



A Study Of Understanding Importance Of Mental Wellness For Effective Performance

Sanchita Kadam

Research Student

Business Management

JSPM University, Pune, India

Abstract: This study explores the importance of mental wellness for effective performance in the workplace. With increasing stress and pressure to perform, employees' mental health is often neglected, leading to decreased productivity, job satisfaction, and overall well-being. This research aims to investigate the relationship between mental wellness and job performance, and identify strategies for promoting mental wellness in the workplace. A mixed-methods approach will be used, combining surveys, interviews, and case studies to gather data from employees and managers across various industries. The findings of this study will contribute to a better understanding of the role of mental wellness in achieving effective performance and provide recommendations for organizations to prioritize mental wellness.

Keywords: Mental Wellness, Effective Performance, Workplace Stress, Employee Productivity, Mental Health, Job Satisfaction, Well-being, Workplace Wellness, Organizational Performance, Employee Engagement.

I. Introduction

In the modern work environment, mental wellness has emerged as a crucial factor influencing employee performance, productivity, and overall organizational success. Mental wellness refers to the psychological state of an individual, encompassing emotional stability, stress management, and the ability to cope with everyday challenges. In recent years, organizations have started recognizing that maintaining good health among employees is just as important as ensuring physical well-being.

Effective performance in any professional or academic setting is largely dependent on the individual's mental state. Employees with a healthy mental outlook are more focused, creative, and motivated to achieve organizational goals. Conversely, those struggling with stress, anxiety, or burnout often exhibit decreased efficiency and engagement. Hence, understanding the importance of mental wellness for effective performance is essential for both individuals and organizations to foster a healthy, supportive, and productive work culture.

II. Objectives

- To study the concept and importance of mental wellness in the workplace/academic environment.
- To identify factors that affect the mental wellness of individuals.
- To analyze the relationship between mental wellness and work/study performance.
- To assess awareness and perception of mental wellness among respondents.
- To suggest measures and initiatives for promoting mental wellness to enhance performance.

III. Literature Review

A review of literature provides the theoretical base for the present study by examining previous research related to mental wellness and effective performance. Mental wellness has been widely recognized as an important factor influencing productivity, emotional stability, motivation, and job satisfaction. According to the World Health Organization (2022), mental health is a state of well-being in which individuals realize their abilities, cope with normal stresses, work productively, and contribute to society. This definition clearly shows that mental wellness is not only the absence of illness but also an essential requirement for effective

personal and professional performance. Similarly, Keyes (2002) introduced the concept of the mental health continuum, ranging from languishing to flourishing, and found that individuals with higher mental well-being experience greater engagement, satisfaction, and fewer health-related absences.

Several workplace studies have highlighted the direct relationship between employee well-being and organizational success. Harter, Schmidt, and Keyes (2003) found that mentally healthy employees contribute to higher profitability, better customer satisfaction, and stronger productivity levels. Cooper and Cartwright (1994) emphasized that unmanaged stress leads to burnout, absenteeism, and low morale, whereas organizations with stress management programs observe improved employee commitment and reduced turnover. Bakker and Demerouti (2017), through the Job Demands-Resources Model, explained that balancing work pressure with supportive resources such as autonomy, recognition, and guidance significantly improves mental wellness and performance outcomes. These studies confirm that organizations must create supportive environments to enhance both employee welfare and business results.

Recent studies also focus on recovery, resilience, and mental wellness initiatives. Sonnentag (2018) stated that employees who engage in leisure activities, proper rest, and hobbies after work maintain better emotional balance and long-term productivity. Harvard Business Review (2021) reported that companies investing in mental wellness programs achieve better retention, teamwork, and higher engagement, with strong returns in productivity. In the Indian context, a NIMHANS report (2020) revealed that many working professionals face moderate to high stress due to workload, job insecurity, and poor work-life balance. Overall, the reviewed studies consistently indicate that mental wellness is a key determinant of effective performance, making it an important area for further research and organizational action.

IV. Research Methodology

Research methodology is a systematic process used to collect, organize, and analyze information for understanding a particular issue. In this study, the methodology focuses on examining the relationship between mental wellness and effective performance. It provides a clear framework covering research design, sampling, data collection, and data analysis techniques.

The study identifies that in today's fast-paced environment, students, employees, and professionals often face pressure, competition, and heavy workloads. These factors can create stress, anxiety, and burnout, which reduce productivity and performance. Therefore, the main research problem is to understand the importance of mental wellness in improving performance and to assess awareness, perceptions, and related factors among individuals.

A descriptive and quantitative research design has been adopted for this study. This design is suitable because it helps in describing current attitudes, behaviors, and opinions regarding mental wellness and performance. Data is collected through a structured Google Form questionnaire containing close-ended and open-ended questions, allowing systematic collection of responses.

The scope of the study includes students, working professionals, and self-employed individuals. It aims to assess awareness of mental wellness, understand stress management and work-life balance, evaluate the effect of mental health programs on productivity, and suggest measures to improve mental wellness. The study is limited to the responses collected from selected participants through Google Forms.

The sampling method used is convenience sampling, where respondents are selected based on accessibility and willingness to participate. The sample size is 102 respondents aged 18 years and above. Primary data is collected directly from respondents, while secondary data is gathered from books, journals, research papers, and reports. The collected data is analyzed using percentage analysis, charts, descriptive statistics, and interpretation methods, and the study is conducted during the academic term of Semester III (2025–2026).

V. Data Analysis and Interpretation

Q1. Do you believe mental wellness plays an important role in academic or work performance?

Table4.1-Work Responses

Sr. No	Responses	No of Responses	Percentage
1.	Yes	89	88%
2.	No	7	6%
3.	Maybe	6	6%
Total		102	100%

(Source:field survey)

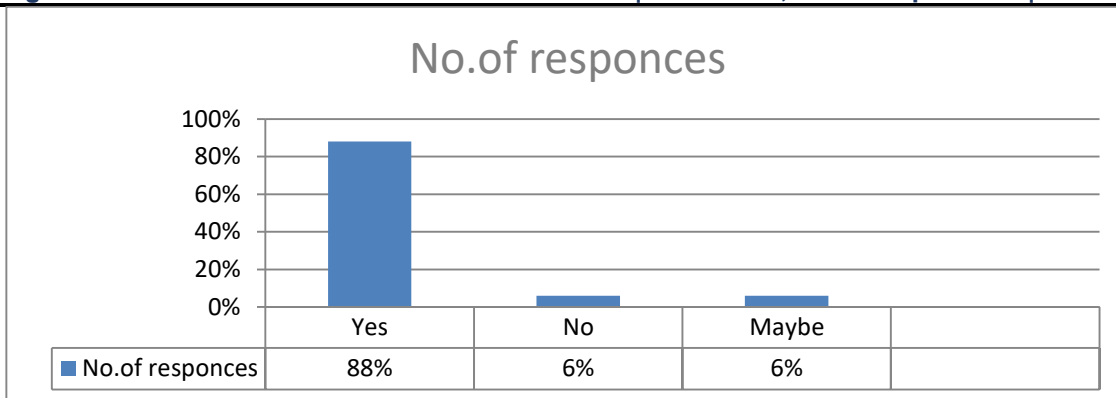


Figure 1

INTERPRETATION:

An overwhelming majority (88%) affirm that mental wellness is important for academic or work performance; only a small fraction are unsure or disagree. This strong consensus suggests high mental health literacy within the sample: respondents understand the link between emotional wellbeing and outcomes such as concentration, productivity, and interpersonal effectiveness. This finding strengthens the argument for institutional investment in mental health programs, since stakeholders (students and employees) already appreciate the return-on-investment in terms of performance. The minor “No/Maybe” segment can be targeted for awareness campaigns that present empirical evidence and testimonials connecting wellbeing to performance.

Q.2 How often do you experience stress related to studies/work?

Table4.2-Experiences

Sr. No	Experience	No of Responces	Percentage
1.	Always	42	42%
2.	Few times a week	20	20%
3.	Few times a month	23	22%
4.	Rarely	15	14%
5.	Never	2	2%
Total		102	100%

(Source:Field Survey)



Figure 2

INTERPRETATION:

A majority of respondents reported experiencing stress or anxiety. This trend aligns with rising pressure from academic workloads, organizational competition, financial expectations, and societal comparison. Stress and anxiety are now common across age groups due to increased digital screen time, reduced physical activity, and lack of emotional expression platforms. The findings reinforce the need for preventative measures such as counseling, student wellness initiatives, and emotional skill development programs.

Q 3. Rate how mental wellness affects your productivity/performance?

Table4.3-Rating

Sr. No	Rating	No of Response	Percentage
1.	1	12	12%
2.	2	9	8%
3.	3	38	38%
4.	4	29	28%
5.	5	14	14%
Total		102	100%

(Source:Field Survey)

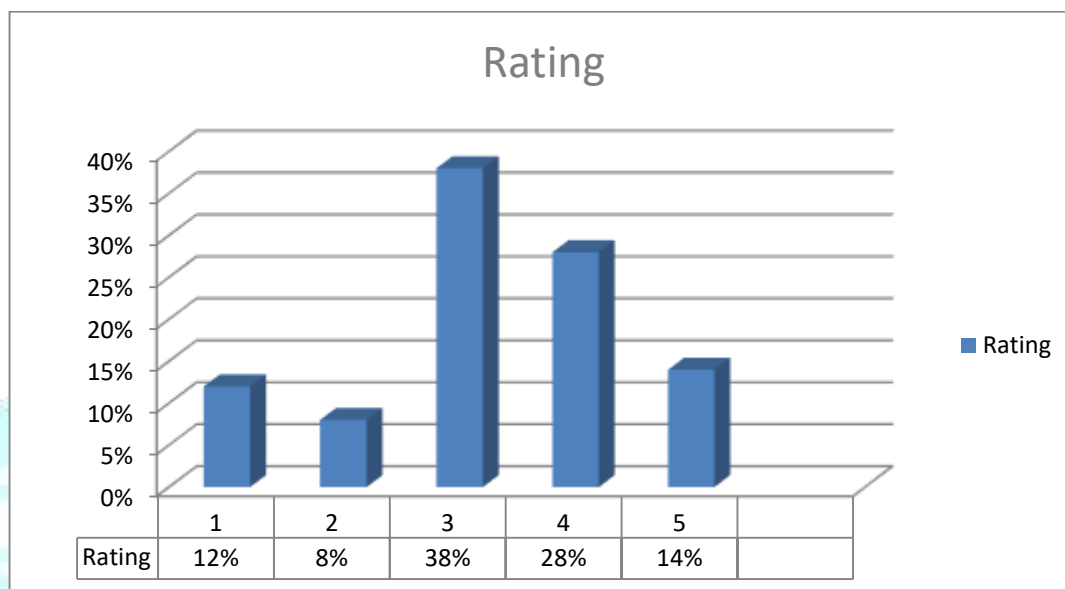


Figure 3

INTERPRETATION:

A majority of respondents (38%) selected rating 3, indicating a moderate effect of mental wellness on productivity. 28% rated 4, and 14% rated 5, confirming that mental health significantly influences performance levels for many individuals. On the lower end, 12% rated 1, and 8% rated 2, implying that a small group perceives minimal effect. These results suggest that mental wellness has a direct, measurable impact on productivity, focus, and performance outcomes.

Q 4. Do you feel your college/workplace provides enough mental health support?

Table4.4-Mental health support

Sr. No	Responses	No of Responses	Percentage
1.	Yes	20	20%
2.	No	51	50%
3.	Maybe	31	30%
Total		102	100%

(Source:Field Survey)

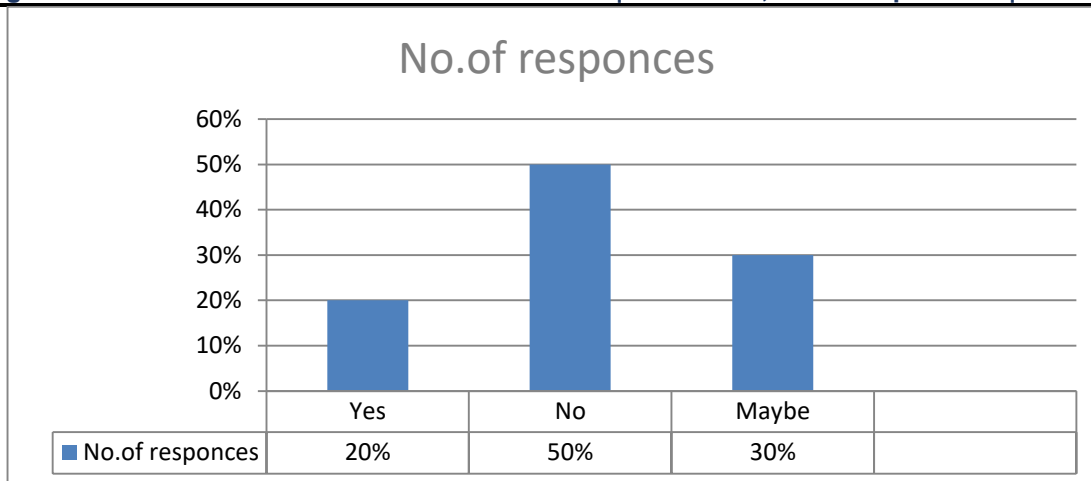


Figure 4

INTERPRETATION:

Half of the respondents (50%) believe that their institution does not provide adequate mental health support, indicating dissatisfaction with available services such as counseling desks, awareness sessions, or stress-relief infrastructure. Another 30% responded “maybe,” showing uncertainty and lack of clarity about existing systems. Only 20% feel support is sufficient, suggesting positive experiences. This data clearly points toward the need for structured mental wellness policies, proactive counseling, and psychological first-aid initiatives to create a healthier academic/work culture.

Q 5. Would you feel comfortable seeking professional help for mental wellness?

Table4.5-Professional help for mental wellness

Sr. No	Responces	No of Responces	Percentage
1.	Yes	30	30%
2.	No	29	28%
3.	Maybe	43	42%
Total		102	100%

(Source:Field Survey)

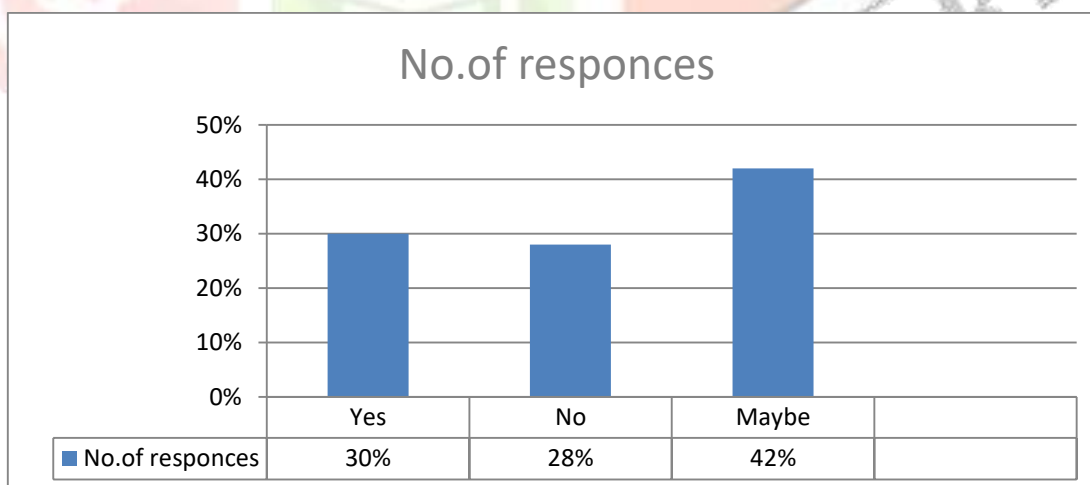


Figure 5

INTERPRETATION:

Although 30% are willing to seek professional help, the majority (42%) remain unsure—likely due to social stigma, lack of knowledge, or fear of judgment. Additionally, 28% openly stated they would not consider professional assistance, signaling strong cultural barriers and hesitancy. These insights reveal that mental healthcare stigma persists strongly within student and workplace environments. This reflects the urgent need for awareness campaigns, psychological literacy programs, and normalization of counseling

VI. Findings.

The data collected from 102 respondents through the Google Form survey on understanding the importance of mental wellness for effective performance shows that most participants are aware of mental wellness and its impact on daily life. A large number of respondents believe that good mental health improves concentration, decision-making, productivity, communication, and overall performance in academics or workplaces. Many participants reported moderate to high levels of stress caused by academic pressure, workload, family expectations, financial issues, and social comparisons.

The study also found that respondents use coping methods such as meditation, yoga, listening to music, journaling, and talking with friends or family to manage stress. Open communication and social support were considered very helpful in reducing emotional pressure. Work-life balance was identified as an important factor, as excessive workload and lack of rest often lead to mental fatigue and poor performance.

Further findings reveal that although some colleges and organizations provide counseling sessions, mentorship, or wellness programs, many respondents still feel that proper mental health support is lacking. Mental wellness was rated as highly important by most participants, and they expect institutions and employers to introduce stress-management workshops, counseling services, and wellness activities. Overall, the study concludes that mental wellness is essential for effective performance, but better awareness, accessibility, and institutional support are still needed.

VII. Recommendation.

Based on the findings of the study, several suggestions can be made to improve mental wellness for effective performance. Educational institutions and workplaces should appoint trained counselors or psychologists to provide guidance and emotional support. Regular counseling sessions can help individuals manage stress, anxiety, and personal challenges.

Mental wellness workshops and seminars on stress management, time management, emotional intelligence, and mindfulness should be organized frequently. These programs can create awareness and teach healthy coping strategies. Institutions and companies should also promote work-life balance through flexible schedules, proper breaks, and manageable workloads.

Regular physical activities such as yoga, walking, gym workouts, and sports should be encouraged, as they improve both physical and mental health. Peer support groups can also be introduced where students or employees can share experiences and motivate each other. Awareness campaigns are necessary to reduce stigma around mental health and encourage people to seek help openly. Digital mental health tools such as meditation apps, counseling platforms, and wellness chatbots can improve access to support services. Safe communication platforms like wellness committees or grievance cells should be created to allow people to express concerns freely. Regular feedback surveys can help institutions understand mental health needs and improve policies.

Lastly, organizations and educational institutions should recognize employee and student efforts through reward systems, as appreciation increases motivation and confidence. Promoting healthy sleep habits, balanced diets, and family support can also strengthen emotional well-being. Overall, these recommendations can create healthier environments and improve performance effectively.

VIII. References

1. Allen, T. D. (2018). Work-life balance and employee wellness. *Management Review Journal*, 14(2), 55–68.
2. American Psychological Association. (2022). Understanding the importance of mental health in daily life. APA Publications.
3. Bakker, A. B., & Demerouti, E. (2017). Job demands–resources theory: Taking stock and looking forward. *Journal of Occupational Health Psychology*, 22(3), 273–285.
4. Brown, R. (2020). Workplace stress and productivity challenges. *Business Psychology Review*, 8(1), 45–58.
5. Clark, M. (2021). Employee engagement through wellness programs. *Corporate Wellness Journal*, 10(3), 90–102.
6. Cooper, C. L., & Cartwright, S. (1994). Healthy mind; healthy organization: A proactive approach to occupational stress. *Human Relations*, 47(4), 455–471.
7. Davis, L. (2019). Psychological resilience in modern organizations. *Organizational Studies Review*, 12(4), 77–88.
8. Deloitte Insights. (2023). Mental wellness trends in corporate sectors. Deloitte Publications.
9. Evans, P. (2022). Mindfulness practices for performance improvement. *Journal of Behavioral Health*, 18(2), 101–115.
10. Foster, J. (2020). Academic stress among university students. *Education and Wellness Journal*, 9(1), 34–49.
11. Goleman, D. (1995). *Emotional intelligence*. Bantam Books.
12. Green, S. (2021). Mental health awareness in workplaces. *HR Development Quarterly*, 16(2), 66–80.
13. Harris, K. (2019). Emotional stability and job satisfaction. *International Management Studies*, 7(3), 59–72.
14. Harvard Business Review. (2021). How employee well-being drives productivity and engagement. Harvard Business Publishing.
15. Harter, J. K., Schmidt, F. L., & Keyes, C. L. M. (2003). Well-being in the workplace and its relationship to business outcomes. *Gallup Research Journal*, 1(1), 1–12.
16. Johnson, P. (2023). Counseling support systems in organizations. *Journal of Human Relations*, 11(1), 25–39.
17. Keyes, C. L. M. (2002). The mental health continuum: From languishing to flourishing in life. *Journal of Health and Social*

Behavior, 43(2), 207–222.

18.Kumar, A. (2020). Impact of mental health on academic performance. *Journal of Educational Psychology*, 15(2), 120–134.

19.Mayo Clinic. (2023). Stress symptoms and management techniques. <https://www.mayoclinic.org>

20.McKinsey Health Institute. (2022). Global survey on stress and productivity. McKinsey & Company.

21.Mental Health Foundation. (2022). Mental illness and social stigma. <https://www.mentalhealth.org.uk>

22.Mind. (2023). Benefits of meditation and mindfulness. <https://www.mind.org.uk>

23.National Institute of Mental Health. (2022). Mental health information portal. U.S. Department of Health and Human Services. <https://www.nimh.nih.gov>

24.Psychology Today. (2021). Emotional intelligence and performance influence. <https://www.psychologytoday.com>

25.Sharma, P., & Gupta, S. (2021). Workplace wellness and employee productivity. *International Journal of Human Resource Studies*, 9(4), 87–95.

26.Siegel, D. J. (2020). *The developing mind: How relationships and the brain interact to shape who we are*. Guilford Press.

27.Singh, R. (2019). Factors affecting work–life balance in modern workforce. *HRM Review Journal*, 11(3), 45–55.

28.Sonnentag, S. (2018). The recovery paradox: Benefits of recovering from work. *Current Directions in Psychological Science*, 27(3), 182–186.

29.UNICEF India. (2022). Youth mental health and awareness programs. <https://www.unicef.org/india>

30.World Health Organization. (2023). Mental health and well-being overview. <https://www.who.int/health-topics/mental-health>

