



A Study on Psychological Well-Being Awareness in A Workplace For Women in Health Care Sectors

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Abstract:

In recent years, psychological well-being in the workplace has gained much importance, particularly for women in health care organizations, as work pressure, long working hours, and shift work are bound to have consequences on their health, as well as performance levels. Thus, this study aimed to analyze the level of awareness regarding psychological well-being among women working in health care organizations, as well as to ascertain factors associated with work that impact them most. For this, descriptive research design, as well as data collection through structured questionnaires, were used to survey 76 women running as fitness care professionals. Percentage analysis revealed that most of them were found to possess a satisfactory level of awareness regarding this topic; however, issues regarding work stress factors, hesitation to openly talk, as well as support from the organization, were some facts that were revealed. Thus, this study reveals that strengthening support systems associated with mental health issues not only benefits these professionals but also helps to attain success with respect to work performance levels.

Keywords: Psychological well-being, Workplace Awareness, Women Health Care Professionals, Health Care Sector, Occupational Stress, Burnout, emotional exhaustion, Work-Life Balance, Shift Work, Organizational Support

1. Introduction

Mental well-being remains an area considered core to overall well-being but tends to draw less focus compared to physical well-being, most significantly in expert settings.. Within the health sector, women constitute a considerable number of workforce, and they include doctors, nurses, technocrats, caregivers, and administrative staff. Despite these individuals being committed to caring for other people, it is ironic that the mental well-being associated with these women remains neglected. Women in this sector are subjected to considerable levels of stress, mental exhaustion, and psychological pressures due to the nature of work.

The female population employed in health care organizations is also challenged in unique ways, for instance, long and irregular working hours, shift work, being subjected to critical health care situations, emotional involvement with patients, and the pressure to work efficiently. Alongside their professional life, women also have family and personal commitments, thus increasing the chances of an imbalance between work and life and consequently stress to the mind. There are also health concerns for women because of gender-related matters like discrimination and harassment at the place of work.

2. Objectives

1. To understand the level of awareness about mental health among women working in the health care sector.
2. To identify the main work-related factors that affect the mental well-being of women health care professionals.
3. To explore the common mental health challenges faced by women in health care workplaces, such as stress, burnout, and emotional exhaustion.
4. To examine how working conditions, long hours, and shift duties influence the mental health of women employees.
5. To assess the support provided by health care organizations in promoting mental health awareness and well-being.

3. Review Of Literature

International Journal of Finance & Banking Studies, The impact of Occupational Stress of Selected Banking Sector Employees in Tamilnadu, Ayyappan, M.com, Ph.D, M.Sakthi Vadivel.

Previous research has revealed occupational stress as a common problem among workers in the banking industry because of their extensive workload, deadlines, and constant interaction with customers. According to the article, bank employees from the public and private sectors in the state of Tamil Nadu in India are under considerable stress in their day-to-day jobs. Results of the research indicate that gender, age, education, marital status, occupational position, and length of job service are strong contributors to stress level. Moreover, bank employees carrying important responsibilities such as the management of credits and customer interactions also experience considerable stress. Excessive working hours and the unhelpful administrative support of the bank add to the occupational stress of the employees. According to previous literature, occupational stress, if unattended, may result in decreased performance due to burnout.

Organizational Culture and Climate and Mental Health Provider Attitudes Toward Evidence-Based Practise, Gregory A. Aarons and Child and Adolescent Research Center, Children's Hospital San Diego, and University of California, San Diego.

The reviewed article describes how the work environment also has a critical effect on defining mental well-being and work attitude among health care employees. Aarons and Sawitzky emphasize how organizational culture and climate are significant factors in defining employees' work attitude and feelings toward work environment modifications. A positive work environment helps reduce employees' emotional burnout and job-related stress among mental health employees. A negative work environment contributes to increasing burnout, work roles, and employees' emotional tiredness. The article demonstrates how employees working within organizations with a supportive and positive working environment have a positive attitude toward learning and embracing best practices. A negative work environment among employees tends to create a lack of motivation and employees with a negative attitude toward work. A positive work environment with supportive leadership and roles helps employees feel more confident and satisfied with work.

Prioritizing the Mental Health and Well-being of healthcare Workers : An Urgent Global Public Health Priority, Lene E. Sovold, John A.Naslund, Antonis A. Kousoulis, Shekhar Saxena, M. Walid Qorongleh, Christoffel Grobler and Lars Munter.

Earlier research shows that employee well-being at the workplace is a prominent emerging issue for health care professionals stemming from high job demands and emotional pressures. According to the reviewed article, health care professionals, particularly female employees, experience stress, anxiety, and emotional exhaustion because of lengthy working hours to provide constant patient care. Moreover, it is argued in the study that a lack of rest, lack of employees, and shift working impact adverse psychological well-being. Interestingly enough, emphasis is placed on the point that women employees experience vulnerabilities not only at the workplace but

are also engaged in taking care of the family. Supervisory support and co-worker support can minimize stress and improve job satisfaction for female health professionals. According to the reviewed article, unfortunately, health care settings lack systematic well-being programs for employees.

4. Methodology

Research Design :

The study for this research paper adopts a descriptive research design. The design will help in determining the extent to which women in the health care sector are aware of psychological well-being and will enable this research to describe the variables that affect their psychological well-being at work. Descriptive research is applicable to this research since it aims to study, interpret, and describe situations without having to change any variables.

Population of the study :

The population for this study will be women employees working in the health care sector, including doctors, nurses, technicians, and administrative staff employed in hospitals, clinics, and health care institutions.

Sample Size :

A sample size of 76 was selected from the respondents for the study. This sample size was based on the time available and on accessibility to ensure a sufficient number of women health professionals for adequate representation.

Sampling Technique :

The research will employ a convenience sampling technique since it will choose candidates for the study according to their availability to participate with inside the research. The technique is adequate for research that aims to explore or describe.

Data Collection Method :

Primary information becomes gathered via way of means of making ready a dependent questionnaire. The questionnaire was prepared in simple and clear language so that it could be understood by everyone clearly. The questions in the questionnaire included demographics and statements about awareness concerning psychological well-being, work-related stress, mental health problems, work environment, and support from organizations.

Sources of Data :

- Primary data are collected directly from the respondents through questionnaires.
- Secondary data was collected from various journals, research articles, books, reports, and online resources relating to workplace wellbeing and health care employees.

5. Data Analysis and Interpretations

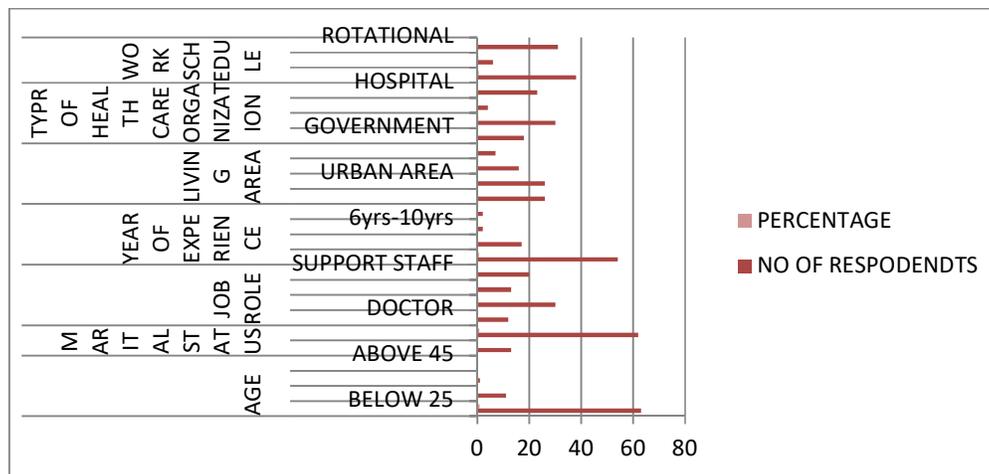
S.NO	Title
5.1	Percentage Analysis
5.2	Chi-square test

5.1 Percentage Analysis :

Table No – 5.1.1

Respondents Demographic Information Analysis

Particulars		No Of Respondents	Percentage
Age	Below 25	63	84%
	25-35	11	14.70%
	36-45	1	1.30%
	ABOVE 45	0	0
Marital Status	Married	13	17.30%
	SINGLE	62	82.70%
Job Role	Doctor	12	16%
	NURSE	30	40%
	TECHNICIAN	13	17.30%
	SUPPORT STAFF	20	26.70%
Year Of Experience	Less Than 2	54	72%
	2yrs-5yrs	17	22.70%
	6yrs-10yrs	2	2.70%
	ABOVE 10	2	2.70%
Living Area	Rural Area	26	34.70%
	URBAN AREA	26	34.70%
	SEMI-URBAN	16	21.30%
	Metropolitan	7	9.30%
Typr Of Health Care Organization	Government	18	24%
	Private	30	40%
	Clinic	4	5.30%
	Hospital	23	30.70%
Work Schedule	Day Shift	38	50.70%
	Night Shift	6	41.30%
	Rotational	31	8%



(fig : 5.1.1)

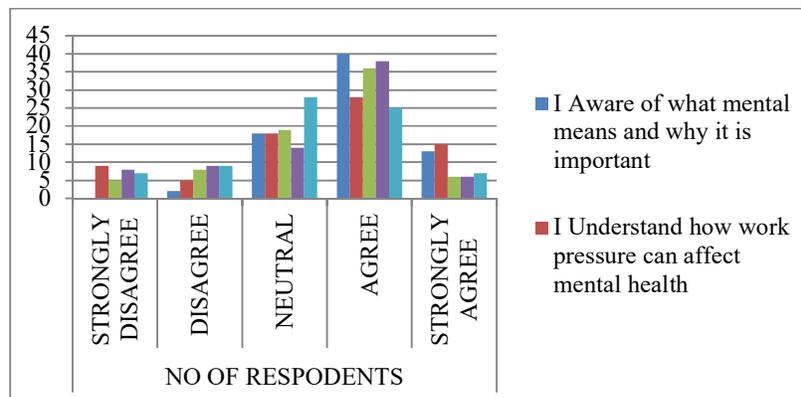
Interpretation :

1. The chart shows the demographic profile of the respondents, analyzed in percentage. Most of the respondents fall into the below 25 years age group, 84% showing the younger workforce engaged; 1.3% fall under the 36–45 age category and none above 45 years.
2. Similarly, 82.7% are single and 17.3% married. The job roles are represented by nurses at the top, with 40%, then the support staff by 26.7%, technicians by 17.3%, and doctors by 16%.
3. As far as work experience goes, 72% less than 2 years; this being so, the tenure of the participants is not too long.
4. Most of them stay in rural areas, 36%, and urban areas, 32%, whereas suburban and metropolitan cities are less represented.
5. Moreover, the largest number of participants work in government hospitals, 52%, and rotational work schedules, 59%, are prominent in comparison to fixed schedules.
6. Suffice it to say, the findings indicate that the majority in the sample are young, single, and early-career health professionals working primarily in government settings

Table No – 5.1.2

Awareness About Psychological Well-Being

Classifications	No Of Respondents				
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I Aware Of What Mental Means And Why It Is Important	0	2	18	40	13
I Understand How Work Pressure Can Affect Mental Health	9	5	18	28	15
I Feel Comfortable Talking About Mental Health Issues	5	8	19	36	6
I Know When To Seek If I Feel Mentally Stressed	8	9	14	38	6
My Workplace Provides Information Or Awareness About Mental Health	7	9	28	25	7



(Fig : 5.1.2)

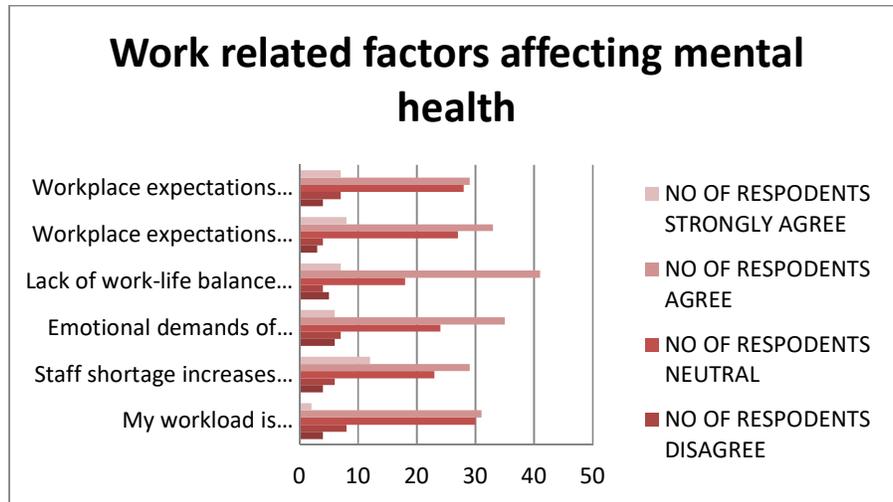
Interpretation :

1. The result reveals that approximately 60-70% of the subjects are in agreement or strongly agree that they recognize the concept of psychological well-being and the significance at the workplace.
2. Nearly 20-30% of the subjects remain in the neutral zone, and less than 10% disagree.
3. Approximately 65% of women workers agree on the impact of job pressure on their psychological state, while only a few dis-agreed.
4. Concerning the comfort levels regarding psychological matters, 50%-55% feel comfortable, while 30%-35% are neutral, indicating reservations about clear expression.
5. Regarding the level of support from the organization for the topic of interest, about 55% to 60% of the respondents tend to agree that there is awareness or information available regarding the aspect of psychological well-being.

Table No – 5.1.3

Work Related Factors Affecting Mental Health

Classifications	No Of Respondents				
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
My Workload Is Manageable Most Of The Time.	4	8	30	31	2
Staff Shortage Increases My Stress At Work.	4	6	23	29	12
Emotional Demands Of Patient Care Effect My Mental Well-Being.	6	7	24	35	6
Lack Of Work-Life Balance Affects By Mental Health.	5	4	18	41	7
Workplace Expectations Sometimes Feel Mental Health.	3	4	27	33	8
Workplace Expectations Sometimes Feel Overwhelming.	4	7	28	29	7



(Fig 5.1.3)

Interpretation:

1. From the graph above, work-related factors that impact mental health were presented to the respondents for analysis using percentages.
2. More than 50% of the respondents agreed or strongly agreed that lack of workload, employee shortage, emotional work demands, work-life balance, work expectations, and work pressure have adverse effects on their mental health.
3. Approximately 45% to 55% of the respondents showed a positive reaction to most of these factors. This suggests that a higher percentage of the respondents perceived work-related stress as a factor that has a profound effect on their health.
4. A moderate percentage of 25 to 30% of the respondents were neutral to most of these work-related factors.
5. Just about 15 to 20% disagreed to most of these work-related factors that impact mental health.

Table No – 5.1.4

Mental Health Challenges Experienced

Classifications	No Of Respondents				
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I Often Feel Mentally Exhausted After Work.	1	6	30	34	6
I Experienced Stress Due To Work Responsibilities.	4	10	26	29	7
I Feel Emotionally Drained Because Of My Job.	5	9	29	28	5
I Find It Difficult to Relax Even After Work Hours.	3	10	33	28	3
I Have Experienced Burnout at Some Point in My Career.	1	8	29	32	5

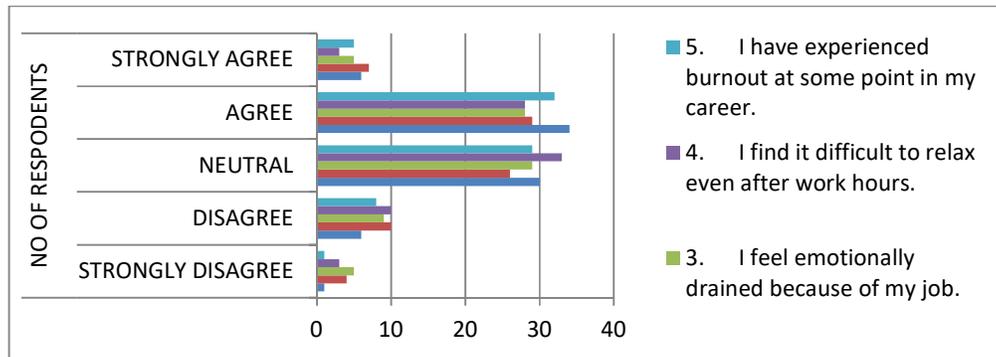


Fig :5.1.4

Interpretation :

The chart itself reveals that a majority of the respondents agreed or strongly agreed that they do indeed experience work pressure, emotional exhaustion, an inability to relax after work is finished, and burnout at certain points during their career. Few strongly disagreed, demonstrating that stress and feeling overwhelmed are rather common reactions by employees. Neutral responses were moderate, suggesting some ambiguity or mixed experiences. Overall, these findings point to high levels of workplace stress and burnout, underlining the importance of effective stress management and support programs for mental health in the organization.

Table No – 5.1.5

Working Conditions And Their Impact

Classifications	No Of Respondents				
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Long Working Hours Affect My Mental Health.	3	5	28	31	9
Shift Duties Disturb My Sleep And Emotional Well-Being	5	7	22	32	9
Lack Of Rest Breaks Increases My Stress Levels.	4	5	25	31	11
Work Pressure Affects My Physical And Mental Health.	1	6	25	36	8
I Feel Mentally Refreshed After Adequate Time Off.	4	4	23	37	7

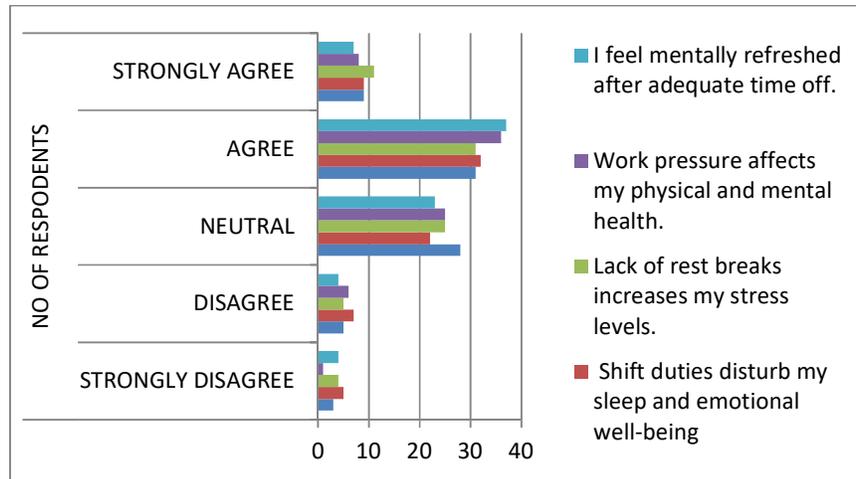


fig : 5.1.5

Interpretation :

1. The chart indicates that a majority of the participants (about 60-70%) more or less agreed that work pressure affects their physical and mental health, as well as the fact that lack of rest breaks enhances their stress factors.
2. It is also evident from the chart that about 55-65% of the participants felt refreshed mentally after they got adequate breaks.
3. About 20-25% of the participants were neutral, indicating that they may have experienced stress in their situations, although not as high as in other situations.
4. It is also evident from the chart that less than 10-15% of the participants did not agree with the above-mentioned statements.
5. It is therefore very clear that most participants have experienced work stress, as indicated by the fact that most feel it affects their mental health highly.

5.2 Chi-Square Test :

1. To test the Relationship between Age and Level of Awareness in Psychological Well-being.

Null Hypothesis (Ho): There is no significant between age and awareness level of Psychological well-being.

Alternative Hypothesis (H1): There is a significant association between age and awareness level of Psychological well-being.

Table : 5.2.1

Age	Low Awareness	Modrate Awareness	High Awareness	Total
Below 25	2	17	43	64
25-35	0	2	9	11
36-45	0	0	1	1
Total	2	19	53	76

Age V/S Level of Awareness

observed	expected	O – E	(O - E) ² / E	% of chisq
2	1.684	0.316	0.059	4.17
17	16.000	1.000	0.063	4.40
43	44.632	-1.632	0.060	4.20
64	62.316	1.684	0.046	3.20
0	0.289	-0.289	0.289	20.37
2	2.750	-0.750	0.205	14.39
9	7.671	1.329	0.230	16.20
11	10.711	0.289	0.008	0.55
0	0.026	-0.026	0.026	1.85
0	0.250	-0.250	0.250	17.59
1	0.697	0.303	0.131	9.24
1	0.974	0.026	0.001	0.05
2	2.000	0.000	0.000	0.00
19	19.000	0.000	0.000	0.00
53	53.000	0.000	0.000	0.00
76	74.000	2.000	0.054	3.80
300	296.000	4.000	1.421	100.00

Warning: sums should be equal.

1.42 chi-square

11 Df

.9997 p-value

Inference :

To verify the association between age and the level of awareness among the respondents, the chi-test is conducted. The value of chi-square for this case is calculated as 1.42. The degrees of freedom for this case are 11, and the p-value is more than 0.05. The p-value is 0.997. Hence, the null hypothesis is accepted. The result revealed that there is no significant association between age and the level of awareness. The result revealed that the levels of awareness regarding psychological well-being differ significantly among different groups, and respondents with different ages possess similar levels of awareness.

2. To test the relationship between job role and awareness level in Psychological well-being.

Null Hypothesis (H₀): There is no significant relationship between job role and awareness level.

Alternative Hypothesis (H₁): There exists a substantial association between the role of the jobs and the level of awareness.

Job/Expectation	Low expectations	moderate Expectation	High Expectation	Total
Nurse	2	9	19	30
Support staff	1	11	9	21
Technician	3	3	7	13
Doctor	1	5	6	12
Total	7	28	41	76

Job role v/s Expectation level

Observed	expected	O - E	(O - E) ² / E	% of chisq
2	2.763	-0.763	0.211	3.06
9	11.053	-2.053	0.381	5.53
19	16.184	2.816	0.490	7.11
30	30.000	0.000	0.000	0.00
1	1.934	-0.934	0.451	6.55
11	7.737	3.263	1.376	19.97
9	11.329	-2.329	0.479	6.95
21	21.000	0.000	0.000	0.00
3	1.197	1.803	2.714	39.38
3	4.789	-1.789	0.669	9.70
7	7.013	-0.013	0.000	0.00
13	13.000	0.000	0.000	0.00
1	1.105	-0.105	0.010	0.15
5	4.421	0.579	0.076	1.10
6	6.474	-0.474	0.035	0.50
12	12.000	0.000	0.000	0.00
7	7.000	0.000	0.000	0.00
28	28.000	0.000	0.000	0.00
41	41.000	0.000	0.000	0.00
76	76.000	0.000	0.000	0.00
304	304.000	0.000	6.891	100.00

chi-square
6.89
13 df
.9077 p-value

Inference :

There is no statistical relationship found between job role and awareness level among the respondents. The result shows that awareness levels among individuals of various job roles, be they nurses, doctors, technicians, and support staff, are quite similar.

Since p-value (0.9077)>0.05, the null hypothesis is accepted.

3. To analyze and find out whether there exists a significant relationship between the years of experience and level of stress among respondents.

Null Hypothesis (Ho): There is no significant relationship between years of experience and level of stress.

Alternative Hypothesis (H1) : There is a strong association between years of experience and stress levels.

Table : 5.2.3

Experience/Stress	Low stress	Moderate stress	High stress	Total
Less than 2	11	16	27	54
2yrs - 5yrs	3	6	8	18
6yrs - 10yrs	0	1	1	2
Above 10	0	2	0	2
Total	14	25	36	76

Years of expectations v/s Stress level

observed	expected	O – E	(O - E) ² / E	% of chisq
11	9.947	1.053	0.111	2.21
16	17.763	-1.763	0.175	3.48
27	25.579	1.421	0.079	1.57
54	54.000	0.000	0.000	0.00
3	3.316	-0.316	0.030	0.60
6	5.921	0.079	0.001	0.02
8	8.526	-0.526	0.032	0.65
18	18.000	0.000	0.000	0.00
0	0.368	-0.368	0.368	7.32
1	0.658	0.342	0.178	3.54
1	0.947	0.053	0.003	0.06
2	2.000	0.000	0.000	0.00
0	0.368	-0.368	0.368	7.32
2	0.658	1.342	2.738	54.41
0	0.947	-0.947	0.947	18.83
2	2.000	0.000	0.000	0.00
14	14.000	0.000	0.000	0.00
25	25.000	0.000	0.000	0.00
36	36.000	0.000	0.000	0.00
76	76.000	0.000	0.000	0.00
302	302.000	0.000	5.032	100.00

5.03 chi-square

13 df

.9745 p-value

Inference :

There is no statistically significant association between the two variables, that is, stress level and years of experience, among respondents. This suggests that stress levels are unrelated to the amount of experience.

Since the p-value (0.97) is greater than 0.05, the null hypothesis is accepted.

6. Findings :

- According to the analysis, age and level of awareness show some relation, which means that awareness about psychological well-being varies among the age groups. Younger respondents showed a comparatively higher awareness level due to better exposure to information and education.
- This is followed by an analysis of job role and awareness/expectation level, which indeed portrays a marked variation among job categories. While the awareness level of nurses and support staff ranged from average to high, that of technicians and doctors was scattered, indicating that job responsibilities and work environment play important factors in governing awareness.
- Chi-square test between the years of experience and the stress level shows an insignificant association between the variables. This means that whatever the years of experience, stress is felt among the employees.

- On the whole, this study has pointed out that psychological awareness and stress are more influenced by work conditions and organizational factors than by age or experience only.

Suggestions :

- Organizations need to hold mental health awareness programs for all employees in different age groups and at different levels to ensure equal understanding and openness.
- Stress management training and counselling programs should also be made available to employees at all levels of experience; stress does not only affect inexperienced or senior employees.
- Management can promote an environment of support among co-workers where employees feel at ease discussing their mental well-being without the fear of stigmatization.
- Periodic assessments of workload and flexible working can also reduce levels of stress, especially in high-stress occupations.

7. Conclusion

The study reaches the conclusion of the significance of psychological well-being as an imperative part of the well-being of employees within the organization. Even though awareness levels may differ among employees with variations of age and job role characteristics, it is observed that stress is an universal feeling among employees regardless of their years of work experience. Thus, it calls for the organization-level approach rather than the individual-level approach to address the issue of stress among employees.

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