Accessing The Impact of Workplace Mental Health Policies on Employees Well-Being And Productivity At Vimpro Tech

D. NISHA[1], Dr. S. POUGAJENDY[2]
[1]Dept of Management Studies
[2]Professor, Dept of Management Studies
[1, 2] Sri ManakulaVinayagar Engineering College (Autonomous), Puducherry

Abstract- *This study explores the impact of workplace mental health policies on employee well-being and productivity at Vimpro Tech. The research investigates how initiatives such as counseling services, flexible work arrangements, and mental health awareness programs influence employee satisfaction, engagement, and overall performance. Questionnaires surveys and statistical analysis was employed. The findings highlight that supportive policies significantly improve psychological safety, reduce stress levels, and enhance organizational productivity. The paper provides evidence-based recommendations for companies to strengthen their mental health frameworks for sustainable workforce well-being.*

Keywords*- Workplace Mental Health, Employee Well-being, HR Policies, Productivity.*

I. INTRODUCTION

In modern workplaces, mental health has emerged as a crucial factor influencing employee performance, engagement, and retention. Organizations are increasingly recognizing that employee well-being directly affects productivity and morale. This study examines the role of workplace mental health policies in promoting a supportive environment at Vimpro Tech, a leading manufacturing firm in Puducherry. In recent years, mental health has become a vital concern in the workplace, affecting employee well-being, engagement, and productivity. Increasing workloads, job pressure, and poor work-life balance have led to rising stress and burnout among employees. To address this, organizations are implementing mental health policies such as Employee Assistance Programs, flexible work options, and awareness training. These initiatives aim to create supportive, stigma-free environments where employees feel valued and safe to seek help. However, the real challenge lies in assessing the effectiveness of these policies in improving well-being and organizational performance. Understanding their true impact helps HR design strategies that promote a healthier, more productive workforce.

Objectives of the Study

1. To Find the employee's perceptions and attitudes towards mental health policies.
2. To Examine the effectiveness of workplace mental health policies in improving employee's well-being.

II. LITERATURE REVIEW

Vinoth, J., Balaji, S., & Ganesan, D. K. (2024) Mental health among automobile industry workers.This study investigates psychological well-being among workers in a Chennai-based automobile factory. It highlights stressors such as long working hours, physical fatigue, and lack of mental health resources. The findings emphasize the need for targeted mental health support in industrial settings.

Vijayalakshmi, S., Nirmala, T., & Subasree, R. (2023) An analysis of work-life balance and mental health of women in India during work from home.This study explores how remote work during the pandemic affected women in the IT sector. It reveals that juggling household responsibilities with professional demands led to increased stress and disrupted work-life balance. The authors advocate for gender-sensitive remote work policies.

Kesavan, M. C., & Gobi, G. (2022) Stress at workplace – An empirical study of Anganwadi workers. Kesavan, M. C., & Gobi, G. (2022) This empirical study examines stress among Anganwadi workers, highlighting issues like low wages, high workload, and lack of recognition. It underscores the need for better infrastructure and emotional support for frontline community workers.

Ananda Fortunisa, Muhammad Rizky Darmawan (2022) The purpose of this study was to examine the impact of employee mental health. The research method is by reviewing 50 articles selected and screened based on key findings. This research reveals that mental health and gratitude are

understood in a variety of ways. Mental health is primarily defined as mental health experiences and responses.

Apurvakumar Pandya (2022) The mental health initiatives at the workplace are growing in numbers over the past few years. Public and private sectors continue to explore avenues to navigate and adapt initiatives to promote employee's mental wellbeing. However, such initiatives in the Indian context are not thoroughly studied. We attempted to review existing literature on workplace mental health interventions in the Indian context.

Sathasivam, P., Mareeswaran, N., Thalha., &Tamizhan, T. (2020) Prevalence of depression and its associated factors among the doctors working in a private medical college**.** This study investigates depression among medical professionals in Trichy. It identifies key factors such as excessive workload, emotional exhaustion, and lack of institutional support. The authors recommend mental health screening and counseling services for healthcare workers.

III. RESEARCH METHODOLOGY

Research Design: The study adopted a descriptive research design using both primary and secondary data. A structured questionnaire was distributed to 131 employees across departments.

Data source:

Primary data: The primary source of data collection for the study is a questionnaire method. The questionnaires an used to collect quantitative data from the employees from vimpro Tech.

Secondary data: Secondary data collection refers to information gathered from previous research.

Sampling Method:

The sampling method used is convenience sampling.

Sampling Types:

There are two main types of sampling:

• **Probability Sampling** → Everyone in the population has a known chance of being selected
• **Non-Probability Sampling** → Not everyone has an equal chance

Sampling framework:

➢Sampling unit 200

➢Sampling Size 131

Tools for data analysis:

•Chi-Square
• One- Way ANOVA

IV. DATA ANALYSIS AND INTERPRETATION

1) Chi-Square Test:

AIM:

To examine whether there is a significant association between employees' satisfaction with availability vs responsiveness and their awareness of mental health support.

HYPOTHESIS:

Null hypothesis (H₀):

There is no association between availability vs responsiveness and mental health awareness.

Alternative hypothesis (H₁):

There is an association between availability vs responsiveness and mental health awareness.

Count		Awareness and Mental Health					Total
		Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Availability and Responsiveness	Highly satisfied	2	0	4	3	0	9
	Satisfied	10	16	6	7	0	39
	Neutral	20	14	19	6	3	62
	Dissatisfied	6	6	4	2	0	18
	Highly dissatisfied	0	2	0	0	1	3
Total		38	38	33	18	4	131

INTERPRETATION

- The Pearson Chi-Square value is 28.825 with a p-value of 0.025, which is below the 0.05 threshold. This indicates a statistically significant relationship between the two variables.
- The final result is that there is a statistically significant association between employees'

satisfaction with availability and responsiveness, and their awareness of mental health support in the workplace. So, H1 is accepted and H0 is rejected.

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	28.825[a]	16	0.025
Likelihood Ratio	28.073	16	0.031
Linear-by-Linear Association	0.419	1	0.517
N of Valid Cases	131		
a. 15 cells (60.0%) have expected count less than 5. The minimum expected count is .09.			

2) One- Way ANOVA:

AIM:

To examine whether there is a significant difference in perceptions of organizational performance tracking across different groups

HYPOTHESIS

Null Hypothesis (H₀):

There is no significant difference in perceptions of organizational performance tracking between the groups being compared.

Alternative Hypothesis (H₁):

There is a significant difference in perceptions of organizational performance tracking between the groups being compared.

Income vs Organisation Performance Tracking

ANOVA					
Organisation performance					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	0.017	1	0.017	0.015	0.903
Within Groups	148.212	129	1.149		
Total	148.229	130			

INTERPRETATION:

- From the above table, the p-value is much greater than 0.05, the result is not statistically significant, so fail to reject the null hypothesis.
- There is no meaningful difference in how the groups perceive the fairness or effectiveness of the organization's performance tracking system. So, H0 is accepted and H1 is rejected

V. FINDINGS

- The Chi-Square test revealed a statistically significant association ($\chi^2 = 28.825$, $p = 0.025$) between the variables. The alternative hypothesis (H1) is accepted, confirming a meaningful relationship between these factors.
- The statistical test yielded a p-value well above 0.05, indicating no significant difference between groups. The null hypothesis (H0) is accepted, confirming no meaningful variation in views.

VI. SUGGESTIONS

- Enhance visibility and responsiveness of mental health support to strengthen employee awareness and engagement.
- Maintain consistency in performance tracking communication to ensure perceptions of fairness remain stable across groups.
- Consider targeted initiatives where satisfaction and awareness gaps are identified to foster a more inclusive support culture.

VII. CONCLUSION

The analysis reveals a statistically significant link between employee satisfaction with availability and responsiveness, and their awareness of mental health support

highlighting the importance of visible and responsive support systems. Conversely, perceptions of fairness and effectiveness in performance tracking show no significant variation across groups, suggesting current practices are consistently understood. To strengthen workplace culture, Vimpro Tech should enhance communication around mental health resources while maintaining clarity and consistency in performance evaluation processes.

REFERENCES

[1] Vijayalakshmi, S., Nirmala, T., & Subasree, R. (2023). An analysis of work-life balance and mental health of women in India during work from home with special reference to IT sector. Asian Review of Social Sciences, *12*(1).

[2] Vinoth, J., Balaji, S., & Ganesan, D. K. (2024). Mental health among automobile industry workers in Chennai – A cross-sectional study from a single industrial unit. International Journal of Occupational Safety and Health, 13(3).

[3] Kesavan, M. C., & Gobi, G. (2022). Stress at workplace – An empirical study of Anganwadi workers in Tiruchirappalli district. *International Journal of Management and Social Sciences*. Retrieved from

[4] Sathasivam, P., Mareeswaran, N., Thalha, & Tamizhan, T. (2020). Prevalence of depression and its associated factors among the doctors working in a private medical college, Trichy – A cross-sectional study. *International Journal of Community Medicine and Public Health*.