

A STUDY ON MENTAL AND PHYSICAL HEALTH OF HIGH SCHOOL TEACHERS

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Abstract

Employee well-being is an important factor in maintaining efficiency, productivity, and overall organizational success. Both physical and mental health are merely interconnected, and draws healthy balance between the two which allows employees to work effectively in both their personal and professional lives. When employees of the organization faces poor mental health, it often leads to physical tiredness, increased stress levels, higher absenteeism, and decreased workplace performance. Over time, these challenges can negatively affect not only individual employees but also the growth and productivity of the organization as a whole. This study aims to assess the mental and physical health of employees, with a specific focus on teachers working in high school and upper primary institutions. Teachers play a crucial role in shaping students' learning experiences, and their well-being directly influences the quality of education they provide. The research emphasizes that regular physical activity, balanced nutrition, and healthy lifestyle habits can positively impact mental health, helping employees remain focused, energetic, and motivated in their professional responsibilities. By identifying common stressors, health risks, and lifestyle patterns through structured assessment tools, organizations can gain valuable insights into the overall well-being of their employees. The findings of the study highlight the importance of maintaining both mental and physical health to sustain workplace productivity, minimize absenteeism, and create a supportive work environment. Implementing workplace wellness programs, encouraging regular physical exercise, and promoting a healthy work-life balance can significantly enhance employee health and job satisfaction. Ultimately, organizations that prioritize employee well-being are more likely to develop a resilient, motivated, and productive workforce, contributing to long-term institutional growth and success.

Keywords: *Employee, Teachers, Mental Health, Physical Health, Assessment.*

Introduction

These assessment often aim at identify stressors, risk factors, and overall health trends. By regularly evaluating both mental and physical health, companies can foster a more supportive and productive work environment.

Mental health refers to a person's emotional, psychological, and social well-being. It influences how we think feel and act and it also affects how we handle stress relate to others and make decisions. According to the World health organization mental health is defend as a state of will be in which an individual analysis his or her round abilities can copper cope with the normal stresses of life can work productivity and disabled to contribute their community. In short mental health is just as important as physical health and place a big road in overall quality of life and productivity.

Physical health refers to the well being of the body, enabling it to perform daily function effectively. Eating clothes aspects like fitness, nutrition, sleep and absence of disease. Maintaining good physical health is a crucial, as it supports energy levels reduces the risk of chronic illness and enhances mental clarity. By fastering both physical and mental health we create more resilient, productive and, balanced life.

Both mental and physical health are deeply interconnected, birthday each play

distinct roles. Physical health provides the foundation, when the body strong and functioning well it is easier to manage stress and maintain focus. Honda other hand mental health is crucial for motivation emotional balance and even how we care for our physical self. The balance of both supports overall will be when one is off, the other often suffers, so both need attention for healthy full feeling life.

Review of Literature

Title: Effect of employees mental health, physical health and work life balance on employees performance and turnover intention. Elrayah M and Zakariya A / Arch Clin Psychiatry. This research examines how the implementation of sustainable strategies for mental health, physical health and work life balance influence both employee performance and their intention to leave their jobs. This study relies on secondary data source from the Organisation for Economic Cooperation and Development (OECD)-Teaching and Learning International Survey (TALIS). This survey encompassed the participation of 261,426 individuals across approximately 48 countries. The results of the studies show a significant inverse relationship between employees physical health and performance. This finding elucidates the significance of a favourable perception of physical will be in

the workplace for enhancing performance and productivity.

Title: The influence of mental health on employee performance with physical activity as a moderating variable. Erwanto, Aria Elshifa, Teguh Setiawan Wibowo and Ikram Yakin. - In this study the such as believe that help can have a positive relationship and a significant influence on employee performance because mental health, which consists of psychological health and intellectual health can make employees worth stably. This is a quantitative research the data used in this research is primary data that researchers obtained from a questionnaire containing 14 items consisting of 6 mental health variable question items, for employee performance variable question items, and 4 physical activity variable question items. Research was conducted on 300 bank employees spread throughout Indonesia. The researchers got two result the first result shows that mental health variable can have a positive relationship and a significant influence on employee performance. And the other results shows good physical activity can make the body healthy so that the employees can work with focus, fit, and be able to complete any target without hindrance.

Title: Evaluation of physical and mental health condition related to employees absenteeism Kazumitsu Nawata. This research include analysis of 2,319 employees at four operational sites of a large

corporation. The datas include physical and mental health condition obtained from annual mandatory medical checkups, the Brief Job Stress Questionnaire and work record information. The employees often 3 days of absence because of mental and physical health condition. Inter results age and gender where the important basic characteristics. As all for operational sites where located in the North eastern region of Japan, this seasonal FX where significant at the one percent level. The effect of ear was also significant and significant difference where observed among the sites. As the absenteeism of employees not only affect themselves but also affects the productivity and economy of the company.

Title: Effects of an employee exercise program on mental health - ND Emerson, DA Merrill, K Shedd, RM Bilder, P Siddharth. The study shows that workplace wellness programs (WWPs) are generally associated with lower health Care caught and improved employee health. A 3 month exercise and nutrition WWP, on 7 domains of health: physical and mental health, strss, energy level, social satisfaction, self efficacy and quality of life. Using data from Bruin Health Improvement Program, they conducted multiple one way multivariate analysis of variance and follow up and univariate t-tests to examine changes in physical and mental health, stress, energy level social satisfaction self efficacy and quality of life. The results were positive there

were improvements across all 7 domains. This study reveals the effect of workplace wellness program on multiple domains of psychological well-being.

Title: Job stressors and their effects on physical health, emotional health and job satisfaction in a university - Jagadish K Dua.

The staffs of University of New England where provided with a questionnaire decent to obtain information about job related factors which acted as stressors for them. The result shows the younger staff member reported more job stress than older staff. And there was some indication that staffs employed at higher job levels where less stressed those who employed at the lower job level and supported staff.

Research Design

Objective of the Study

- Assess the mental and physical health of teachers of high school and upper primary.
- To study the impact of physical health on mental health.
- To examine effect of mental health and physical health on employees performance.

Data

Primary Data

Survey Method

Both the scales where converted to Google forms so that it will reach to larger number of audience. The first section of Google form include introduction of the subject which include name, gender, number of year of experience and questions from employee mental health assessment scale. The second section of Google form include questions related to physical health from optimum health scale and lifestyle scale. 24 questions from employee mental health scale and 13 question related to physical health.

Materials: Empolyee mental health assessment scale & Physical health related questions from Optimum health scale and Lifestyle scale.

Secondary Data

- Articles
- Published Papers
- Journals

Need of Study

Mental health play a very important role in overall physical performance of the employee. If the employee is mentally weak it will affect his performance or else main lead to absenteeism, which which will affect the overall economy and growth of the company.

In India the nutrition of the employee lacks protein so it will not help in muscle building which leads to physical pain while doing some. If the body remains weak. The mind remains weak also. Most of the teachers

from India put their stress on to the children's so the children will lose interest in studying or else the teachers mind is not present in the class will affect the teaching and students will be not attentive class. Mentally, teachers need resilience and emotional balance to handle stress, student challenges, and a demanding schedule. Physical, they need energy and stamina to stay active throughout the day, often standing, moving and managing a classroom. When both are in balance teacher can maintain focus, patients and positive environment, benefiting both themselves and their students.

Mental health helps teachers build strong relationship with students mean while physical health ensures they avoid burnout, maintain focus and stay active in a long term. So a good teacher will be a role model to his or her students.

Challenge of the Study

- The major challenges of the study is employees reliance on self report measures. The employee may respond in socially disable manner.
- Some of the questions were skipped by the employee which may lead to difficulty in scoring.
- Because of their household work and work from school they cannot find time for answering the Google form.

Suggestions

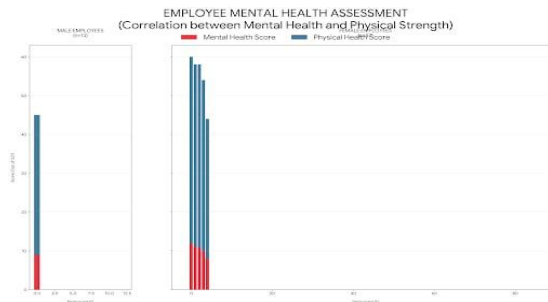
- Regular health checkups.
- Track everything you eat and complete your daily nutrients profiles.
- Spend at least 1 hr for physical exercise or meditation.
- Proper recovery and sleep.
- The company must make sure the employees mental health is well. Or provide work place wellness programs.
- If the employee lacks motivation or not in a good mood for the work take him/her to a separate place and find solution to his problem or with help of meditation techniques make sure the employee is good to work.

Conclusion

The above graph shows the course of the employees in the assessment. On the left side it shows the result of male and on the right side it shows the result of female. Out of 100 13 of them are male and 87 of them are female.

In the graph, the mental health score (red) is the base of the bar, and the physical strength score (blue) is stack on top. The majority of the employees, great bar is not existent or extremely small. Because the red bar is the foundation, when it is slow, the blue bar has nothing to sit on this demonstrates that mental stress act as a weight that prevents the

physical score from rising. There are almost no employees who have a massive blue bar without having a corresponding red bar. This shows physical strength is capped by mental state.



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Reference

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Evaluation of physical and mental health conditions related to employees' absenteeism Kazumitsu Nawata, 2024.

Effects of an employee exercise programme on mental health ND Emerson, DA Merrill, K Shedd, RM Bilder, P Siddarth, 2017.