

THE IMPACT OF MENTAL HEALTH LEVELS ON EMPLOYEE PERFORMANCE

Senawirathna, W.M.S.G.¹ and Rathnayake, A.²

¹Institute of Human Resource Advancement, University of Colombo, Sri Lanka

²Department of Psychiatry, University of Colombo, Sri Lanka

¹gimhanisenawirathna@gmail.com

Employee mental health is increasingly recognized as a critical determinant of workplace productivity and organizational success. In high-demand professional environments, maintaining employee well-being directly influences performance outcomes. This study examines the relationship between mental health levels and the performance of office employees in the ABC Department. A quantitative research design was adopted. A sample of 115 officers was selected using the Morgan model, and 112 valid responses were obtained. Data were collected using a standardized questionnaire translated into Sinhala and analyzed using SPSS. Correlation analysis was conducted to identify associations between mental health and performance, while regression analysis was used to determine the predictive effect of mental health on performance outcomes.

The results indicated that mental health levels explained 70.5% of the variance in employee performance, demonstrating a significant positive correlation between higher mental health and better performance outcomes. The study confirms that employee mental health is a strong predictor of work performance. Organizational policies promoting psychological well-being are essential to enhance employee efficiency and institutional productivity.

Keywords: *Employee performance, Employee well-being, Mental health, Institutional productivity, Work performance*