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## Employee Well Being And Mental Health In Aviation Sector

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### ABSTRACT

Work life balance is a procedure of identifying key competencies for the company or an organization and the jobs and functions within it. It's activity which deserves paramount importance in the organization. Any well-managed organization should have well-defined roles and list of competencies required to perform each role well. Employee feedback analyses the individual employee's strengths and weaknesses for understanding him better and helps in facilitating his career growth. Organizations of the future will have to rely more on their competent employees than any other resource. The project titled "A Employee well-being and Mental Health". The other objective of the study is to understand the gap between the Work life and Personal life balance.

From this study, there exists a certain level of competency among the employees. It was identified that employees could be slightly improved in terms of their communication, knowledge level and team orientation. The organization needs to set more specific goals in order to improve the achievement well-being of the employees.

**Keywords :-** Well-being - Mental Health – Aviation – Employee – Safety-Job Satisfaction

### 1. INTRODUCTION

Life on the road presents challenges such as constant travel, changing time zones, and lack of sleep. However, for Palmer, overcoming these challenges involves conscious and healthy routine activities like meditation, breathing exercises, and meaningful conversations. Her commitment to physical health is demonstrated through diet, abstinence from smoking, reducing alcohol intake, and finding comfort in her love of horses. The challenge of work/life balance is becoming increasingly important for employers and employees in today's fast-paced society. Human resource professionals seek options that positively impact the bottom line, improve morale, retain employees with valuable company knowledge, and keep up with workplace trends.

Work and organizational psychology is divided into two subfields: human relations and organizational psychology. These subfields include the human relations approach, sociotechnical systems approach, contingency theories, organizational transformation theories, organizational culture, learning organization, teamwork, total quality management, the capability approach, and positive psychology. Technology and data analysis play a crucial role in adapting well-being programs to diverse workplace needs. Innovative solutions, such as flexible work arrangements and wellness applications, help organizations recognize and understand each employee's journey in their well-being.

## 2. OBJECTIVES OF THE STUDY

### 2.1 Primary Objectives :-

1. To study the influence of work-life balance on the family life of the employees.

### 2.2 Secondary Objectives :-

1. To study the Assist staff members in controlling their digital technology use to avoid burnout.
2. To study the create an environment that respects and promotes worker well-being.
3. To study the impact of compensation factors on the work-life balance of employees.
4. To provide examples from real life practice implementation.
5. To Cultivate a culture of recognition, care and inclusion for all the employees.
6. To Promote mental health initiatives understanding the stigma around such issues.
7. To Provide training for the supervisors to identify and respond to the needs of the workers who suffered from mental health issue.

## 3. CONCEPTUAL AND THEORETICAL REVIEW

### 3.1 Emotional Intelligence And Decision Making In Work Place :-

Emotional Intelligence is one of the crucial skills for you to develop when you are overseeing a team. Emotional intelligence is the ability to understand self in the most productive of ways, also to perceive other's emotions is the right sense, to regulate one's emotions to the best of efficiency.

#### Medications and Substances :-

Some medications, particularly those that affect the central nervous system, can disrupt sleep patterns and contribute to insomnia. Stimulants like caffeine or nicotine, especially when consumed close to bedtime, can also interfere with sleep onset and lead to nighttime awakenings.

#### Environmental Factors :-

Environmental factors such as noise, light, temperature and uncomfortable sleep surfaces can all impact sleep quality. Excessive noise from traffic or neighbors, bright lights from electronic devices, and an uncomfortable matters or pillow can make it challenging to achieve restful sleep.

#### Shift work and Jet Lag :-

Irregular work schedules, particularly those involving night shifts or rotational shifts, can disrupt the body circular rhythm and lead to insomnia symptoms. Similarly travelling across multiple time zone can result in jet lag causing temporary sleep disturbances until the body adjusts to the new time zone.

#### Psychological Factors :

Underlying psychological issues, such as depression, post-traumatic stress disorder(PTSD), or bipolar disorder can contribute to insomnia symptoms. Psychological stressors, unresolved trauma, or emotional upheavals can manifest as sleep disturbances and require targeted interventions to address. Often, these factors and insomnia are bidirectional, meaning that insomnia can contribute to the development or worsening of depressive symptoms and vice versa. This cyclical relationship can create a vicious cycle where sleep disturbances worsen depression, and depression exacerbates sleep problems.

Feedback is extremely important when it comes to fetching desired results. You should be able to take constructive criticism and also should coach team to do the same. Collaborating at your best is the key here. The communication should be transparent. Any feedback given should be without any prejudiced pre-conceived notions regarding the situation or the person. Most of the time your mental programming and conditioning can also be huge block in understanding the other person as they really are. It is important to lead by example when it comes to successful team management. When you are a team manager, you are a leader, who is responsible for shoeing your fellow team members how unbiased you can be when it comes to fulfilling a task creatively.

Emotional, Personal or professional burnout can happen amidst a high pressured work atmosphere. Use your capacity of authority, tools, skills, resources, and innovation to glide through these hurdles. It is important to enjoy your work in order to excel in it. When everyone knows that the entire process works for their mutual benefit, everyone will be more open contributing.

Balancing the Work and Personal Life goals should be clearly and roles defined. It will help avoid stress and anxiety. More clarity will definitely bring in many productivity.

**Whether it's establishing a consistent sleep schedule, practicing stress management techniques, or seeking professional guidance for sleep disorders, these are steps we can take to prioritize restful sleep.**

How do you balance your busy professional schedule and personal life?

We should turn off mobile phone from 9PM to 9AM, dedicating the time after 9PM until bedtime, and the early hours until 9AM exclusively to my family. He emphasized that the pursuit of wealth and recognition should not come at the cost of our relationships with our children. Failing to present in their lives renders all other achievements meaningless. Taking this guidance to heart, We should committed to spending the early mornings with reading paper, bathing, or books, which has fostered a deep bond and affection between us.

I relayed this wisdom to a judge involved in a particularly demanding case. To my surprise I open court, he acknowledged me as his mentor, crediting me with providing a mantra that effectively enriched in his family life.

What are the practice for designing and implementing employee well-being and mental health programs?

1. Understanding that making a real difference involves a fundamental shift in the way we approach employee mental health.
2. You should also monitor the progress and performance of your program regularly, using the metrics and methods that defined earlier.
3. Finally you should evaluate your program and report the results and outcomes to your stake holders, such as senior management, HR, or employees.

**Positive Outcomes Of Prioritizing Mental Health :-**

**1. Increase Productivity and Engagement :** When employees feel supported and have access to resources, they are more likely to be productive, engaged, and motivated.

**2. Improved Innovation and Creativity:** A positive and supportive work environment can help foster creativity and innovation.

**3. Stronger Company Culture:** A culture that values mental health can build trust, improve communication, and strengthen relationships among employees.

**4. RESEARCH METHODOLOGY**

Research methodology is defined as a highly intellectual human activity used in the investigation of nature and matter and deals specifically with the manner in which data is collected, analyzed and interpreted. It is the conscious approach to find out the truth which is hidden and which has not been discovered by applying scientific procedure.

**Research Design :-**

The type of research employed for this study was descriptive research. The research focuses on collecting data from the employees and the HR department on the condition of employee well-being and productivity. The research also capture testing of a relationship between the two variables of employee well-being and productivity as a measure of performance.

**Population and Sample :-**

Sample size of 54 Employees are taken for the study. Sample method is using for this is Survey and Data Analysis method.

## 5. ANALYSIS AND INTERPRETATIONS

Using the Statistical Package for social sciences (SPSS) displayed the overall satisfaction study in Frequency, percentage, Mean, Median, Standard deviation, Range, Minimum and Maximum Value.

		Overall Satisfaction			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly Satisfaction	21	38.9	38.9	38.9
	Not Satisfied	4	7.4	7.4	46.3
	Satisfaction	29	53.7	53.7	100.0
Total		54	100.0	100.0	

Above the table show the overall Satisfaction of employees in the frequency and percentage value.

**Sample Size:** The total sample size was comprised of 54 people surveyed.

**Response Categories:** The respondents were asked to rate their overall satisfaction, with the following options:

Highly Satisfied: 21 respondents (38.9%)

Not Satisfied: 4 respondents (7.4%)

Satisfied: 29 respondents (53.7%)

### Major Findings:

1. Mostly Satisfied: A huge number of respondents were satisfied with the subject matter (53.7%).
2. Few Not Satisfied: A small fraction of respondents were not satisfied (7.4%).
3. Positive Overall Sentiment: Summing "Highly Satisfied" and "Satisfied," 92.6 percent of the participants responded positively on the scale of satisfaction.

Implications for an MBA Project:

**Positive Perceptual Feedback:** In summary, it implies that respondents possess a positive outlook toward the topic or the issue being surveyed in general.

**Improvement Opportunities:** Since 7.4% are "Not Satisfied," it represents an area where improvement can be made. In-depth analysis might be required to understand why these respondents are dissatisfied so that specific areas of enhancement can be highlighted.

**Comparison:** If this data is part of a larger study, it may be compared to other areas of satisfaction or with previous results to establish trends or significant differences.

Further Analysis:

**Qualitative Data:** To understand why the satisfaction levels are at that level, qualitative data collection methods like open-ended questions or interviews can be used.

Segmentation: The data could be analyzed along demographic or other relevant characteristics like age or experience to identify any patterns or differences in satisfaction levels between groups.

Statistics		
00001		
N	Valid	54
	Missing	0
Mean		27.5000
Median		27.5000
Std. Deviation		15.73213
Range		53.00
Minimum		1.00
Maximum		54.00

Above the table show the overall study in the Mean, Median, standard deviation, Range, Minimum and Maximum Value.

**Sample Size:**

1. Valid: 54 - This means there are 54 valid observations for this variable.
2. Missing: 0 - There are no missing values in the data.

**Central Tendency:**

1. Mean: 27.5 - This is the average value of the variable.
2. Median: 27.5 - This is the middle value when the data is arranged in order. The fact that the mean and median are equal suggests that the data is likely symmetrical.

**Variability:**

1. Standard Deviation: 15.73213 - This measures the spread of the data around the mean. A higher standard deviation indicates greater variability.
2. Range: 53 - This is the difference between the maximum and minimum values in the data. It gives a rough idea of the spread of the data.
3. Minimum: 1 - The lowest value observed in the data.
4. Maximum: 54 - The highest value observed in the data.

**Further Analysis:**

1. **Data Visualization:** Creating a histogram or box plot would help visualize the distribution of the data and identify any potential outliers or skewness.
2. **Hypothesis Testing:** Depending on the research question, you could conduct hypothesis tests to determine if the mean of this variable is significantly different from a certain value or between different groups.

3. **Correlation Analysis:** If you have other variables in your dataset, you could analyze the correlation between VAR00001 and those variables to identify potential relationships.

#### 4.2.1 CHI SQUARE TEST :-

Count		Marital Status		Total
		Married	Unmarried	
Gender	Female	6	5	11
	Male	19	24	43
Total		25	29	54

$$\text{Expected Value} = \frac{\text{Row Total} \times \text{Column Total}}{\text{Grand Total}}$$

$$\text{Significance Value} = 5\% = 0.05$$

			Marital Status		Total
			Married	Unmarried	
Gender	Female	Count	6	5	11
		Expected Count	5.1	5.9	11.0
	Male	Count	19	24	43
		Expected Count	19.9	23.1	43.0
Total		Count	25	29	54
		Expected Count	25.0	29.0	54.0

#### CALCULATION OF $X^2$

OBSERVED VALUE (O)	EXPECTED VALUE (E)	O-E	(O-E) <sup>2</sup>	$\frac{(O-E)^2}{E}$
6	5.1	0.9	0.18	0.15
5	5.9	-0.9	0.18	0.13
19	19.9	-0.9	0.18	0.04
24	23.1	0.9	0.18	0.03

$$X^2 = 0.35$$

$$X^2 \text{ Calculator} = 0.35$$

Degree of freedom = (column-1)(Rows-1)

$$= (2-1)(2-1)$$

$$= (1)(1)$$

$$= 1$$

$$X^2 \text{ Tabular} = 3.84$$

Significant level ( $\alpha$ ) = 0.05

$$X^2 \text{ Tabular} = 3.84$$

$$X^2 \text{ Calculator} = 0.35$$

$X^2 \text{ Calculator} > X^2 \text{ Tabular}$  (called as  $X^2 \text{ Critical}$ )

$\therefore$  we reject null hypothesis, and accept alternate hypothesis.

**NULL HYPOTHESIS (H0) :-** There is no relation between the Marital status and Gender.

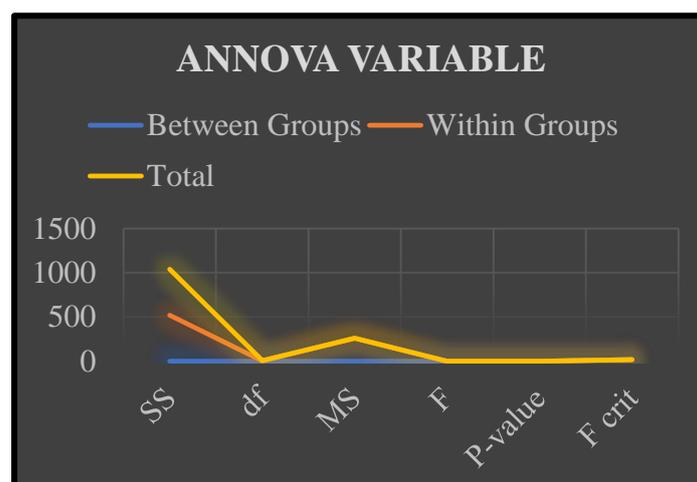
**ALTERNATIVE HYPOTHESIS (H1) :-** There is significant relation between the Marital Status and Gender.



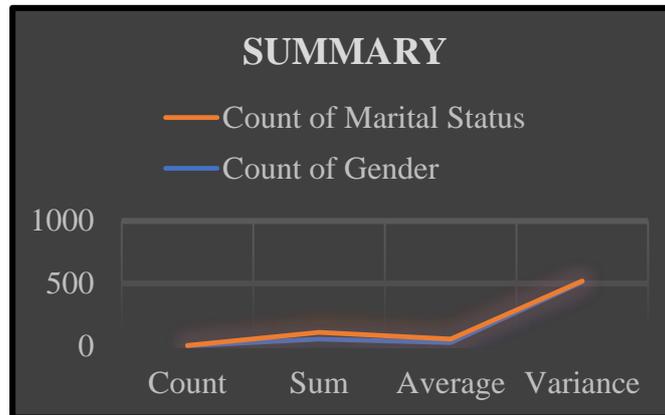
The above table shows employees are satisfied with their work. Majority of respondents are overall satisfaction.

#### ANNOVA SINGLE FACTOR TEST :-

Purpose of ANNOVA Single factor test Compares the means of three or more group to see if they are significantly different. Below I attached the data of the ANNOVA Single test.



ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	0	1	0	0	1	18.51282
Within Groups	520	2	260			
Total	520	3				



Anova: Single Factor				
SUMMARY				
Groups	Count	Sum	Average	Variance
Count of Gender	2	54	27	512
Count of Marital Status	2	54	27	8

$F(\text{Statistic}) > F(\text{Critical Value})$

The test is significant and Value of P is 1

$P > 0.05$  therefore null hypothesis is accept and alternative hypothesis is reject.

**NULL HYPOTHESIS (H0) :-** There is no relation between the Marital status and Gender.

**ALTERNATIVE HYPOTHESIS (H1) :-** There is significant relation between the Marital Status and Gender.

## SWOT AND SMART ANALYSIS OF THE EMPLOYEES AND THE COMPANY :-

### SWOT ANALYSIS :-

- **Strengths – Positive company culture, flexible work policies.**
- **Weakness – Chronic Stress among staff, limited mental health services.**
- **Opportunities - Leveraging technology for mental health support.**
- **Threats - Regulatory changes, competitive industry.**

### SMART ANALYSIS :-

- **Specific – Comprehensive mental health program.**
- **Measurable –Track Satisfaction through surveys.**
- **Achievable - Use fatigue management software.**
- **Realistic - Align initiatives with aviation safety.**
- **Timely - Implement with quarterly reviews.**

The study conducted a SWOT and SMART analysis, with the individual conducting a SWOT analysis for the company and a SMART analysis for the employees.

## 6. FINDINGS

### 1. Prevalence:

**Widespread Problem:** Mental health problems are widespread in the workplace. Studies indicate that a large proportion of employees suffer from anxiety, depression, and burnout.

**Increased Stressors:** Heavy workloads, long hours, job insecurity, and lack of work-life balance are among the factors that increase mental health strain.

### 2. Significant Relationship:

Work-life balance is likely to be found to have a statistically significant positive correlation with family life satisfaction. It could result in enhanced family relationships, better communication, and more time spent with family.

### 3. Perceptions:

The Employee feel they need good work life balance and will have an identifiable, preferred organizational practice or policy for enhancing that.

### 4. Impact on Individuals and Organizations:

**Reduced Productivity:** Other issues due to mental health, such as decreased productivity, absenteeism, presenteeism, and increased errors, become common.

**High Turnover Costs:** Poor mental health is one of the biggest causes of employee turnover. Organizations can face heavy recruitment and training costs.

**Damaged Reputation:** A negative workplace culture that does not give priority to mental health leads to the loss of reputation, making it a very challenging aspect for an organization to attract top talent and hold on to its current workforce.

### 5. Demographic Variation:

The investigation may show that women with dependents, workers with care related responsibilities, and at certain ages would faces more serve difficulties in integrating work and life and may tent to have more modest family-life satisfaction.

## 7. RECOMMENDATIONS

**1. Destigmatize Mental Health:** Create an open and supportive environment where employees feel comfortable discussing mental health concerns.

**2. Offer Resources and Support :** Provide access to mental health resources such as Employee Assistance Programs (EAPs), mental health days, and flexible work arrangements.

**3. Promote Work-Life Balance:** Encourage healthy boundaries between work and personal life, and provide flexibility when possible.

**4.Focus on Leadership Training:** Equip leaders with the skills to recognize and address mental health concerns within their teams.

**5.Implement Stress Management Strategies:** Offer stress management techniques like mindfulness, yoga, and meditation.

**6.Collect Employee Feedback:** Regularly collect feedback from employees to understand their mental health needs and identify areas for improvement..

## 8. CONCLUSION

1. Employee well being refers to physical, mental, emotional well-being of the employee. Bangalore Station employee is good at handling various employee well-being techniques related to psychological and emotional well-being of the employees. Particular attention is also necessary to the physical health of the employee since it is a concern that will, in turn, have a bearing on the psychological and emotional health of the employee. To ensure the physical well-being of the employee various suggestions has been given it is required to be followed by the Bangalore Station is to promote the efficiency of the employees in the organization. And they have to recruit additional employees to reduce the work burden.

2. So far, Wellbeing policies at the organizational level in aviation do not meet the safety requirements for the personnel and their operations. Workers in aviation organizations, psychological risk factors and sources of work-related stress need to be controlled. Aviation facilities should take an active part in protecting their culture that promotes wellbeing – encouraging healthy lifestyles, creating an environment of Tell Me, and raising mental health conditions awareness.

3. Aviation workers in different capacities are engaging in work self care-this needs to be encouraged at all levels-which is related to promoting of culture of wellbeing and safe behaviour. All aviation organisations do not have people focused management strategies which allows them to practice healthy behaviours.

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