

RESILIENCE AND MENTAL WELLBEING

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The aim of this paper was to identify and analyse key factors, which influence employee mental health and wellbeing. Besides, in this paper we analyse how mental health and wellbeing influences employee performance and productivity. We also look at how physical health including physical indicators such as blood pressure, cholesterol, BMI and glucose levels are related to wellbeing effecting energy levels, resilience and daily productivity. We also confirm the association between resilience and job satisfaction. We also look at how these patterns intersect influencing mental health and wellbeing. A model of relationships with work engagement, resilience, sleep, work related stress, employee support and development, emotional stress and physical health were demonstrated in the expected directions. This paper presents these findings and makes recommendations

Conclusions: Employee's wellbeing significantly strengthened the relationship between employee engagement and performance. Supporting employees in managing their health and wellbeing is mutually beneficial to the company, their employees and their families.

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