



WELL-BEING AT THE WORKPLACE

REPORT

2024

Report by misc in collaboration with Richmond Foundation



Table of Contents

Introduction	2
Meet the Team	3
Methodology	4
Well-being at Work	5
Supporting Mental Wellness	16
Key Takeaways	22
Conclusion	23

Introduction

In today's fast-paced and demanding work environments, supporting the mental well-being of employees has become a focal point for companies who strive to create a healthier and a more productive work environment.

In the past few years, research has shown mental well-being effects in many aspects in our lives. This includes the relationship between well-being and job satisfaction and job performance. This report delves into employee well-being in the workplace, analysing its importance and implications for organisational success.

misco embarked on analysing Employee Well-being at the Workplace in 2020, just before the onset of the COVID-19 pandemic and has since conducted this survey annually for the past four years. Through this ongoing research, employers gain valuable insights into how employees perceive their well-being at work. Armed with this understanding, organisations can introduce suitable measures to enhance both employee engagement and well-being within the workplace.

This report serves as a holistic guide, encompassing various dimensions of well-being at work, including perceived mental wellness, stress factors, influential performance determinants, employee perceptions of organisational initiatives, and support mechanisms for mental well-being. It offers actionable insights and recommendations to empower organisations in their endeavours to prioritise employee mental wellness and foster success.



Meet our Team

Allow us to introduce the team who have worked on this report.



Joanne Bondin
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Methodology

This survey, conducted by misco Consulting Limited in collaboration with Richmond Foundation, aimed to gather insights into the well-being of employees at the workplace.

The survey was administered using an online platform, ensuring convenience for respondents who dedicated approximately 10 minutes to complete the questionnaire.

Fieldwork took place during the first quarter of this year over a period of two weeks. The target audience consisted of employed individuals, and the survey attained responses from 325 participants.

To maintain data integrity, the collected responses underwent a meticulous processing phase, involving cleaning, coding, and organising the data for analysis. Subsequently, the findings were presented in an aggregated format, offering a comprehensive overview of the key trends and insights obtained from the survey.

The combination of a focused fieldwork period, a specific target demographic, and the use of an online survey platform contributed to the reliability and relevance of the gathered data. The anonymity of respondents further ensured open and honest participation, enhancing the credibility of the survey results.



Well-being at Work

Perceived mental wellness

Perceived mental wellness reveals an individual's subjective evaluation of their own mental health, encompassing factors such as emotional state, stress levels, coping mechanisms, and overall satisfaction with their mental well-being. Since mental wellness is a crucial component of overall well-being, understanding how individuals perceive this can provide valuable insights into their holistic state of health and happiness.

In this year's survey, 86% of respondents stated that they have experienced poor mental wellness related to work, which include stress and anxiety. This percentage has increased a notable amount from the 77% mentioned last year. It also shows a significant increase when compared to 2022 (79%) and 2021 (63%). This suggests a growing prevalence of work-related mental wellness challenges over the past few years.

The respondents who have experienced poor mental wellness during their working life were also asked if they have felt that they have experienced poor mental wellness at work in the last 12 months. This year, 69% of respondents confirmed such occurrences, showing an increase when compared to last year's 64%. When such findings are compared to 2022 (68%) and 2021 (62%), the trend reveals a consistent increase in reported poor mental wellness at the workplace experienced in the last 12 months from when the survey was taken over the past three years.

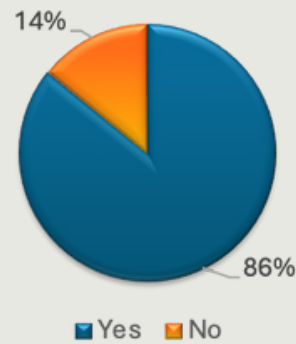


Figure 1: Have you ever experienced poor mental wellness related to work throughout your working life? (feeling extremely anxious and stressed)

When comparing the data of 2024 and 2023, there has been a positive shift in respondents' perceptions of their current mental wellness. In 2024, 62% of respondents rated their mental wellness positively, while 38% rated it negatively. This marks an improvement from the previous year, 2023, where 56% rated their mental wellness positively, and 44% negatively. The positive rating increased by six percentage points, suggesting an overall improvement in how respondents perceive their current mental wellness.

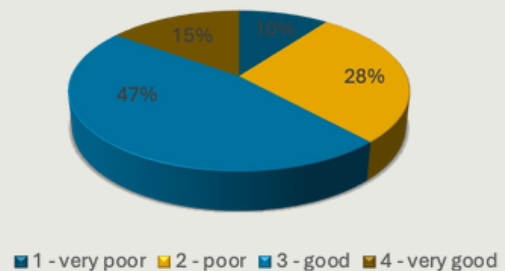


Figure 2: How would you describe your current mental wellness?

Even though some employees stated that they experience stress and anxiety, the research is indicating that 60% of respondents do not dedicate time to unwind from work. When asked why this is the case, most respondents stated that they do not see the need for it (71%). This may indicate that they could be, hoping that the issue would be resolved by itself or that the stress and anxiety will last only for a few days. When the respondents were asked whether their employers accept vacation leave requests easily, only 5% of respondents said that they had asked for vacation leave and such leave was refused.

The data suggests a potential association between mental well-being at the workplace and the number of working hours. In the current survey, 52% of respondents reported working more than 40 hours a week, showing a slight increase from the 49% reported in the previous year. The increase in the percentage of individuals working longer hours may imply a correlation with mental well-being challenges, as extended work hours can contribute to stress and strain on employees. This information highlights the importance of considering working hours as a factor when addressing mental well-being concerns in the workplace.

Respondents were also asked how they feel at work in terms of their emotional and psychological well-being. From the below table (refer to Table 1), one can observe the variances in how people answered across a four-year span.

73% of respondents claimed that their energy levels are “Very Good – Good” when compared to the 72% of positive responses registered in 2023, therefore we can observe the same energy levels. In addition to this, 36% stated that their sense of optimism is a “Poor – Very poor” one, which is less than the 40% reported in 2023. This is however, three percentage points lower than the 39% obtained back in 2022, indicating a fluctuation in the sense of optimism over the years. In summary, the research suggests a slight positive shift in self-reported energy levels, with a minor improvement from the previous year. On the other hand, there is a notable improvement in the sense of optimism compared to the previous year but a decrease from two years ago.

The findings indicate a concerning consistency in survey results obtained related to stress levels among respondents over the years. This year, 52% of respondents stated that their stress level is poor to very poor. While stress levels have increased slightly when compared to the 49% obtained in 2023, the overall trend reveals a gradual but persistent rise over the years with 47% recorded in 2022 and 45% in 2021. This data suggests that stress remains a prevalent issue among respondents, with an increase over the years. Analysing the trends provides valuable insights into the persistence of elevated stress levels, highlighting the need for targeted interventions or strategies to address and alleviate workplace stressors.



On a positive note, employees' perceptions have shown slight improvements across various emotional and psychological dimensions related to how they feel at work, indicating positive trends in their well-being. Specifically, this year's results reveal improvements in the ratings given to perceptions of employee's mood, concentration, and purposefulness:

- **Mood:** In the current survey, 72% of employees reported a “Very good- Good” mood, representing a slight increase from the 70% recorded last year.
- **Concentration:** The data indicates an improvement in concentration, with 73% of employees expressing a positive level, compared to 72% in the previous year.
- **Purposefulness:** Employees' sense of purposefulness exhibited a modest increase, with 68% reporting a positive perception, up from 65% in the previous year.

These subtle yet positive shifts in employee perceptions suggest an encouraging trajectory in overall well-being across these dimensions.

	2024		2023		2022		2021	
	Very Poor – Poor	Good – Very Good	Very Poor – Poor	Good – Very Good	Very Poor – Poor	Good – Very Good	Very Poor – Poor	Good – Very Good
Energy Levels	27%	73%	28%	72%	25%	75%	19%	81%
Mood	28%	72%	30%	70%	32%	68%	24%	76%
Concentration	27%	73%	28%	72%	24%	76%	21%	79%
Stress Levels	52%	48%	49%	51%	47%	53%	45%	55%
Decisiveness	23%	77%	21%	79%	21%	79%	21%	79%
Confidence	23%	77%	21%	79%	21%	79%	16%	84%
Purposefulness	32%	68%	35%	65%	32%	68%	30%	70%
Sense of belonging	37%	63%	36%	64%	37%	63%	36%	64%
Optimism	36%	64%	40%	60%	39%	61%	34%	66%

Table 1: How would you describe the following when you are at work?

The survey asked respondents to identify negative emotions they have felt in the past 12 months. The graph depicted in Figure 3 compares the current year's findings with data from previous surveys, indicating a slight overall decrease in the percentages linked to different emotions.

39% of respondents reported experiencing long lasting sadness or irritability when compared to 42% mentioned last year. There is also a visible decline (6% points difference) in the percentage of respondents reporting a "Loss of interest in activities they used to enjoy" 38% this year when compared to last year's 44%.



Additionally, 35% of respondents experienced extreme high or low moods (39% in 2023), and 27% experienced social withdrawal (31% in 2023), this is the same as the response obtained in 2022. Notably, there is a significant drop in the levels of "Excessive fear, worry, or anxiety," with 33% this year compared to 44% recorded in the previous year – a decrease of 11 percentage points. A decrease over the years can be observed in "Dramatic changes in eating and sleeping habits" selected by 19% this year when compared to 26% in 2021.

This shift in data suggests potential positive changes in respondents' emotional well-being, notably lower levels of anxiety and overall negative emotions experienced in the past 12 months.



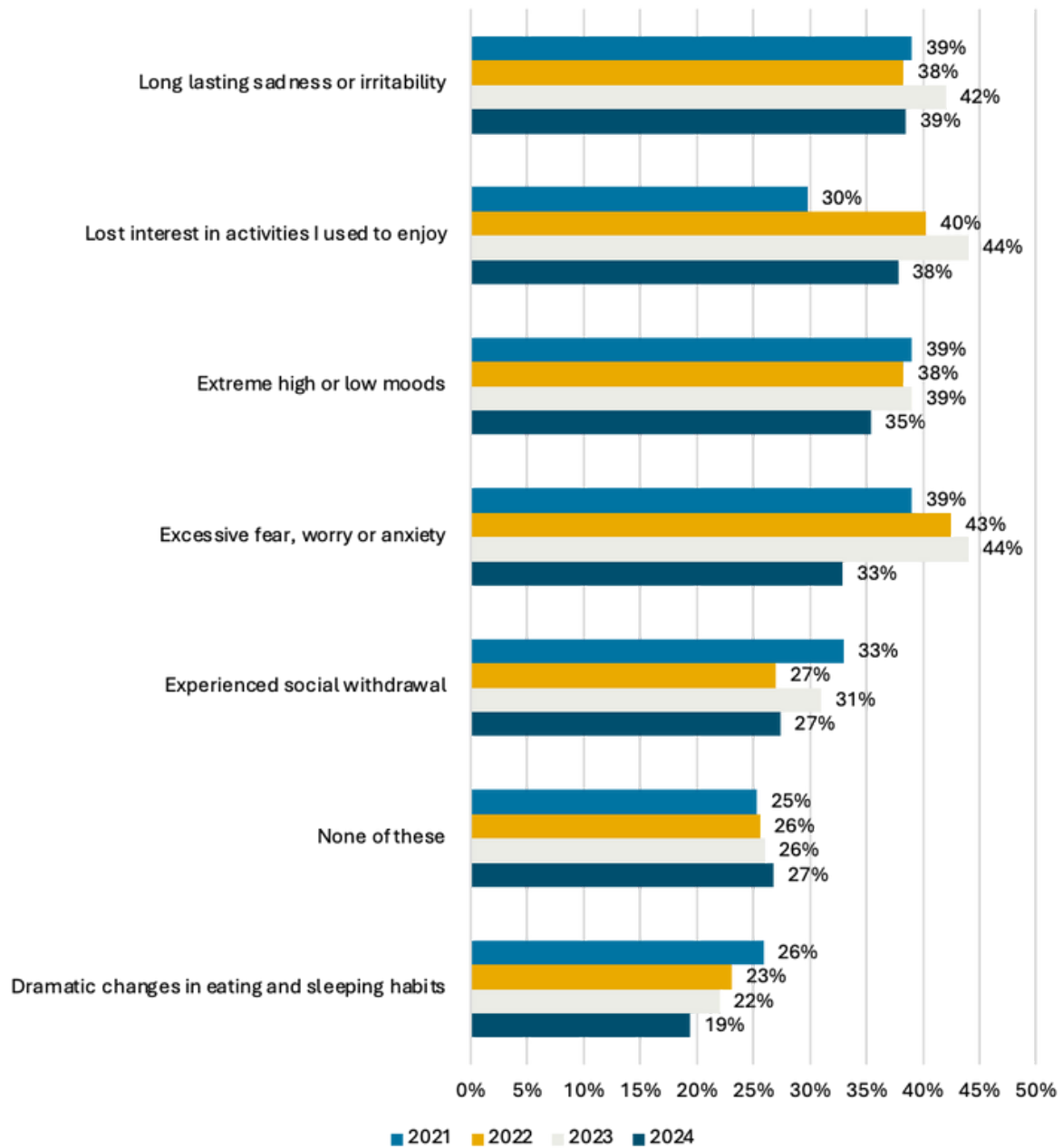


Figure 3: Thinking about the last 12 months, have you experienced any of the following?



The causes and effects of stress

Respondents were asked how often they find their job stressful. Notably, 4% stated that they never find their job stressful, marking an increase from the 2% reported in 2023. 35% mentioned that they rarely find their job stressful, a slight increase from the 32% recorded in the previous year. On the other hand, 50% of respondents reported finding their job often stressful, showing a decrease from the 55% reported in 2023. A consistent 11% replied that their job is constantly stressful, maintaining the same percentage as the previous year.

Respondents were also asked what causes them to feel stressed. Heavy workload was shown to be the main cause for respondents to feel stress, mentioned by 18% of respondents. Despite this response being the highest percentage answer obtained for this question in this year's survey, there is a decrease compared to the 22% who mentioned it as a primary cause of stress in 2023. This is followed by tight deadlines (14%), which has increased in percentage from last year's survey (10%).

Another noteworthy trend is the increasing percentage of respondents marking lack of support as a stress factor, increasing from 8% to 12% compared to the data from 2023. Additionally, stressors related to regulations and procedures (7%), customer/client satisfaction levels (6%), and workplace bullying (3%) have shown slight increases compared to the previous year. Stress related to low morale at the workplace and the overall workplace environment maintains the same percentage as last year.

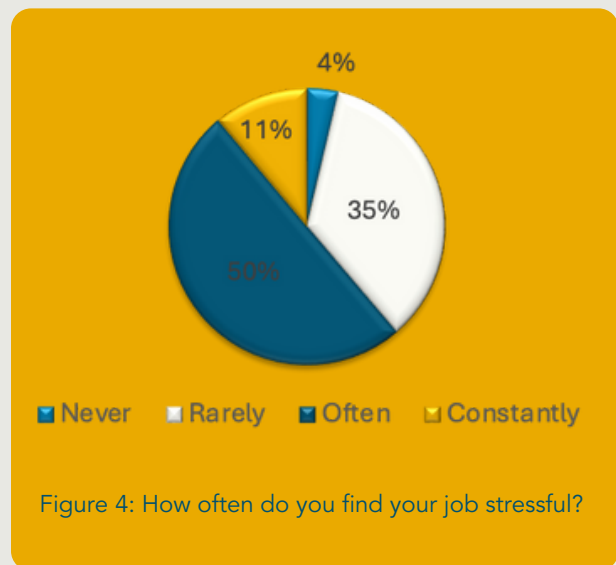


Figure 4: How often do you find your job stressful?

It is worth noting that job security, mentioned by 3% of respondents in 2023, represents a shift from the previous year, with a decrease of 3 percentage points. The drop from the 9% reported in 2021 is also noteworthy indicating a change in respondents' views on job security over the span of three years.



Furthermore, it is notable to mention that within the "Others" section of the survey question, respondents raised issues such as ADHD, discrimination, and disorganisation, highlighting not only the diversity within the workplace but also the attitudes toward it. In summary, this analysis reveals fluctuations in the factors contributing to respondents' stress levels, emphasising the dynamic nature of workplace stressors over the surveyed years. A clear distinction between the different surveys in relation to this question can be shown in the below table:

	2024	2023	2022	2021
Heavy workload	18%	22%	25%	17%
Lack of support	12%	8%	11%	13%
Tight deadlines	14%	10%	11%	11%
Lack of job security	3%	6%	3%	9%
Long hours	8%	9%	8%	8%
Low morale within the workplace	7%	7%	11%	7%
Regulations and procedures	7%	6%	5%	7%
Workplace environment	7%	7%	5%	5%
Customer/ Client satisfaction levels	6%	4%	5%	5%
Type of work	3%	4%	5%	5%
Issues with colleagues	5%	7%	5%	3%
Bullying	3%	1%	2%	2%
Other	7%	8%	6%	9%

Table 2: What causes you to feel stressed at work?

Influential factors impacting workplace performance

Respondents were asked if they experience other various factors on the job. The findings reveal that heavy workload (41%), pressure (41%), and tight deadlines (36%) are commonly encountered at work. However, it is important to note that these percentages are similar when compared to the responses from the previous year expect for pressure where there was a decrease of 6% points from last year.

This year's survey introduced a new factor - "Being excluded from discussions that are relevant to you," ranking as the fourth most common experienced factor at 28%.

Interestingly, there has been an increase in the prevalence of workplace bullying and harassment, rising from 8% recorded in the previous year to 13% this year, aligning closely with the 2022 result of 14%. The rise may prompt further investigation or intervention to address issues related to workplace culture, employee relations, or organisational policies aimed at preventing and addressing bullying or harassment.

The chart below illustrates the variations in findings over the past four years.

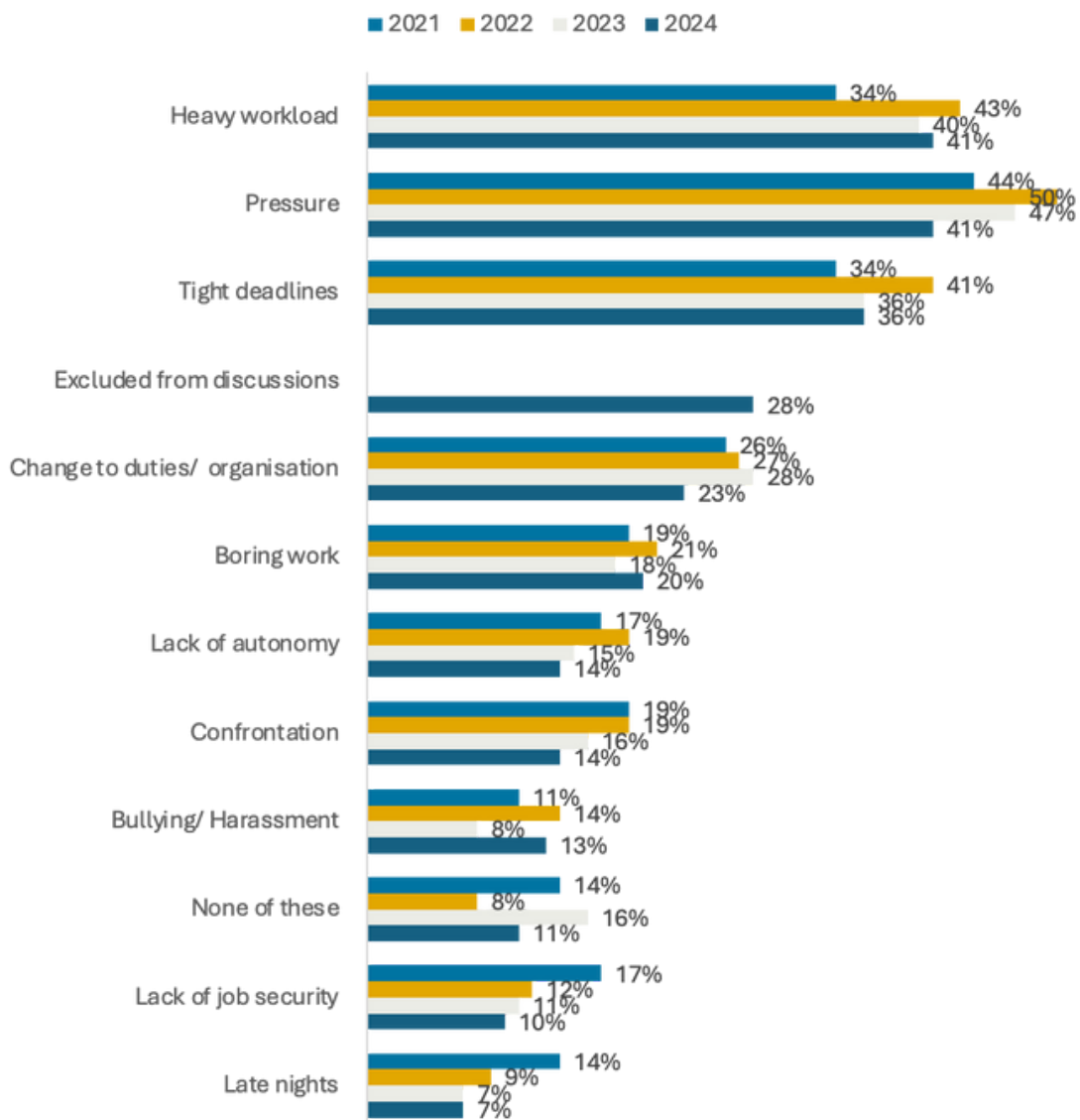


Figure 5: Do you experience any of the following on your job?

This research also sought to understand respondents' perspectives on the impact of poor mental wellness on their work performance. The top three factors identified by respondents were trouble concentrating (46%), taking longer to do tasks (31%), and exhibiting less patience with clients, customers, or colleagues (25%).

Respondents were allowed to add any other reasons in relation to factors which contribute to their poor mental wellness at work and the prevalent theme was related to them feeling demotivated to do the work.

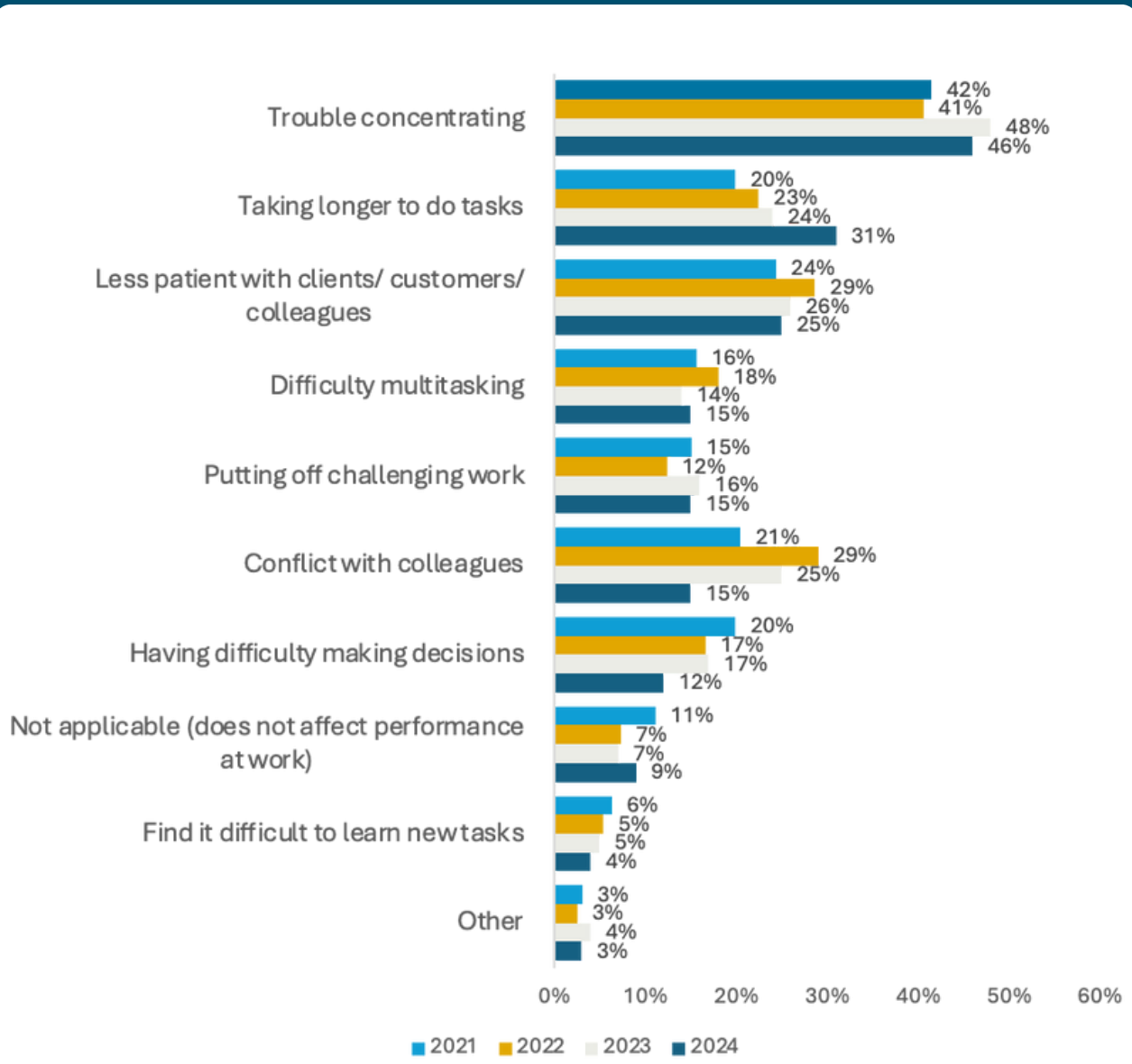


Figure 6: In what ways does poor mental wellness in the workplace affect performance?



Employee perceptions on workplace initiatives

Through this study, misco wanted to understand how employers are perceived to deal with the mental health and wellness of their employees and if companies have been implementing any initiatives to improve the mental well-being of their employees at work. 90% of respondents confirm that they feel that it is the employer's role to do something about the mental well-being of their employees and similar to the results obtained in 2023 and 2022, 73% of the respondents agree that their colleagues would be supportive if they were struggling with mental health.

A significant concern arises as 55% of employees admit they are unsure how to approach the topic of mental well-being at work, marking a slight decrease from the 58% reported in the previous year and also in 2022, with the same percentage presented in 2021. Additionally, 49% of respondents express uncertainty about whom to turn to in the office if they were experiencing mental health issues, maintaining the same level as the previous year and slightly up from the 48% reported in 2022. It emphasises the necessity for both employers and employees to engage in open and effective communication regarding mental health, thereby fostering a supportive workplace environment.



55% of the respondents stated that they feel that their employer takes mental health and the well-being of their employees seriously. This is similar to the percentage in last year's survey (54%) but a lower percentage than 2022 (56%) and higher than 2021 (53%).

The survey indicates that this year's findings (47%) regarding companies fostering open dialogues about mental health concerns closely mirror those of 2021 (47%), contrasting with lower figures in 2023 (42%) and 2022 (38%). Additionally, showing a notable drop from 2022 (56%), a total of 46% of respondents in 2024 "Strongly Agree and Agree" that their employers introduced policies, programmes or processes to address employee mental well-being.

This emphasises a shift in perceptions of the importance of sustained efforts in promoting mental health support within workplace. While there is a growing awareness of this subject, there is still room for improvement in fostering open communication and support systems within organisations.

	2024		2023		2022		2021	
	Strongly Agree - Agree	Strongly Disagree - Disagree	Strongly Agree - Agree	Strongly Disagree - Disagree	Strongly Agree - Agree	Strongly Disagree - Disagree	Strongly Agree - Agree	Strongly Disagree - Disagree
Employers have a role to play in looking after the mental well-being of their employees	90%	10%	93%	7%	92%	8%	89%	11%
My colleagues would be supportive if I was struggling with my mental health/ well being	73%	27%	73%	27%	73%	27%	75%	25%
I wouldn't know how to approach the topic of my mental health / well-being if I was struggling at work	55%	45%	58%	42%	58%	42%	55%	45%
My employer takes the mental health and well-being of their employees seriously	55%	45%	54%	46%	56%	44%	53%	47%
I do not know who I would turn to in the office if I was suffering with mental health issues	49%	51%	49%	51%	48%	52%	53%	47%
I feel my organisation encourages employees to talk openly about mental health problems	47%	53%	42%	58%	38%	62%	47%	53%
My employer has introduced policies/programmes/processes to look after employee mental well being	46%	54%	46%	54%	56%	44%	44%	56%

Table 3: To what extent do you agree or disagree with the following statements?

Supporting Mental Wellness

The request for employer assistance in promoting mental well-being has increased compared to previous years. Both organisations and employees have experienced significant shifts in recent years, leading to new expectations and behaviours in the workplace. Factors such as hybrid work arrangements or full-time remote work have gained traction, yet they pose challenges to maintaining a healthy work-life balance, necessitating ongoing evaluation to adapt to these evolving work arrangements. Furthermore, employees have responded differently to these new realities, each navigating a balance between work relationships and productivity. In this context, the adaptability and resilience of both employers and employees are crucial in fostering a supportive workplace environment. Organisations must recognise and respond to these changing dynamics to ensure the well-being and productivity of their workforce in the ever-evolving landscape of work.

Initiatives offered at work

Survey participants were asked about the initiatives provided at their workplaces, with the majority (48%) indicating that their organisation offers work-life balance initiatives like flexible hours. Following closely, in second place (34%), there was a notable increase from previous years in the mention of Employee Assistance Programmes/therapy provided by employers.

Despite these encouraging trends, 27% of respondents still reported that their workplace does not offer any of the mentioned initiatives to enhance employees' mental well-being. Although this percentage has shown a decline over the past two years, it remains concerning that some workplaces do not provide such support to their employees. 23% of respondents mentioned that they have an open communication culture at their workplace, which has seen a slight decrease from last year (24%).

Notably there is also a slight increase in this year's reported initiatives such as healthy lifestyle initiatives (19%), training for line managers in managing and supporting people with mental health problems (13%) and the mental health first aider (13%) when compared to last year. These shifts in reported initiatives suggest a growing awareness and implementation of strategies to address mental well-being within workplaces.

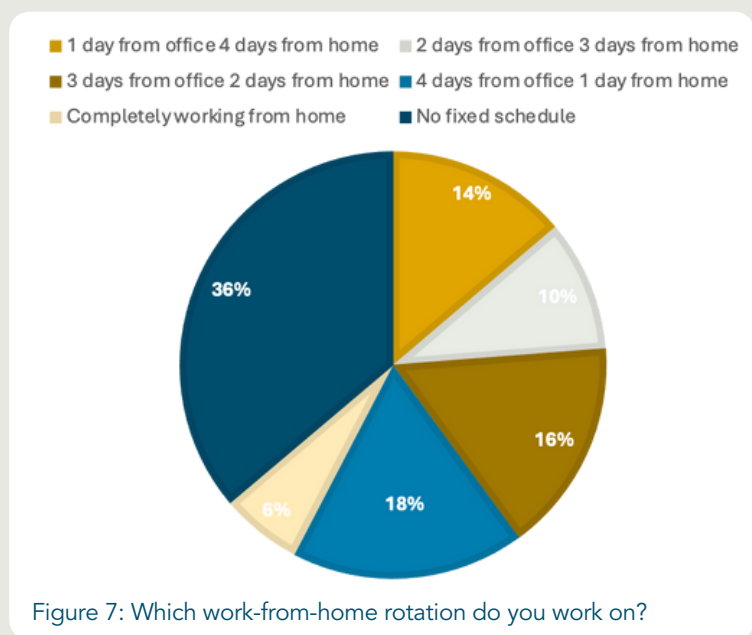


	2024	2023	2022	2021
Work life balance initiative - Flexible hours	48%	48%	47%	46%
Employee assistance programme/ Therapy	34%	27%	23%	17%
None of these	27%	31%	34%	32%
Open communication culture	23%	24%	22%	27%
Healthy lifestyle initiatives (gym, food, lifestyle etc.)	19%	17%	17%	19%
Empowerment	14%	14%	15%	14%
Training for line managers in managing and supporting people with mental health problems	13%	10%	11%	13%
Mental health first aider	13%	10%	8%	8%
Virtual meet ups	9%	13%	11%	17%
Stress Reduction initiatives	7%	5%	4%	7%
Phased return to work after long absence	7%	5%	6%	3%
Other-Write in	2%			

Table 4: Does your workplace provide any of the following in order to improve the mental well-being of the employee?

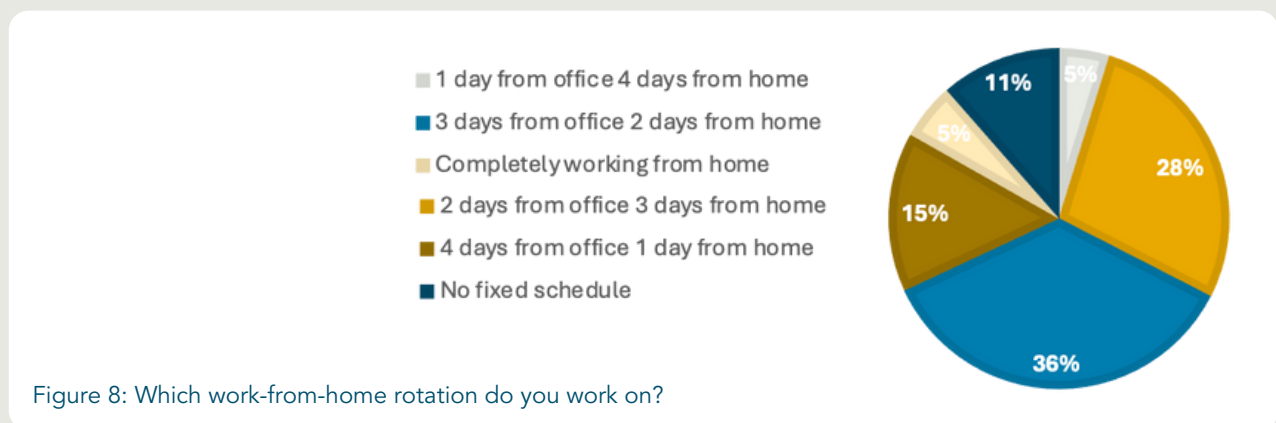
As companies increasingly adopt hybrid work models, this year we inquired about respondents' options for remote work. 40% of respondents indicated that they have the option to work from home, reflecting a 7% increase from last year's response.

Among those who can work remotely, 36% stated they have no fixed schedule, while 18% reported working four days from the office and one day from home. 16% work three days from the office and two days from home, followed by 14% who work one day from the office and four days from home. Ten percent work two days from the office and three days from home, and the remaining 6% work entirely from home.



Respondents were also asked if they would change this work arrangement if they were given the opportunity and 51% stated that they would. Upon examining the current work arrangements of respondents interested in change, it was found that 31% of those who wish to change their work arrangement have no fixed schedules. Additionally, 27% currently work three days in the office and two days from home.

Respondents also stated that the rotation they feel would be best for their well-being is 3 days from the office and 2 days from home (36%) and another 28% prefer 2 days from the office and 3 days from home.



This interesting result may show that a structured approach to work arrangements may provide routine and predictability, aiding in the balance of work and personal life. A fixed schedule may allow for social interactions at the office, contributing to a sense of connection and belonging. Additionally, the separation of work and home spaces on designated days can reduce stress, and some individuals may prefer the collaborative and resource-rich environment of the office. Job requirements and team dynamics may also influence the choice for a more structured schedule. Ultimately, the decision for this change in work rotation, aims to strike a balance that fosters positive mental well-being while meeting professional needs.

Perceived mental wellness

The survey also asked the respondents to choose two items out of a list of initiatives that could be introduced by employers in order to improve the health and well-being of their employees. In fact, our research shows that, work-life balance initiatives such as flexible hours (36%), stress reduction initiatives (31%), and introducing healthy lifestyle initiatives such as gym subscriptions (31%) were the three top incentives favoured by respondents. 19% of respondents also mentioned training for line managers in managing and supporting people with mental health problems is another initiative they would like to see their workplace introduce in order to improve their well-being. Other initiatives which were chosen by respondents were employee assistance programme or therapy (19%), which is an outsourced service a company can opt for, and the promotion of an open communication culture which was mentioned by 16% of respondents.

	2024	2023	2022	2021
Work life balance initiative - Flexible hours	36%	34%	34%	32%
Stress Reduction	31%	34%	40%	30%
Healthy lifestyle initiatives (gym, food, lifestyle etc)	31%	34%	25%	33%
Training for line managers in managing and supporting people with mental health problems	19%	21%	22%	22%
Employee assistance programme/ Therapy	19%	16%	17%	17%
Open communication culture	16%	15%	16%	15%
Mental health first aider	8%	9%	12%	11%
Phased return to work after long absence	6%	6%	7%	9%
None of these	6%	6%	4%	7%
Other	4%	6%	7%	3%
Virtual meet ups	2%	2%	3%	2%

Table 5: Which two of the following would you like to see your workplace introduce in order to improve the health and well-being of their employees?

Employee disclosure and perceived support

The study revealed that more than half (54%) of the respondents do not feel confident to disclose unmanageable stress or mental health problems to their current employer or manager. Moreover, although disclosing unmanageable stress or mental health problems can be helpful as it would avoid burnout, less concentration and lower productivity, 67% stated that they never disclosed such problems to their current employer or manager. This could be due to stigma attached to such situations which can lead to mistreatment.

Reasons mentioned for this hesitancy include concerns about building trust, fear of job insecurity, with the possibility of being made redundant; and the apprehension that no supportive measures will be offered. These findings underscore the existence of barriers in workplace environments that hinder open communication about mental health, emphasising the need for creating supportive and stigma-free workplaces to encourage employee well-being.

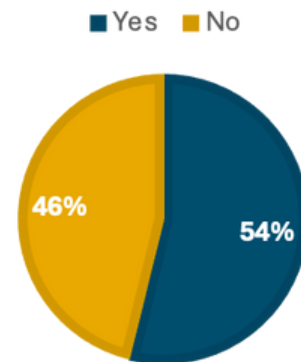


Figure 9: Would you feel confident disclosing unmanageable stress or mental health problems to your current employer or manager?

The research found out that 71% of those respondents who disclosed stress or mental health problems, did not experience any mistreatment for divulging their state of mind. This is a lower percentage obtained from last year (77%) and from the 75% reported in 2022 and higher than the 66% reported in 2021. Of those who have not brought up this issue with their manager, 41% stated that they did not do so because the need did not come up. 26% stated that they do not feel comfortable bringing up such issues, 14% stated that they fear the repercussions and 15% feel that their mental well-being has not affected their work. Overall, the findings suggest that a significant proportion of employees who disclose mental health concerns experience a supportive response, but there remain barriers preventing some individuals from initiating such conversations, emphasising the need for continued efforts to foster open dialogue, and understanding in the workplace.

Choosing the right initiative to help improve the well-being of employees at work might be difficult and many a times is avoided due to the sensitive nature of the subject. It is strongly recommended that employers conduct an objective Employee Well-being Assessment to understand the well-being of their employees. Such an assessment would ask employees about their mental health and obtain a snapshot of the company employees' well-being at work and initiatives that may be welcomed.

This misco study has indicated that 83% of respondents are likely to take part in employee team building activities and that 82% of respondents would attend a workshop on how they could achieve a positive work-life balance if this was offered at work. Leadership development programmes (80%), workshops on conflict management (78%), stress or anger management sessions (76%), and workshops or talks on Mental health awareness (73%) and on time management (68%) were also mentioned.

Another interesting fact is that the number of respondents who do physical activity to reduce stress stayed somewhat constant throughout the years from 52% in 2021 to 49% in 2022 to 48% of last year back to 49% in this year's survey.

39% stated that they prefer to talk to someone to reduce stress, 29% get more sleep and 23% utilise meditation/relaxation methods. These stress-reducing methods are positive, as they show that there is a willingness among employees to act on the stress which they are experiencing.

9% of respondents provided alternative methods they utilise to mitigate stress. They proposed employing different approaches, such as reading, traveling, participating in social events, or even consuming alcohol, as means to alleviate stress.

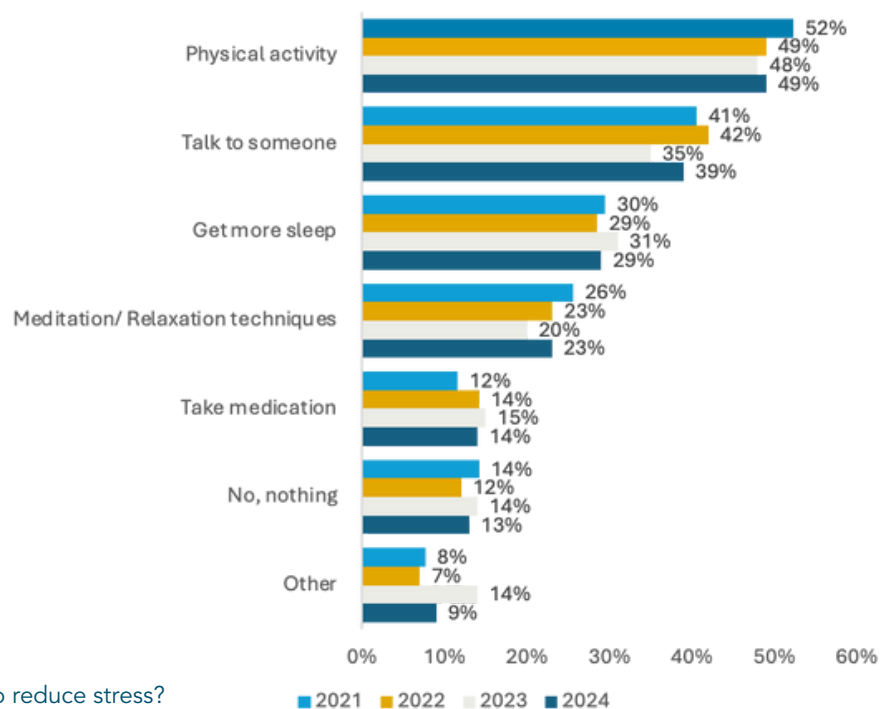


Figure 10: Do you do anything to reduce stress?

Key Takeaways

This study thoroughly explores employees' perceptions of their mental well-being in the workplace, including their views on the support provided for their mental well-being and the initiatives implemented by their employers.

- 86% of respondents have experienced poor mental wellness related to work, including stress and anxiety. This percentage has been increasing over the past few years suggesting a prevalence of work-related mental well-being challenges.
- There has been a minor improvement that suggests a potential positive shift in self-reported energy levels and in the sense of optimism at work. In 2024, 73% of respondents reported "Very Good - Good" energy levels, consistent with 2023 whilst the percentage of respondents reporting "Poor - Very Poor" optimism resulted in 36% this year as opposed to 40% in 2023 confirming the positive shift.
- 52% of respondents stated that their stress level is poor to very poor. Stress remains a prevalent issue among respondents with a notable increase over the years.
- Overall positive shift in respondents' emotional well-being with lower levels of overall negative emotions experienced in the past 12 months. These negative emotions include excessive fear, worry or anxiety, social withdrawal, dramatic changes in eating and sleeping habits and extreme low and high moods.
- Heavy workload and tight deadlines remain the two main causes for employees to feel stress. "Lack of support from employers" making its way up from previous years in the list as a factor that causes stress at work.
- 13% of respondents reported experiencing workplace bullying and harassment, showing an increase in prevalence compared to previous years. The rise may prompt further investigation or intervention to address issues related to workplace culture, employee relations, or organisational policies aimed at preventing and addressing instances of bullying or harassment.

- 46% of respondents, showing a significant decrease from last year's data (56%), "Strongly Agree and Agree" that their employers introduced policies, programmes, or processes to address employee mental well-being. This emphasises a shift in perception of the importance of sustained efforts in promoting mental health support within workplace. While there is a growing awareness, there is still room for improvement in fostering open communication and support systems for employees.
- There was an increase from previous years in the provision of Employee Assistance Programmes or Therapy by employers, now standing at 34%.
- The optimal work rotation for employee well-being is perceived as being three days in the office and two days from home, with 36% of respondents expressing this preference. This arrangement implies that opportunities for social interaction with colleagues, and the predictability of the work schedule contribute to maintaining a healthy balance between work and personal life.
- 67% of respondents stated that they never disclosed unmanageable stress or mental health problems to their current employer or manager. This shows the existence of barriers in workplace environments that hinder open communications and emphasise the need for creating a supporting and stigma free workplaces.

Conclusion

In conclusion, this study highlights the ongoing challenges employees face with mental well-being at work. Despite some positive trends, such as improved energy levels and optimism, there is still a prevalent issue with workplace bullying and harassment. While there is recognition of employers' efforts in addressing mental health, there's a need for better communication and support systems both ways. The increase in Employee Assistance Programmes is promising, but more can be done to ensure comprehensive support. Employees' preference for flexible work arrangements underscores the importance of work-life balance. Overall, creating a stigma-free workplace culture and addressing communication barriers are essential for promoting employee well-being and productivity. By addressing stressors, promoting open communication, and implementing supportive policies and programmes, organisations can create healthier and more productive work environments for their employees.

OUR SERVICES



INSIGHT | KNOWLEDGE | EXPERTISE

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RECRUITMENT & SELECTION	<ul style="list-style-type: none"> • Candidate Search & Selection • Executive Recruitment • Interviewing Consultancy • Interviewing & Onboarding Processes • Recruitment Campaign Management • Employer Branding 	<ul style="list-style-type: none"> • Assessment Centres • Psychometric & Skill Assessments • Recruitment Process Outsourcing • Employment License Administration • Temping
LEARNING & DEVELOPMENT	<ul style="list-style-type: none"> • Short Professional Development Programmes • CIM, ILM & MISCO Accredited Qualifications (MQF Level 3 – MQF Level 6) • Customised Training Programmes • Management & Leadership Training • Marketing Training 	<ul style="list-style-type: none"> • Executive One-to-One Coaching • Training Needs Analysis & Skills Audit • Development of Training Material • Evaluation of Training Programmes • Workshops
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