



**Copyright** © The Author(s). 2022 This is an open-access article distributed under the terms of the Creative Commons Attribution 4.0 International License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original author and source are credited.

**Citation:** Batool SF. Perspectives of employees on work ethics, mental health and organizational growth. *PJE*. 2022; 2(2): 44-47.

**Corresponding Author Email:**  
farahbatool97@gmail.com

**Funding:**  
The author(s) received no specific funding for this work.

**Conflicts of Interests:**  
The authors have declared that no competing interests exist.

**Received** 25/09/2022  
**Accepted** 12/10/2022  
**First Published** 29/12/2022



## Original Article

# Perspectives of employees on work ethics, mental health and organizational growth.

**Syeda Farah Batool** & **Sukaina Raza**  
University of Karachi, Karachi-Pakistan.

## Abstract

**Background:** Work ethics, mental health, and organizational development all have intricately and varied relationships. A set of moral standards and ideals that people should follow when acting and making decisions professionally is referred to as work ethics. Contrarily, mental health refers to a state of wellbeing that enables a person to manage everyday stresses, engage in fruitful work, and support their community. The method by which a company or institution grows and develops over time is referred to as organizational growth. The aim of this study is to evaluate the perspectives of employees on work ethics, mental health and organizational growth.

**Methodology:** On employees with at least five years of experience working for multinational corporations, a cross-sectional survey was developed and put into practice. The participant filled out an online survey form with their consent and provided information about their degree of mental health, organizational development, and ethical work practices. 100 people in total filled out the questionnaire.

**Results:** Mixed perceptions of employees were recorded in the survey which are presented in frequency and percentage.

**Conclusion:** In conclusion, the success of any company or institution depends on the relationship between work ethics, mental health, and organizational development. Businesses that place a high priority on both work ethics and employee well-being can develop a positive workplace atmosphere that encourages innovation, creativity, and productivity. Organizations can encourage individual and organizational development and long-term success and sustainability by making investments in employee well-being.

## Keywords

Mental Health, Work Ethics, Organizational Performance, Employees Well-being

## Introduction

Research has shown that there is a strong correlation between work ethics, mental health, and organizational growth<sup>1-4</sup>. Employees who have a strong work ethic are more likely to be productive, dependable, and committed to their jobs<sup>5</sup>. This can result in increased efficiency, better quality work, and improved customer satisfaction, all of which can contribute to organizational growth<sup>6</sup>.

However, the demands of work can also take a toll on an individual's mental health. Long hours, high stress levels, and a lack of work-life balance can lead to burnout, anxiety, and depression. These mental health challenges can negatively impact an employee's work performance, leading to decreased productivity and an increased risk of absenteeism and turnover<sup>7</sup>.

Therefore, it is essential for organizations to promote a culture that supports both work ethics and mental health. This can be achieved through policies and practices that prioritize employee well-being, such as flexible work arrangements, employee assistance programs, and training on stress management and self-care<sup>8</sup>. By prioritizing mental health, organizations can help their employees maintain a strong work ethic while also preventing burnout and promoting overall well-being<sup>9</sup>.

Furthermore, organizations that prioritize employee well-being can also reap the benefits of

increased productivity, lower absenteeism rates, and improved employee retention. Employees who feel valued and supported are more likely to be engaged in their work and committed to the organization's goals, leading to increased organizational growth over time<sup>10-12</sup>.

In conclusion, the relationship between work ethics, mental health, and organizational growth is crucial to the success of any business or institution. Organizations that prioritize both work ethics and employee well-being can create a positive work culture that fosters productivity, creativity, and innovation. By investing in employee well-being, organizations can promote both individual and organizational growth, leading to long-term success and sustainability<sup>13</sup>.

## Methodology

A cross sectional study was designed and implemented on employees working in multinational companies with at least five years of experience. The participant with their due consent filled and online survey form which includes their perception about level of mental health, organizational growth and ethical work practices. A total of 100 participants filled the form.

## Result

The results of our study are divided into Organizational growth section (Table 1), Mental health of Self section (Table 2) and work ethics (Table 3).

**Table 1: Organizational Growth of Study Participants.**

Organizational growth	Responses N(%)	
	Yes	No
Trust each other	43(43)	57(57)
Inclusion and work with each other	61(61)	39(39)
Internal and external feedback	50(50)	50(50)
Bring up and empowering	27(27)	73(73)

**Table 2: Mental health of self and others factors suggested by study participants.**

Mental health of self and others	Responses N(%)	
	Yes	No
Social function	65(65)	35(35)
Sign of anxiety	39(39)	61(61)
Sign of depression	32(32)	68(68)
Interest at work	50(50)	50(50)

**Table 3: Work Ethics suggested by study participants.**

Work Ethics	Responses N(%)	
	Yes	No
Seriousness at work	50(50)	50(50)
Human relation in work	65(65)	35(35)
Participation spirit	50(50)	50(50)
Professional attitude	37(37)	63(63)
Confidentiality of work related information	74(74)	26(26)

## Discussion

The relationship between work ethics, mental health, and organizational growth is a crucial aspect of modern business management. Work ethics refers to the set of principles and values that guide an individual's conduct in the workplace. Mental health, on the other hand, is a state of well-being that enables individuals to cope with the stresses of work and life. Organizational growth is the process by which a business or institution expands and develops over time. All three are interconnected and have a significant impact on each other<sup>14-16</sup>.

A strong work ethic is essential for personal and professional success, and it is also crucial for the growth of an organization<sup>17</sup>. Employees who demonstrate a strong work ethic are typically committed to their jobs, productive, dependable, and have a positive attitude. These attributes lead to improved organizational performance, higher levels of customer satisfaction, and ultimately, organizational growth<sup>18</sup>.

However, maintaining a strong work ethic can also take a toll on an individual's mental health. A demanding work environment can cause burnout, anxiety, and depression, leading to decreased productivity, increased absenteeism, and high turnover rates. It is, therefore, essential for organizations to prioritize mental health and well-being in the workplace. This includes providing employees with support and resources to manage stress and maintain a healthy work-life balance<sup>19</sup>.

Organizations that prioritize employee well-being often benefit from increased productivity, lower

absenteeism rates, and improved employee retention. When employees feel valued and supported, they are more likely to be engaged in their work, committed to organizational goals, and contribute to organizational growth<sup>20</sup>.

To foster a positive work culture that supports both work ethics and mental health, organizations can implement policies and practices such as flexible work arrangements, employee assistance programs, and training on stress management and self-care. Organizations that take a proactive approach to mental health in the workplace can benefit from increased productivity and growth<sup>21</sup>.

## Conclusion

In conclusion, the relationship between work ethics, mental health, and organizational growth is complex and multifaceted. Maintaining a strong work ethic is crucial for individual and organizational success, but it is equally important to prioritize employee well-being and mental health. By creating a supportive work environment that promotes work ethics and mental health, organizations can achieve long-term growth, productivity, and success.

## Acknowledgement

Authors would like to acknowledge all the employees who actively participate in the study.

## Conflict of Interest

None to declare.

## References

1. Sharma PK, Kumra R. Relationship between workplace spirituality, organizational justice and

- mental health: mediation role of employee engagement. *Journal of Advances in Management Research*. 2020 Jul 25;17(5):627-50.
2. Fathi N (2014). Explaining the relationship between organizational cultures in the growth of manpower. National Conference of New Approach in Business, Tabriz.
  3. Wu Y, Chu NF (2015). Introduction of the Tran's theoretical model and organizational development theory in weight management: A narrative review. *Obesity Research & Clinical Practice*. (In Press).
  4. Mahdian M (2014). Investigating the relationship between transformational leadership and organizational leadership in awareness and excellence management. *Educational Management Research*, 6(3):169-187.
  5. Rezaee AM (2006). Organizational acceleration and its measurement indicators. *Human Development Policeman*, 3(7): 63-87. (In Persian).
  6. Seyedi M, Latifi M (2016). Investigating the role of organizational intelligence and organizational acceleration in the performance of Shahid Salimi industrial complex companies in Tabriz. *Management of Organizational Culture*, 14(2):409-428.
  7. Petchsawang, P. and McLean, G.N. (2017), "Workplace spirituality, mindfulness meditation, and work engagement", *Journal of Management, Spirituality and Religion*, Vol. 14 No. 3, pp. 216-244. Pfeffer,
  8. J. (2010), "Business and the spirit: management practices that sustain values", in Giacalone, R.A. and Jurkiewicz, C.L. (Eds), *Handbook of Workplace Spirituality and Organizational Performance*, M.E. Sharpe, Armonk, NY, pp. 27-43. Pilgrim, D. (2014), *Key Concepts in Mental Health 3E*, Sage Publications, London.
  9. Podsakoff, P.M., MacKenzie, S.B., Lee, J.Y. and Podsakoff, N.P. (2003), "Common method biases in behavioural research: a critical review of the literature and recommended remedies", *Journal of Applied Psychology*, Vol. 88 No. 5, pp. 879-903.
  10. Podsakoff, P.M., MacKenzie, S.B. and Podsakoff, N.P. (2012), "Sources of method bias in social science research and recommendations on how to control it", *Annual Review of Psychology*, Vol. 63 No. 5, pp. 539-569.
  11. Pressman, S.D. and Cohen, S. (2005), "Does positive affect influence health?", *Psychological Bulletin*, Vol. 131 No. 6, pp. 925-971.
  12. Rai, S. (2015), "Organizational justice and employee mental health's moderating roles in organizational identification", *South Asian Journal of Global Business Research*, Vol. 4 No. 1, pp. 68-84.
  13. Rego, A. and Pina e Cunha, M. (2008), "Workplace spirituality and organizational commitment: an empirical study", *Journal of Organizational Change Management*, Vol. 21 No. 1, pp. 53-75.
  14. Reis, D., Hoppe, A. and Schröder, A. (2015), "Reciprocal relationships between resources, work and study engagement, and mental health: evidence for gain cycles", *European Journal of Work and Organizational Psychology*, Vol. 24 No. 1, pp. 59-75.
  15. Eib, C., von Thiele Schwarz, U. and Blom, V. (2015), "Don't let it get to you! A moderated mediated approach to the (in) justice-health relationship", *Journal of Occupational Health Psychology*, Vol. 20 No. 4, p. 434.
  16. Eib, C., Bernhard-Oettel, C., Magnusson Hanson, L.L. and Leineweber, C. (2018), "Organizational justice and health: studying mental preoccupation with work and social support as mediators for lagged and reversed relationships", *Journal of Occupational Health Psychology*, Vol. 23 No. 4, p. 553.
  17. Elovainio, M., Kivimäki, M. and Vahtera, J. (2002), "Organizational justice: evidence of a new psychosocial predictor of health", *American Journal of Public Health*, Vol. 92 No. 1, pp. 105-108.
  18. Elovainio, M., Kivimäki, M., Steen, N. and Vahtera, J. (2004), "Job decision latitude, organizational justice and health: multilevel covariance structure analysis", *Social Science and Medicine*, Vol. 58 No. 9, pp. 1659-1669.
  19. Fornell, C. and Larcker, D.F. (1981), "Evaluating structural equation models with unobservable variables and measurement error", *Journal of Marketing Research*, Vol. 18 No. 1, pp. 39-50.
  20. Francis, A.P. (2014), *Social Work in Mental Health: Contexts and Theories for Practise*, SAGE Publications, New Delhi.
  21. Fredrickson, B.L. and Joiner, T. (2002), "Positive emotions trigger upward spirals toward emotional well-being", *Psychological Science*, Vol. 13 No. 2, pp. 172-175.