

IMPLEMENTING PSYCHOLOGICAL WELL-BEING IN WORKPLACE



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INTRODUCTION

The stresses and strains are placed on everyone in today's working world, workplaces can look at how they might help promote and maintain mental health and psychological wellbeing amongst their employees. Implementing psychological wellbeing is an integral part of every organization as it prevents the mental injuries and maximizes employees potential.

The working population will have some mental illness, such as depression and anxiety which is destructive to the growth of a company. The workplace alone is not the cause for psychological illness; many factors that are outside employee's control also have impact on mental health but the problem will be faced by the Organization as well.

Managing employees can be challenging, especially in times of emotional distress or conflict. The denying issues facing by the employee can escalate into serious damage to the mental health. Taking steps to eliminate or limit the risks for mental illness will drastically improves the productivity and maintains a peaceful work environment.

IMPLEMENTING

Psychological Support

The organization has to educate the employees reduce the stigma related mental health. Each organization is unique in its work and the environment; so train your employees to improve awareness on how to manage their own health according to the workplace.

Organizational Culture

Ensure meaningful participation of employees in the development or updating of an organizational values statement and code of ethics. The organization has to prevent harassment and bullying in workplace. Team building will effectively change the culture within the team members.

Leadership

The leaders should neither be more rigid nor be more flexible to the emotions, the clear leadership communicates to help employees to know what they need to do, how success will be measured, how their works contribute to organizational goals and has to keep track on their changes.

Civility and Respect

The training should be very essential for having respectful interactions within the working environment. The respectful behavior helps to retain dignity and wellbeing of everyone.

Psychological Competencies & Requirements

Educate employees regarding interpersonal and emotional competencies in the job description and performance review. Build emotional intelligence programs, supportive managements program and performance management program.

Growth & Development

Go with the employer's choice; ask them what areas of professional development they are interested in exploring. The training for psychological wellbeing will definitely overcomes the challenging workplace.

Recognition & Reward

A powerful compliment is a gift you give to your people; the best recognition towards their work will be more encouraging. Develop ways to fairly acknowledge team efforts with group events or non-monetary incentives and create ways to fairly celebrate personal and professional milestones.

Involvement & Influence

Engage employees to develop a work plan, keep track whether employees are involved in discussions about how their work is done and the level of influence they may have on decisions that will affect them directly.

Workload management

Provide education to employees and managers about resilience, time management, stress management and burnout prevention. Involve staff in developing strategies to manage workload effectively.

Psychological protection

Employees are supported to ask questions, seek feedback, report mistakes and problems or propose a new idea without fearing negative consequences. Conduct regular risk assessments for psychological hazards.

BENEFITS

- 1.Implementation of early diagnosis and intervention programs can result in a five-fold return on investment as a result of increased employment and productivity in employer outcomes
- 2.It fosters positivity and improves performance
- 3.Motivates the team members
- 4.Improves conflict resolution skills
- 5.It reduces costs associated with worker absence from work and high work turnover
- 6.Helps achieve greater staff loyalty and a higher training investment
- 7.Minimizes stress levels and improves staff morale

CONCLUSION

Generally, each person is responsible for their own health and well-being, whether in or out of the workplace. Mental health issues can affect anybody because it is law, it may be a bottom-line employee or the top-line employee, so the organizations should take action to consider psychological health to prevent expensive, time-consuming and morale-damaging situations from arising.

Developing the skills of key senior staff to work effectively with mental health and wellbeing issues, can significantly contribute to successful outcomes leading to a reduction of claims and industrial disputes saving adverse impacts on mental health

