

## ORIGINAL ARTICLE

# Effectiveness of Workplace Mental Wellness Program on Knowledge and Perception Regarding Mental Health among Women Working at Selected it Forum

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## ABSTRACT

**Introduction:** Mental health is very important element in overall health and directly influences on employee's work performance, productivity and quality of life. Women employees most frequently encounter various workplace issues such as work life imbalance, prolonged working hours and excessive workload may adversely affect their psychological health.

**Objectives:** To evaluate the effect of Workplace Mental Wellness Program among women working in IT organization.

**Methodology:** A quantitative pre-experimental study using a one-group pre-test - post-test design was adopted. 40 women employees were recruited by non-probability purposive sampling technique. Pré-test was conducted through self-developed questionnaire. After that all participants received the Workplace Mental wellness Program. Followed by Post assessment was done. All data were analysed using appropriate statistical methods.

**Results:** The average pre-test score increased from  $5.53 \pm 3.40$  to  $13.03 \pm 2.84$  after the intervention. The study results demonstrated the increased knowledge and perception scores (paired t test = 11.95 at P level less than 0.05). Age and living arrangement showed significant associations with post-test scores, whereas other demographic variables were not significantly associated.

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**Conclusion:** The Workplace Mental wellness program effectively enhanced women's knowledge and develop positive perceptions of mental health. Incorporating similar educational program into workplace health promotion program may improve psychological well-being and foster healthier organizational environments.

## KEYWORDS

- Mental wellness program • Information Technology (IT) forum • Workplace
- Working women • Knowledge • Perception • Workplace stress

## INTRODUCTION

Mental health has become an essential aspect of employee well-being and organizational success. Employees with good mental health are more productive, engaged and capable of managing occupational challenges effectively. Conversely, poor mental health contributes to absenteeism, burnout, reduced efficiency and diminished quality of life. In today's technology-driven work environment, the Information Technology (IT) sector is recognized for its demanding work environment. Employees often experience heavy workload, prolonged screen time, tight deadlines and continuous performance evaluation. These occupational demands have a significantly impact on psychological well-being which can leads to burnout, sleep disturbances and depression especially among women employees due to their family and caregiving responsibilities. Promoting mental health awareness through structured workplace wellness programmes can improve employees' mental health, strengthen coping abilities, reduce workplace stress, encourage help-seeking behaviour and supportive workplace environment.

## STATEMENT OF THE PROBLEM

Effectiveness of workplace mental wellness program on knowledge and perception regarding mental health among women working at selected IT forum

## Objectives

1. To determine the pre-test and post-test scores on knowledge and perception regarding mental health among women employees.
2. To evaluate the effect of Workplace Mental Wellness Program.

3. To examine the relationship between the post-test scores on knowledge and perception regarding mental health and selected demographic variables.

## Null Hypothesis

1.  $H_{10}$ : The mean pre and post assessment on mental health among working women do not differ after implementation of Workplace Mental Wellness Program.
2.  $H_{20}$ : Post assessment knowledge and perception scores on mental health is not associated with their demographic variables.

## METHODOLOGY

This study adopted a quantitative approach using pre-experimental one group pretest and post-test research design. It was conducted among women employees at Change Pond Technologies, Chennai. Totally 40 participants were recruited using purposive sampling method based on established inclusion. After obtaining informed consent, demographic variables were collected including age, living arrangement, marital status, family type, monthly income, work experience, mode of work and sleep quality. Pretest was administered by using self-structured questionnaire comprising 15 items with 4 responses related to mental health knowledge and perception. Followed by workplace mental wellness program was conducted through PPT presentation which includes teaching about workplace stressors and its coping strategies & demonstration of relaxation techniques, breathing exercises, chair yoga, laughter therapy and dance therapy for approximately 45–60 minutes. Following the completion of mental wellness program, the post-test was

done to measure the impact among working women.

### Plan for Data Analysis:

Descriptive and inferential statistical methods were used to summarize participant characteristics and outcome measures. Mental wellness program was determined using paired t-test method by comparison of pre and post scores. Association between the post test score and demographic variables was employed by Chi-square test.

## RESULTS

**TABLE 1:** comparison of knowledge and perception scores among working women before and after implementation of mental wellness program (N = 40)

| Levels of Knowledge and Perception on mental health | Pre-test |      | Post-test |      |
|-----------------------------------------------------|----------|------|-----------|------|
|                                                     | F        | %    | F         | %    |
| Inadequate                                          | 25       | 62.5 | 2         | 5    |
| Moderately Adequate                                 | 13       | 32.5 | 15        | 37.5 |
| Adequate                                            | 2        | 5    | 23        | 57.5 |

Table 1: Depicted that before implementation of intervention, 24 (62.5%) of them has inadequate, 13 (32.5%) had moderately adequate and 2 (5%) has inadequate knowledge and perception on mental health. After completion of mental wellness program, the proportion of participants was changed that only 2 (5%) has inadequate, 15 (37.5%) had moderately adequate and majority 23 (57.5%) of them had adequate knowledge and perception on mental health.

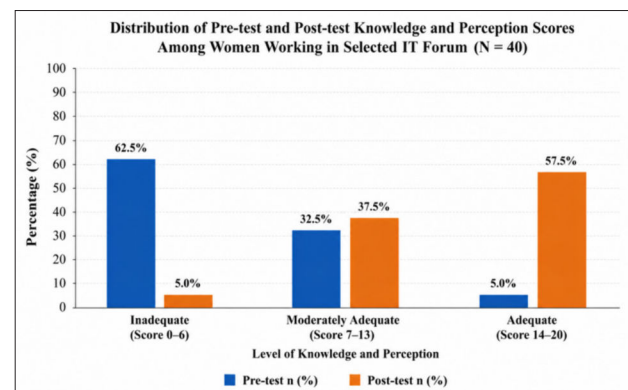


**FIGURE 1:** percentage distribution of knowledge and perception score on mental health

**TABLE 2:** Effect of mental wellness program on knowledge and perception regarding mental health among women working in IT forum (N = 40)

| Levels of knowledge & perception on mental health | No of working women | Mean Score | Mean Percentage | SDs  | Difference in Mean score | Student Paired t test value | P value |
|---------------------------------------------------|---------------------|------------|-----------------|------|--------------------------|-----------------------------|---------|
| Pre-assessment                                    | 40                  | 5.53       | 27.65%          | 3.4  | 7.5                      | 11.95                       | <0.05   |
| Post-assessment                                   | 40                  | 13.03      | 65.15%          | 2.84 |                          |                             |         |

Table 2 showed that the average knowledge and perception score increased from **5.53 (SD = 3.40)** during the pre-test to **13.03 (SD = 2.84)** during the post-test with a mean improvement of **7.5 points**. This study results revealed that mental wellness program was effective and highly significant ( $t=11.95$ ,  $p<0.05$ ) among working women.

**TABLE 3:** Association between the post-test scores and demographic variables among working women (N = 40)

| Categories of Demographic Variable | Chi-Square ( $\chi^2$ ) Test Value | Degree of Freedom | Level of significance at P-Value |
|------------------------------------|------------------------------------|-------------------|----------------------------------|
| Age in year                        | 9.68                               | 3                 | Significant at $P=0.021$         |
| Marital Status                     | 1.84                               | 1                 | Non-significant at $P=0.175$     |
| Type of family                     | 2.31                               | 2                 | Non-significant at $P=0.315$     |
| Monthly income                     | 4.27                               | 3                 | Non-significant at $P=0.234$     |
| Living arrangement                 | 8.15                               | 2                 | Significant at $P=0.017$         |
| Mode of work                       | 2.08                               | 2                 | Non-significant at $P=0.353$     |
| Work life balance                  | 3.42                               | 2                 | Non-significant at $P=0.181$     |
| Average sleep duration             | 5.11                               | 3                 | Non-significant at $P=0.164$     |

Table 3 depicted that Age in year ( $\chi^2=9.68$ ,  $p=0.021$ ) and Living arrangement ( $\chi^2=8.15$ ,  $p=0.017$ ) were significantly associated with knowledge and perception and no statistically significant were identified for other variables.

## DISCUSSION

The present investigation demonstrated that participation in the workplace mental wellness program significantly improved the knowledge and perception about mental health among women employed in the IT sector. These findings consistent with **Lam et.al 2022 conducted cluster randomized controlled trial among 456 employees** from 6 corporate sectors in Hong Kong to assess for **3-months workplace web-based psychoeducation program**. It reported significant improvement in help-seeking attitudes and employees' mental health literacy among employees. Another study consistent with Stansfeld **et al.2019 research** reported that **association used** to compare only **categorical differences** between the participants and non-participants.

## CONCLUSION

This study results concluded that Workplace Mental Wellness Program was effective to enhance knowledge and foster positive perceptions regarding mental health among women employed in the IT sector. Implementing these kinds of program into employee's routine occupational health program may contribute to improved productivity, employee mental health and organizational effectiveness. It may also help the administrators, nursing professional and policymakers to implement workplace mental wellness program to promote employee's psychological well-being and supportive work environments.

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**Statement of Human and Animal Rights:** All ethical procedures and ethical standards were followed in accordance with the responsible committee on human experimentation (Institutional level and National level) with Helsinki Declaration, 1975 as Revised in 2008.

**Statement of Informed Consent:** Informed consent was obtained from all the study participants for being included in the study.

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