

EMPLOYEE MENTAL WELL-BEING AND PRODUCTIVITY FOR SUSTAINABLE DEVELOPMENT IN POST-COVID INDIA

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Abstract

Businesses definitely understand the advantage of integrating their approach to employee wellbeing with their sustainability goals mentally well being employees sustain healthy businesses – employee wellbeing directly influences productivity, safety performance and retention rates. The organizational environment directly affects employees professional and personal life.! The post COVID-19 pandemic considerably developed the workplace, influencing employees' physical, mental Health. Post Covid affected socio-psychological, physical, and mental well being of employees, as it drastically changed the work environment. This paper studies the relationship between employee mental well-being and productivity and demonstrate its main role in achieving sustainability. The paper also discusses strategies for developing mental and physical well-being in organizations and addresses key challenges. It also examines the effect of flexible work arrangements on employee mental health, which directly affects employee productivity. By examining existing literature and workplace trends, this study emphasizes that prioritizing employee well-being leads to higher productivity, reduced absenteeism, and improved employee engagement.

Keywords: *Mental Health, Sustainable Development, Post- COVID, Productivity, Absenteeism.*

Introduction

Good mental and physical health helps to take up the stresses of work life and personal life. Post-COVID, organizations are recognizing that importance of employee

well-being which is directly connected to productivity and sustainability. Making sure the well-being is not only a moral responsibility but is also an ethical responsibility of the organization and a

necessity for achieving sustainable development. Productivity of an organisation can be achieved only if employees well being is healthy so many organisations has taken steps of necessity programs for improving mental health of an employee.

Literature Review

The studies have clearly shown that employee mental and physical well-being plays a major role in increasing productivity and organizational performance (Guest, 2017 Hanna & Griffin, 1999).

According to research done by Harter et al. (2002) found that employee satisfaction and well-being are positively related with productivity, profitability, and reduced turnover.

According to the research done by data from the World Health Organization (2020) demonstrates that employees with Good physical and mental health contribute to Good levels of efficiency. In the post-COVID, studies have concentrated on increasing problems regarding stress, and work-life imbalance within the workforce (Kniffin et al., 2021). The sudden change to remote and hybrid work culture has had both positive and negative impact on employees. While flexible arrangements have improved independence and reduced stress, they have also resulted in increased working hours, social isolation, and confused professional-personal boundaries (International Labour Organization, 2021).

Research examination done by Oakman et al. (2020) during the Covid 19 found that remote work developed both flexibility and mental health challenges among employees.

Overall, the literature constitutes that employee well-being is not only a determinant of individual performance but also a fundamental factor in making sure organizational sustainability, particularly in the post-pandemic Indian work.

Scope of Research Studies

Importance of mental health and well-being of employees post- COVID-19 has the substantial impact of the Covid 19 on employees and organisation. The studies includes Mental Health issues that employees are facing as a result of the pandemic, mental health concerns that as effected on job productivity and performance, organisation roles in resolving mental health issues among their employees is corporate social responsibility which definitely will organization to increase the productivity.

Objectives

- To study and analysis the concept of employee well-being and productivity post-COVID.
- To examine the effects of employee well-being on organizational sustainability.

Research Methodology

This study is completely descriptive and based on secondary data. The data has been collected from articles, journals, reports, and websites.

The study focuses on analysing the relationship between employee well-being and productivity in post-COVID India.

Analysis and Discussion

The post Covid 19 effect on employee well-being has directly influenced organizational productivity. While flexible work arrangements provide convenience, they often lead to longer hours and social isolation. Research clearly shows that healthy, motivated employees are more efficient, whereas poor mental health leads to increased absenteeism and reduced productivity. To make long-term success, organisation should prioritize comprehensive programs and flexible strategies and policies that upgrade the mental and physical health of their employees.

Sustainable environments support thriving employees – organisations that design work responsibly, setting realistic demands, encouraging flexibility, and embedding fairness, create conditions where wellbeing and sustainable performance reinforce one another.

Employees are the asset of any organisation so it's important to take care of

their mental and physical well being which automatically benefits the organisation for increasing productivity and smooth operation.

Conclusion

Employee well-being has become a crucial concept in the post- COVID work environment. This study studies that there is a crucial relationship between employee well-being and productivity.

The research show in this study shows that pandemic's mental health concerns, such as increased anxiety, isolation, depression, and stress, overthinking, may have negative impact on employees and organisation productivity.

And, the suggestion provided in this research paper will help employers take necessity steps cope with this issue.

The organisation and Hr department should take necessity the implementation of mental health programs which will improve mental well being resources and support, offering flexibility work arrangements, and investing in Training programs that develops emotional intelligence and resilience.

Employees who are mentally and physically healthy perform better and contribute efficiently to organizational goals.

The pandemic has demonstrated the need for organizations to focus on mental health and work-life balance. It is the responsibility of organizations to provide a supportive, healthy environment to ensure long-term

sustainability. However, poor employee well-being can lead to increased absenteeism and reduced performance, which ultimately impacts organizational productivity. Therefore, it is vital for organizations to prioritize employee well-being to achieve sustainable development in India.

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