. Different meta-analytical approaches were used. The results show a moderate but significant positive relationship for both variables (role ambiguity:  $r = .279$ ; role conflict:  $r = .318$ ). Further, the distinctness of the role stressors was supported by meta-analytical computations. Moderators were tested and identified. We conclude that role ambiguity and role conflict overlap to some extent, but they should be categorized as distinct concepts for workplace research. Providing clearly defined roles and job objectives can be seen as one factor that can contribute to employee health and help prevent costs arising from workplace absence 8.

#### **8. Corporate financial frictions and employee mental health**

**Dániel Kárpáti, Luc Renneboog**

Journal of Financial and Quantitative Analysis 59 (5), 2256-2298, 2024

This article argues that corporate financial frictions can have an adverse effect on employee mental health, an important determinant of employee productivity. To identify the causal effects of financial frictions, we exploit variation in firms'

need to refinance their long-term debt in 2008, a period when refinancing became more difficult due to the credit crunch. Using administrative microdata, we find that antidepressant use grows significantly more among employees of firms in higher need of debt refinancing. Much of this effect occurs at employees keeping their jobs, pointing to decreased perceptions of job security as a transmission channel.

#### 9. Social Determinants of Mental Health in Organizations

**Montoya Hurtado Olga Lucia, Martinez Patiño Karent Valentina**

International Journal of Psychosocial Rehabilitation 24 (05), 2020

Mental health is structured through the interaction between inter-institutional, intercultural and intersectoral systems that translate into social determinants of health. The World Health Organization mentions some such as social inclusion, lack of discrimination, violence, economic participation, health systems, society, community, relationships and individual; it is important to take into account from the actions as individual or collective, the analysis of these determinants as strategy for the decision making from the primary care of the mental health. It presents a qualitative investigation that made the contextualization and analysis of contents of documents with respect to three theoretical supports (social determinants, mental health and organizations), then an analysis of the discourse of Semiestructuradas interviews was carried out to people with knowledge on the subject, in order to analyze the perspective that have different professions on the mentioned and finally it was made triangulation of the Information where the purpose of the discussion was to generate awareness in the readers about the importance of the social determinants of mental health in organizations.

#### 10. The protective role of coping and social resources for depressive symptoms among young adolescents

**Mindy Herman-Stahl, Anne C Petersen**

Journal of youth and adolescence 25 (6), 733-753, 1996

Early adolescence is a period of the life course involving high levels of challenge that are stressful for some, perhaps resulting in depressive symptoms. In this study, adolescents were divided into four groups based on indices of depression and negative life events. Group differences in coping style, mastery, optimism, and social resources as well as group differences in patterns of change were investigated. Participants were 458 adolescents in sixth and seventh grade from a rural working class community. Subjects were assessed twice over a one-year period. Analyses revealed that the four groups were characterized by different levels of coping and social resources. Asymptomatic youth reported higher levels of optimism, mastery, active coping, and more positive relationships with parents and peers than did symptomatic adolescents. These same characteristics distinguished the resilient adolescents from the vulnerable adolescents, suggesting potential stress-buffering effects. One year later, the adolescents who were low on both depressive symptoms and negative life events continued to report more individual and contextual resources than the adolescents in the other groups.

#### 11. Perception of need for help and use of mental health services in children and adolescents. Do they share the same predictors?

**Lourdes Ezpeleta, Rosario Granero, Nuria De La Osa, Josep Maria Domenech, Noemí Guillamón**

Psicothema 14 (3), 532-539, 2002

The study identifies the variables that predict the perception of need for psychiatric help and the use of mental health services in children and adolescents from 7 to 17 years old attending psychiatric and pediatric outpatient consultation. The perception of problems and consultation depend on the degree of functional impairment, parents' perception of the existence of problems, the age of the child, temperamental traits, parental rearing style and severe stressful life-events. The variables that permit realization of the existence of problems but do not lead to consultation are primarily developmental difficulties. Families consult with professionals, despite not perceiving the existence of psychiatric problems, when children have difficulties in their behavioral style. The presence of psychopathology is not enough to explain the perception of the need for help by the subject or the fact of attending consultation. Resultant indicators may be useful for planning mental health services.

#### 12. Working class youth culture

**Geoff Mungham, Geoff Pearson**

Taylor & Francis, 2023

First published in 1976, Working Class Youth Culture offers a much-needed alternative viewpoint to the law-and-order lobby which treats the youth question as a dreadful pest to be exterminated or caged in. The contributors describe the real conditions of life for working-class youth; how they make sense of the world; and how we can understand their perspective. The subjects discussed include Teddy Boys, Mods, Skinheads and the Glamrock Cult; dance-hall fights;

picking up girls and going steady; how schools manufacture delinquency, truancy and vandalism; how working-class kids slide from bad schools to bad jobs, or to no jobs at all; Paki-bashing, racism and the competition over jobs and houses; how social change in post-war Britain has influenced youth culture; and how social scientists have hidden the real character of youth troubles behind the myth of a classless society. This book will be of interest to students of sociology and anthropology.

### **13. Social class and psychiatric disturbance among women in an urban population**

George W Brown, Maire Ni Bhrolchain, Tirril Harris

Sociology 9 (2), 225-254, 1975

While an association between social status and prevalence of psychiatric disturbance has often been reported, little has been established about aetiology or its significance for social class differences. In a survey of a random sample of women living in south London a large class difference in the prevalence of psychiatric disturbance was found. This difference is particularly great among women with young children at home. This paper examines why working class women have a greater prevalence of (i) conditions with an onset in the year before interview and (ii) conditions that have lasted longer than one year. Severe life-events and major long term difficulties occurring in the year before onset play an important etiological role. However although these aetiological agents are more common among working class women, they only explain a small part of the social class differences. The class difference is essentially due not to the greater frequency of events and difficulties but to the much greater likelihood of working class women breaking down once one of these has occurred; this greater vulnerability is shown to relate to certain social factors. The greater likelihood of working class women suffering from chronic psychiatric disturbance is also shown to relate to environmental differences. Results for a series of depressive patients treated by psychiatrists support these interpretations; but it is necessary to take into account 'treatment seeking' factors.

### **14. A new narrative of young people's health and well-being**

Abstract- The paper discusses mental health issues among university faculty, highlighting that many experience stress, burnout, anxiety, and depression due to their demanding jobs and the need to balance various responsibilities. Recent changes in higher education and the impact of the COVID-19 pandemic have worsened these issues. The review summarizes research on the prevalence of mental health problems among faculty and suggests ways to promote a better work-life balance and effective interventions to improve their mental health.

### **15. Lifestyle modification for mental health and well-being**

Abstract- The study looks at how unhealthy lifestyles can negatively affect mental health and overall quality of life, contributing to various disorders. It aims to review existing research on lifestyle changes that can improve mental health and to provide recommendations for making these changes to enhance well-being. The authors gathered and critically analyzed scientific literature on this topic.

### **16. Mental Health and Work: Issues and Perspectives.**

Abstract- The review focuses on the important role of Human Resources in supporting mental health and well-being in healthcare settings, which can be very stressful for workers. It discusses how HR can help create a healthier work environment through programs like employee assistance, stress management, and mental health awareness campaigns. The paper talks about the need to reduce the stigma around mental health and encourages open communication among staff. It also highlights how HR can improve job satisfaction and staff retention by prioritizing employees' overall well-being and work-life balance. Additionally, the review suggests that HR should provide training to help healthcare professionals manage stress effectively. Ultimately, it calls for collaboration between HR, healthcare leaders, and employees to foster a culture that values mental health, benefiting both workers and patient care.

### **17. The role of corporate communication in intelligent organizations**

Jonathan Lozano Oviedo

Cuadernos de Administración (Universidad del Valle) 35 (65), 105-117, 2019

Intelligent organizations are characterized for having a high learning capacity, innovation, response and competitiveness within its action center. However, corporate communication is also seen as a basic component of such organizations; being considered a pillar of effectivity in management within the organizational mark. The following article makes a reflexion around corporate communication and it's underlying elements, perceiving it as an indispensable piece of management in the intelligent organizations that find success and are able to maintain themselves in high uncertain environments, competitiveness, client's demand and under a high volume of information that characterize the actual knowledge society. It emphasizes the necessity of the communication role value in this context and it poses a net mode from the effective management of corporate communication allowing development of organization intelligence.



### 18. Corporate financial performance and occupational stress

Barbara McTigue Bruner, Cary L Cooper

Managerial, Occupational and Organizational Stress Research, 407-427, 2018

Although a great deal of research has been carried out in the occupational stress field, little work has focused on the link between corporate financial performance and corporate culture on individual stress. The sample comprised senior marketing managers working in 14 electronics companies selected on the basis of their recent profit/loss performance. It was found that corporate financial performance and culture variables were more strongly associated with many of the felt stresses than were the individual and role-related predictors.

### 19. How community mental health centers deal with cutbacks and competition

Jeanette M Jerrell, Judith K Larsen

Psychiatric Services 36 (11), 1169-1174, 1985

The results of a survey of 71 directors of community mental health centers in 15 states in 1982 and 1983 indicate that CMHCs made major changes in their services, staffing, sources of revenue, administration, and organization to cope with shrinking budgets, increased state regulation, impending prospective payment systems, and accelerating competition from private for-profit health care providers. Services offered by the CMHCs became less comprehensive and more oriented toward chronic and severely ill patients in 1982 and 1983, and entrepreneurial principles were employed to increase efficiency and attract new sources of revenue. These strategies have been successful, but the authors believe more long-range planning is necessary if CMHCs are to retain their distinctive place in the healthcare system.

### 20. The Role of Corporate Reputation in the Relationship of Workload, Stress, and Work Commitment: A Situational Mediation Model Proposal

İhsan Aytekin, Emre Sarıbaş

It has been frequently stated in the literature that workload and stress negatively affect employees' attitudes and behaviors and that stress has a mediating effect on the relationship between workload and work attitudes and behaviors. However, in these studies, the mechanism by which the impact of workload and stress on attitudes and behaviors emerge and the role of organizational-level variables such as corporate reputation in the relationship has been relatively neglected. Studies show that workload does not always lead to negative results. With this research on defense industry employees, the relationship between workload, stress, and work commitment and the moderator role of corporate reputation in this relationship was investigated. The data collected from 310 employees by the survey method were first subjected to confirmatory factor analysis, and then the hypotheses of the regulatory mediator model, which is the research model, were tested with PROCESS MACRO. The research findings confirmed the stressor role of workload and the mediator role of stress between workload and work commitments. It has also been found that corporate reputation moderates the relationship between workload and stress, and workload and work commitment. One of the essential findings of the study is the positive relationship between workload and work commitment. These results were discussed by comparing them with the findings in the literature, and their contributions to researchers and practitioners were evaluated.

## 3. VARIABLES OF RESEARCH

### 1. DEPENDENT VARIABLES

#### A) Mental Health

Mental health refers to the state of being between emotional, psychological and social domains which can take a hit due to the impacts of a workplace environment.

Sub- variables:

- Stress Levels:

Chronic stress due to workload or deadlines.

Acute stress during high pressure from officials.

- Burnout:

Employees get exhausted emotionally(drained/fatigued feelings).

might feel detached from their colleagues

feeling of inadequate accomplishment.

- Anxiety and Depression:

Symptoms like inability to concentrate, feeling irritated, or showing signs of sadness.

- Sleep Problems:

Insomnia because of stress.

Sleep deprivation due to working long hours or shift work.

- Stress related fatigue:

Including headaches, muscle tension or fatigue that stems from mental strain.

Coping Mechanisms:

Healthy forms of coping (exercise, hobbies).

Stimulant damage through unhealthy means (substance use).

B) Work-Life Balance

Balanced dividing of working hours and personal time is vital for an employee's good health and general satisfaction, as well.

Sub-Variables:

- Time Allocation:

Percentage of free time in contrast to time dedicated to work activities.

- Family Impact:

Stress caused by relationship difficulties due to long hours or heavy workload.

- Personal Time Sacrifice:

losing out on hobbies or personal time due to corporate obligations

Lack of sufficient mental health - sick leaves

- Remote Work Options:

ability to work hybridly according to the need

#### **4. INDEPENDENT VARIABLES**

A) Work Timings

The working hours are strongly correlated to the physical health and mental well-being of employees and their personal life. Key sub-variables include:

Normal Working Hours: Daily (8 hours) and Weekly (5 or 6 days) depending on the industry.

REGULAR WORK TIME : the general amount of time employee works in usual (if they are working hourly)

SLEEPING HOURS : number of hours an employee gets to rest in accordance with their type of work shift. Bad sleeping hours will lead to disturbance in mental health

Flexible Working Hours: Opportunity for flexible schedule and employee autonomy.

Commute Time: travelling time of an employee, depending on an average amount of time he/she takes to commute from home to work

B) WORK PRESSURE

The ever-growing concern of mental health in today's corporate world finds its roots in irrefutable work pressure. Work pressure can be classified into:

Sub-Variables:

Workload:

Daily and weekly tasks assigned.

Degree of difficulty of tasks (e.g., high cognitive demand and/or technical proficiency).

Inefficient and Infrequent deadline(s).

Performance Expectations:

Inability to meet Key Performance Indicators (KPI) or targets.

Duration of appraisal periods.

Job Switching owing to expectation not being met is an option one will have to consider.

Role Ambiguity:

Understanding job roles and responsibilities assigned.

Instances when employees do not know what is required from them.

Interpersonal Pressure:

Pressure through superior /manager.

Disputes with colleagues/ members of staff.

Harassment/Bullying at work.

Workplace Culture:

Collaborative versus competitive.

Promote unhealthy culture and the notion of overworking known as 'toxic culture.'

Supportive of break taking versus non-supportive.

## 5. INTERVENING VARIABLES

### A) Organizational Support

Support offered by an organization is central in reducing the adverse impact of work pressures and working hours on the employees' mental well-being.

Sub-Variables:

- Mental Health Resources:

Provision of counseling, therapy, wellness programs, etc.

- Management Practices: The organisation can conduct training programs, workshops on coping mechanisms, other recognition programs

## CONCEPTUAL FRAMEWORK

### Overview

With organisational support serving as a moderating factor, this framework investigates the ways in which workplace factors affect workers' mental health and work-life balance.

### 1. Important Factors and Connections

#### A. Independent Variables (IV)

- Hours of Work (Regular/Adaptable)
- Sleeping Habits
- Time Spent Commuting
- Pressure at Work
- Tasks and Due Dates

Expectations for Performance

Culture of the Workplace

Peer and Managerial Pressure

#### B. DV, or dependent variables

- Mental Wellness
- Burnout and Stress
- Depression and Anxiety
- Issues with Sleep
- Coping Strategies (Healthy/Unhealthy)
- Balance Between Work and Life
- Allocating Time Between Work and Personal Life
- Effect on Relationships and Family
- Flexibility in Remote Work

#### C. The variable that intervenes (IVV)

- Support from the Organisation
- Resources for Mental Health (Counselling, Wellness Programs)
- Management Techniques (Work Policies, Training, and Recognition)





## 1. Research Design

This research combines descriptive and analytical methods of research, drawing information from corporate mental health statistics, issues, and best practices from various secondary sources. The goal is to provide an overview of the research results without primary data collection which is more time-consuming.

## 2. Sources of Secondary Data

The academic materials used for this research include:

Academic Journals & Research Papers: Focused peer-reviewed articles from Google Scholar and ResearchGate databases that deal with employee mental health, stress in workplace, and corporate wellness programs.

News Articles & Reports: Articles published in newspapers, business magazines, and online news portals which contain information on the policies and practices in corporate psychology as well as case studies.

Organizational Publications: Industry white papers and reports, and workplace surveys done by some organizations such as WHO, ILO, Deloitte, McKinsey, and other corporate wellness research organizations.

## 3. Data Analysis Plan

Review of Literature and Comparative Analysis - Analysis of available scholarly writings in interrelated fields to establish trends, similarities, and discrepancies within knowledge frameworks.

Trend Analysis - Analyzing the mental health of employees over a certain period using the data available in company research reports and information contained in the news articles.

Thematic Categorization - Collating results into categories, for example, reasons for stress at work, actions taken by the corporation, employee satisfaction, and policies on mental health.

## 4. Study Constraints

There is no collection of primary data which means the study relies on already processed information, therefore there is a risk regarding the credibility and trustworthiness of external documents.

The study does not incorporate primary data (ethnographic interviews or questionnaire based) which overlooks direct experiences of the staff members.

There will most likely be differences in how accessible information is from various fields of work and countries which diminish the scope of the results.

Regardless of these boundaries, this study thoroughly investigates corporate mental health through existing literature with the aim of assisting organizations and government representatives in establishing effective mental health policies, which is why it is especially useful.

## 7. SUGGESTIONS

For sustaining employee wellbeing, both the management and workforce should consider adopting a positive approach to work with mental health in regards to constructing a balanced and considerate environment. Here is the breakdown for each:

### A) Employees

1. Set Boundaries: There should be boundaries set with the work in terms of the time allocated. Consider stepping away from work during non-labor hours to protect against burnout.

2. Prioritize Self Care: Use your free time from work to relax, pursue hobbies, and sleep in order to enhance your self-care routine.

3. Seek Support: Always reach out for help when in need through therapy, support groups or professional counseling as needed.

4. Practice Mindfulness: Engage in mindfulness or meditation to assist with improved focus and reduced stress levels.

5. Stay Organized: Organizing the workflow per day using task managing tools will help in feeling less overwhelmed. Accomplishing big projects can be made easier when broken down into numerous smaller tasks which can be completed more easily.

6. Communicate: Communication is vital at the workplace so ensure that you take charge of dealing with high pressure and stressful situations by communicating with your line manager or colleague.

### B) Companies

1. Foster a Supportive Culture: Promote a work environment where discussion and attention to challenges in mental health is welcomed and employees feel free to air discussions without fear.

2. Offer Mental Health Resources: Offer access to treatment programs, counseling services, and employee assistance programs to address employees' mental health challenges.

## 8. CONCLUSION

This evaluation of mental health in youth and workplace wellness has pinpointed the need for attention to this issue across a broader age spectrum and scope of employment. The data indicates that social media, academic pressure, and an unknown future is putting the youth's mental health at risk. At the same time, corporate wellness is now gaining attention as it is becoming too evident that an employee's mental health significantly affects productivity, retention rates and the organization's health.

To maintain the mental health of the youth, it is vital that we place preventative action in schools and communities as well as on social media. Likewise, corporations should shift towards a more integral proposition to employee well being that includes mental health care and flexible culture in the organization.

Only through joint action involving governments, organizations, teachers, and specialists in mental health, will it be possible to establish a policy that caters to mental health needs. By mainstreaming mental well-being support in both youth and employment spheres, people will be empowered to contribute towards a healthy, productive society that excels at personal and professional pursuits.

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