

Abstract

In recent few years, mental health and happiness in workplace is being highlighted as an integral part of any organization around the globe because mental health and happiness both are materially necessary for the development of an individual as well as being recognized as an important criteria for community and national development. The present study intended to assess mental health and happiness of employees at public state universities in West Bengal in the present-day context. How mental health and happiness are correlated and also how both and how their relationship varies with different attributes of the employees, i.e., gender, age, employment designation, level of employment designation, nature of employment, educational qualification and their years of work experience. For this purpose, 328 non-teaching employees working at public state universities in West Bengal were studied using the Mental Health Continuum (Short Form) and Oxford Happiness Questionnaire questionnaires on mental health and happiness. Results found a hefty of variation in mental health as well as its dimension among the university employees where they significantly differed from each other in some variables. The relationship between mental health and happiness of the university employees was found to be negatively correlated. That means the prior was adversely related to the latter as found in this study. Although the result is quite surprising as opposed to majority of the studies as well as theoretical foundation of both the constructs, it is in line with the results of some other studies conducted on specific employee groups across the globe. The study concluded that despite of the results indicating a very weak negative correlation between mental health and happiness of the employees, it is worthy to say that a mentally healthy individual is more likely to be happier than an individual having poor mental health. It also recommended a few suggestions for consideration of the policy makers and stakeholders of higher education institutions in developing or prioritizing employee wellbeing practices.