

Mental Health, An Overlooked Aspect In A Workplace.

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As most of us are working professionals, Most find themselves in the receiving end of criticism, reprimands and unheeded advice which further demoralises the overall mental health of an employee. It doesn't mean a bad job is praised or ignored; it means it needs a better form of communication like constructive criticism.

Some developed countries have created indoor gyms, advocated therapy dogs but haven't yet come to the root of the problem.

In our current work environment, the word HR goes (Human Resources) a term to describe a human being as a resource.

Also indirectly indicating that if someone more resourceful comes along, one can be a replaceable resource. I've heard this over 10 years that I'm not irreplaceable.

How do you think that makes one feel as a human with a cognitive emotional aspect?

Does one feel wanted or valued?

Certainly not.

We currently live in a realm of job insecurity and along with it the aspect of job apathy.

No different from a child having hamsters perpetually on a wheel. That's for entertainment but this is for growth, not of the individual but the super colony the individual is now a part of.

It was this very reason that art and artists in their lifestyle, answerable to no one, thrived better mentally, had a better output, motivation, while those who took to a corporate setup began an endless cycle of deadlines, commitments, and sheer lack of motivation. This term of feeling overwhelmed or overburdened was later turned as "burnout."

Which I daresay didn't exist to this extent many years ago.

People talk of a work life balance when there is none. You're jostled by a call from the workplace or an email when one is spending time with their loved ones. One gift of technology is making you "always available", and yet subservient as a resource.

Having said that, employment must occur, innovation must be imperative, but, and a big but, at the mental satisfaction of an employee and the employer.

The ideal employee looks forward to going to work not to just pay bills but also to innovate, grow and be rewarded for their labor.

We are all not equals in mental health standpoint.

While leaves are given for physical health issues, seldom are they granted for mental well being.

This is one aspect which needs to be addressed in a world of productivity where an ideal mental status of an individual will not only help the industry but also help the individual care more about their self efficiency.

A dedicated confidential counsellor who can give advice or offer counsel in a workplace would be ideal. Along with a certain boundary. Where an employee needn't be "on call" (unless voluntary) while out of the workplace.

If the workplace calls someone after the time spent beyond their work arena there is no "work life balance" It's a work life encroachment.

Advocating increase in employment with a decrease in one's individual burden may actually embellish a realm of productivity in a workplace. And also decrease an aspect of isolation, where group projects, groups as small as two individuals can offer a better output, instead of a single person tasked with large decisions.

A human moreover is a social animal. Isolating them in divided zones adds greater inflexibility of communication and cooperation.

Adequate leaves, a less impetus on competition and more impetus on creative thinking and encouragement can actually help with a better corporate or industrial output.

And will also help with the individual clients whose needs will be more well met.

And the company will be deemed more professional.

Mental health is a thing. It wasn't invented, today, but it has always existed.

But the fact that it's deteriorating ought to set alarm bells ringing with mass resignations, falling output and people leaving as they say, a "toxic environment", with disgruntled employees and clients together.

There was an era even during industrialisation where work and life were balanced, and one wasn't mentally drained after a shift for social interaction.

A mentally refreshed employee who enters the gates of their workplace ought to make that very place their second home. A realm of comfort and a realm of camaraderie.

And this begins with addressing the underlying issues of every individual's mental health knowing they're not a pawn or a resource, but an invaluable contribution to the industry.

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