



Mental Illness Causing Devalued Economic Output in any Given Context in the World: Exploring the Remedies

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ABSTRACT

Economic output is a combination of the means of activities and the human intervention towards effective utilization of the means of the work. Human interventions are not merely random. It has a strong basis of individual and collective mental conditions depending on the different psychophysical and psycho-spiritual level. Mental illness has a direct impact on the motivation for thoughts and works. Usually ill mind lacks in the illumination of the cosmic goodness and thus becomes a prey to various factors of retardation in the field of work and thought. The present study identifies the relation between physical or intellectual output of an individual contributing to the economic development and sustainability, assesses on an important scale the psychophysical and psycho-spiritual context of individual, impacting economic activities and identifies the remedies to overcome mental illness to enhance individual output in order to get a better economic development and sustainable conditions. Findings suggests human dimensions including physical, intellectual and behavioral intervention are having direct relationship with economic growth in both micro and macro level. Individual's position in psychophysical and psycho-spiritual model is being assessed through Maslow's need hierarchy model and model of five different sheaths (Pancha Kosha) of consciousness and it has been observed that the economic output has direct relation with the position of individual in different levels of Maslow's need hierarchy model and transcendental impact of Pancha Kosha on individual potential leading towards better output of an individual and therefore enhancing economic activity in the macro level. This study has also suggested certain remedies to enhance individual output through enhancing human potential in order to impact economic growth and sustainability in a positive manner.

Introduction

Economic output comes from a level of collective productivity of a group of individual in any given context. In an organization the collective effort is being discharged reflects in economic growth and sustainability of the organization and contributes to the national economy at a large. Productivity of an organization is a collective input at group and individual level of the organization. Individual or group performance, productivity, efficiency is not only depending on the domain knowledge or physical output of an individual or group. Productivity of an individual is a combination of a sound psycho-physical condition of an individual and that of a group.

1.1 The impact of Mental health in organization: According to World Health Organization mental disorder is characterized by a clinically significant disturbance in an individual's cognition, emotional regulation, or behavior. These three major aspects of cognition, emotional regulation and behavior have a significant impact on individual performance in workplace. Sackett & Lievens (2008) identified the impact of cognitive processes on performance in the Annual Review of Psychology. Ones et al. (2012) did a meta-analysis and suggested that the general cognitive ability as well as specific aspects of cognitive ability as predictors of training success and performance. Schmitt & Fandre (2008) reported a narrative of various meta-analyses of general cognitive ability as well as specific mental abilities. Hulsheger et al. (2007) showed an analysis of the validity of cognitive ability tests in Germany, and Salgado and colleagues (Salgado et al. 2003a, b) gave similar results also. Like cognitive functions, emotional regulation has its impact on individual performance. It has been observed that the overall emotional intelligence, emotional perception, and emotional regulation uniquely explained individual cognitive-based performance over and beyond the level attributable to general intelligence. (Laura Thi Lam & Susan L. Kirby, 2010). Emotional regulation is not only impacting at the individual level but is also contributing to the group dynamics in order to enhance or interrupt group performance and productivity. Michelle N. Shiota, Belinda Campos, Dacher Keltner and Matthew J. Hertenstein explained the relation between positive emotion and the regulation of interpersonal relationship in the book of *The Regulation of Emotion* (2004). Disruptive behavioral pattern is the another dimension indicated by mental disorder which gets impaired due to disturbed mental condition.

1.2 Mental disorder affects Organizational Productivity: As mental health has immense impact on cognitive, emotional regulation and behavioral aspect of individual and interpersonal level it has direct impact on organizational process and productivity. The mental conditions impacts performance directly. The performance of "happy" workers is superior to that of "less happy" ones. The adequate physical and mental health of human capital for retention & superior performance is important (Perfecto G. Aquino, Revenio C. Jalagat, Dr. Kazi Afaq Ahmed, 2020). People

who report poor mental health have higher absenteeism rate than that of the other (Deborah A., 2006).

1.3 Higher Organizational Productivity enhances Economic Outcome:

Organizational productivity depends on the collective intellectual and physical effort of employees. Required work output from employees contribute to the economic growth of organization and that contributes to the national income.

Literature Review

2.1 Depression in Organization: There are several studies which showed the existence of depression in organizational context and human interventions in order to minimize depression. As in 2020 Nanduri identified the effect of Yoga Prana Vidya System (YPV) at workplace and found that the significant reduction in psychological factors like, depression, anxiety and burnout level and physical factors like, BMI, blood pressure and fasting blood sugar. In organizational context the major problem is not acknowledging mental health and problem related to mental health. Acknowledging mental health is important as it is directly related to the production and the same can be hampered if the mental health is not acknowledged properly (Aarons-Mele, 2018). role conflict, role ambiguity and organizational role stress are positively correlated and step wise multiple regression shown Organizational Role Stress is an important predictor to influence the symptoms of depression (Singh, Gupta, Dubey and Singh, 2016). life events and work culture in presence of depressive symptoms among executives increase the risk of developing depressive symptoms (Singh and Gupta, 2016). Private sectors executives are having higher level of organizational role stress than the public enterprises (Nazneen, Bhalla & Zafar, 2014). Four different components like depression proneness, anxiety proneness, anger (state and trait) and type A personality and all of the components are positively correlated with most of the dimensions of organization role stress in case of both the enterprises (Nazneen, Bhalla & Zafar, 2014). The marital status and working tenure are significant predictors to the level of stress, depression, and intention to leave among nurses and the participants showed varied degree of level of stress, depression and intention to leave in different medical units of Northern Taiwan (Chiang & Chang, 2012). the executives with low stress level tend to have high spiritual quotient and tend to decline the same significantly when there is an increase in the level of stress among executives (Kumar and Pragadeeswaran, 2011). Executives working in company for longer period of time are exhausted and burnt out but the present study revealed the young executives are experiencing low life satisfaction with good quality of life which means the burn out negatively affects the life satisfaction but not the quality of life (Anand & Arora, 2009). Possible origins of depression, critical issues related to depression in the workplace, and it has been suggested to develop greater awareness of depression in Central Florida with hotel employees (Shani & Pizam, 2009). Discussing the fact publicly, made her face some negative incidences and impacted her career negatively as mental

illness is a stigma still now (Coutu, 2008). National Institute of Mental Health (NIMH) estimated 26.2 percent of Americans aged 18 and over, about are in four adults -suffer from diagnosable mental disorders, including depression in a given year. Handling depression silently reinforced the illness and sharing the news of illness create discrimination in organization context while Europe and the U.S have passed legislation to minimize discrimination towards the mentally ill at work (Coutu, 2008). The job stress increased the risk of developing high level of depression symptoms and the symptoms of depression can be developed due to prolonged exposure to job stress (Clays, Bacquer, Leynen, Kornitzer, Kittel, & Backer, 2007). Positive spillover has a stranger impact on depression than does work-family conflict and influence of spouse spillover on reducing depression among dual earner couple. (Hammer, Cullen, Neal, Sinclair, & Shafiro, 2005). Perceived exposure to employee involvement management practices is related to perceive work stress, sense of coherence and depression (Mackie, Holahan & Gottlieb, 2001).

2.2 Anxiety in Organization: Along with depression there are several research works have been conducted to explore other mental disorders and their causes of development in organizational context. Another such an important mental illness is anxiety. It has been evident and profusely reported that a huge number of employee have faced a phase of anxiety in organization. One of the major causes of anxiety has been identified as organizational culture (Jeremy A. Yipa, Emma E. Levineb, Alison Wood Brooksc, Maurice E. Schweitzerd, 2020). Sometimes anxiety in organizational context is good to develop a real time experience among employees but it delays the process of learning and work (Baruch. Y, and Lambert. R, 2007).

2.3 Stress in Organization: Stress is a feeling of obstacles and out of mental and physical resources to satisfy exceeding internal and external demand on the person. Stress is somewhat required for the person to perform better and derive better work out put but a prolonged stress can harm individual's wellbeing. Stress can be developed from different sources of life like environmental, social, economic, personal, daily hazards, critical life events, work place etc. Different source of workplace stress autonomy, role conflict, role ambiguity and role overload (Satpathy. I.& Mitra. B 2015).

2.4 Feeling of Deprivation in Organization: Feeling of deprivation related to financial support among elderly people (Kuznetsova, 2019). Low socio-economic status and feelings of relative deprivation diminish peoples' well-being, indicated by lower happiness and health and increase in status seeking product purchase and reducing need-based product purchase in order to compete with higher status group among poor (Chen, 2015). The relationship between individual or group relative deprivation and the emotional reaction like anger or resentment in developing behavioural reaction after understanding the opportunity for change (Smith & Huo, 2014). The significant effect of employment in public sector work units on perceived happiness through the reducing of economic and social status related deprivations (HU, 2012). Deprivation has been played

a role of mediating factor in determining the effect of differential access to latent benefit related to the job on mental health (Selenko, Batinic & Paul, 2011). The effect of relative deprivation as a mediating factor impacts of underemployment on job satisfaction, organizational commitment, trust in the organization, careerist attitude towards work and continued job searching among re-employed executive (Feldman, Leana & Bolino, 2002).

Methodology

This study has been conducted from secondary data source like different research papers, journals and books.

From the above literature it has been observed that in organization there is a high rate of mental disorder with which employees are working. All over the world it's a topical issue to be solved that organizations are suffering from its lesser productivity and therefore facing economic challenges due to the lesser participation of employees. In the present study these four objectives have been identified.

3.1 Research Objectives:

1. Identifying the connections between physical or intellectual output of an individual contributing to the economic development and sustainability in the macro and micro environment
2. Identifying the factors leading to mental illness
3. Assessing on an important scale psychophysical and psycho-spiritual models of correcting individual mental illness in a given context.
4. Remedial measures for mental illness in a collective context

Discussion:

1. Identifying the connections between physical or intellectual output of an individual contributing to the economic development and sustainability in the macro and micro environment:

Economic development for an individual or an organization is a combined result of both physical and intellectual participation of individual or collective. A physically ill person cannot contribute to his/her maximum capacity and therefore there are certain policies are imbibed by HR, however the concern for psychological health is lesser in organizational context (Hennekam. S, Follmer. K, Joy E. Beatty,2021), but since 2014 WHO defined "mental health as a state of well-being when every individual realizes its potentials and manages normal stresses well, can be productive, and fruitfully contribute to the community". Nowadays Mental health is being given highest priority in organization. Now it has become the focus of social scientists, economist and policymaker. (Perfecto G. Aquino, Revenio C. Jalagat, Kazi Afaq, Samia Nadeem Zakai,2020). There are several research works have been conducted which establish the relationship between

physical and mental output of individual and the economic development of a country (Macro level) and that of an individual (Micro level). In Mauritius it has been identified that human capital has significantly contributed to economic growth (Harris Neeliah, Boopen Seetana, 2016). Human capital of primary school contributes to growth while in most cases secondary school and that of tertiary institutions couldn't contribute to growth. Above all, it was noticed that in the short-run, physical capital plays a very important role in encouraging economic growth (M. A. Adawo, 2011) whereas in the long run other factors influence the same. Therefore, in an Indian research work shows a strong positive relationship exists between investments in human capital and economic growth (Viswanath, Jandhyala; Reddy, K. L. N.; Pandit, Vishwanath, 2009).

2. Identifying the factors leading to mental illness:

There are several factors which cause mental illness. The factors are social inequalities (Social Determinants of Mental Health, World Health Organization, 2014), genetics (heredity), stress, abuse, or a traumatic event, infections, certain infections lead to brain damage and the development of mental illness, prenatal damage, substance abuse etc. (Smitha Bhandari, 2020), genetics, environment, childhood trauma, stressful events, negative thoughts, unhealthy habits and drugs and alcohol (Mental Health America). Many cases have been found that individuals are having genetic susceptibility to several mental disorders which gets triggered in certain situational factors like stress, negative life events, trauma, and many other socio-environmental factors. In organization individuals have to go through work-pressure, stress, interpersonal conflict, resistance, social inequalities and other structural and change related processes which lead to mental discomfort initially and develop illness with time but the major problem is maximum of cases remain untold and unaddressed in organizational context and therefore absenteeism, lack in quality production, less productivity, poor communication among executives, negative attitude, poor job-satisfaction, organizational withdrawal syndrome, attrition rate etc. increases (Robbins, 2017) which impacts economic output of the organization.

3. Assessing on an important scale psychophysical and psycho-spiritual models of correcting individual mental illness in a given context.

Abraham Maslow 1943 developed a motivational model containing different levels of needs where he identified people from different need levels and the factors motivating people's reaction and thought process depending on their respective position in the hierarchical model of need. Maslow's need hierarchy model is

containing lower order needs like physiological, safety or security and to some extent social need which are mostly related to physical orientation of need and the higher order needs like social, self-esteem and self-actualization which are mostly psychological in nature. Maslow model of need has direct impact on an individual's behavioral aspect. The way a person is making purchase decision is majorly influenced by individual's position in the Maslow model (Diana Genkova, 2021). At the lower level people are sharing more products than that of the higher level (Diana Genkova, 2021). Income of an individual is more important for a person and is a major cause of happiness while the individual is at the lower level of Maslow model but individual from higher level is having other cause of happiness rather than income. (Drakopoulos, Stavros A. and Grimani, Katerina, 2013). Identifying individual on particular level of Maslow model and assessing the psychological faculty of an individual is not only the purpose but reducing mental illness is the objective of the present study. By setting goals which may broadening the vision of life through Maslow model of need hierarchy contributes to recover mental illness (Clarke, S., Oades, L. G., & Crowe, T. P. 2012). Though Maslow's need theory has been tested in different field of management and psychological aspects but very little empirical research has been conducted to identify the remedial scope of mental illness.

In order to address Psycho-spiritual model, the Panch Kosha (Five Sheath model) model has been identified from Indian ancient literature, Taittiriya Upanishad. This model explained the different conscious level of residing of an individual. It shows 5 different conscious levels of individuals are Annamaya Kosha (contains materialistic existence of an individual like desire, want, greed, mental habits influenced by anger, jealousy, envy, covetousness, backbiting etc.), Pranamaya Kosha (is a vital sheath, functional system maintains biological energy in life), Manamaya Kosha (the Mental Sheath which consists psycho-somatic existence), Vijnanamaya Kosha (the wisdom sheath, consists of knowledge acquisition and unleashing intrinsic potential) and Anandamaya Kosha (the blissful sheath, it finds the vast pool of blissful condition and gets immersed in it (Banerjee. R. P., 2019). This model of conscious existence had been applied and implemented in psychological filed immensely. This model has been considered as personality model based on eastern cultural and values which explains individual's conscious level of existence and the point and scope of transcendence in the personality dimension (Satpathy. B, 2018). Depending on the level of conscious existence actions are coordinated. It is the way to transform and transcendent to become a better version of individual in terms of physical, mental, social, intellectual, emotional and spiritual for better growth (Aiswarya. H. N, Sowmya C. Nair, 2019). From the above discussion it has been observed that Maslow hierarchy of need model depicts an individual's mental condition and the cause of getting motivated

to set a goal for broadening life in order to reduce mental illness but the entire mechanism is driven by extrinsic factors and socio dynamic context of an individual whereas Psycho-spiritual model of Panch Kosha is revealing the conscious level of an individual and the dominating force to transcend an individual from the intrinsic and maintain mental wellbeing for better productivity and economic growth.

4. Remedial measures for mental illness in a collective context

- Blissful State of Existence: From Panch Kosha model of conscious existence there is a transcendental scope of achieving blissful sheath (Anandamaya Kosha) of mind where the condition of individual is in a composed, immersed within and uninterrupted by the external happening therefore maintain a physical and mental poise throughout. This blissful state of consciousness derives surplus energy from within.
 - Deriving Energy Level from the blissful state of existence: Panch Kosha model of conscious experience of individual gets connected with the flow of air within physical body in order to derive energy within. The flow of air across the physical body and its connection with different organs and functions can be traced through the Panch Vayu model of eastern philosophy of human life and spirituality. Panch Vayu consists Prana Vayu, Apana Vayu, Samana Vayu, Vyana Vayu and Udan Vayu. Prana Vayu is drawn from the air outside and get released also. It stimulates the upper part of the body. Apana Vayu sustains lower part of the body. Samana Vayu maintains middle part of the body. Vyana Vayu coordinates among entire cellular functions of the body and Udan Vayu maintain energy level of the entire body (Banerjee. R. P., 2019). Udan Vayu derives energy of the body, which stimulates thought and keeps individual more active. A combination of blissful mind and energetic body and cognitive process helps individual to achieve highest level of productivity of that individual.
 - Converting energy into work and productivity: Several studies found that increase in energy level contributes to productivity level at micro and macro level.
 - Achieving enhanced Economic output through collective participation: Increase in productivity leads to economic growth of a country.
- 5. Conclusion:** Active and enthusiastic physical and mental condition of employees enhances contribution to organizational goal by becoming more productive through utilization of individual's maximum potential. Effective and efficient organizational output provides better economic contribution to the organization and as well as national income. After discussing so many literatures it can be conclude that a sound mental and physical condition can enhance productivity and active participation and therefore it contributes economic growth and

sustainability. To achieve a sound physical and mental health, it is important to assess the present condition of an individual and the major driving force of the individual. Through Panch Kosha model it has been established that the interiorization of setting goal can develop a transcendental scope of life to get better psycho-spiritual wellbeing instead of exteriorization of life goal driven by Maslow hierarchy model of need.

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