

# Employee Well-being and Mental Health Initiatives: A Strategic Imperative in Modern Workplaces

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**Abstract:** *Employee well-being and mental health have emerged as pivotal concerns in the modern workplace, particularly in the post-pandemic era. As employees grapple with new modes of working, increasing performance demands, and socio-economic uncertainties, organizations are being compelled to redesign their HR strategies. This paper explores the rising importance of mental health and well-being in organizational settings. It investigates the types of initiatives currently adopted, employee perceptions, and the overall impact on productivity and job satisfaction. The study is based on empirical data collected from diverse industries and provides actionable insights and recommendations for creating mentally healthy workplaces*

**Keywords:** job satisfaction.

