

**A STUDY ON ROLE OF HR PRACTICES IN ENHANCING
WORKPLACE MENTAL HEALTH**

Dissertation Submitted to



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By**

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SYNOPSIS

A STUDY ON ROLE OF HR PRACTICES IN ENHANCING WORKPLACE MENTAL HEALTH

1. Introduction:

In the high-paced tech startup ecosystem, the mental well-being of employees often takes a backseat due to intense work culture, long hours, and limited HR structures. Recognizing this challenge, Digital Inclined Pvt. Ltd., a tech startup based in Noida, initiated a mental health enhancement project driven by digital HR practices. This study was undertaken to analyze and improve the effectiveness of those HR-led mental wellness initiatives using platforms like Zoho People and HubSpot.

2. OBJECTIVE

3. To evaluate the impact of HR practices on employee mental well-being.
4. To implement and monitor structured wellness programs in a tech-based startup.
5. To improve internal engagement through multichannel HR communication.
6. To identify gaps in awareness, participation, and satisfaction with mental health initiatives.
7. To recommend sustainable and scalable strategies for mental well-being in startups.

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8. METHODOLOGY

1. Type of Study: Descriptive and implementation-based
2. Study Duration: 3 months
3. Sample Size: 100-150 employees (developers, HR team, managers)
4. Tools Used: Zoho People, HubSpot, WhatsApp, Email, Microsoft Excel
5. Data Collection: Surveys, anonymous feedback forms, communication logs
6. Analysis: Descriptive statistics, graphical interpretation, comparative charts

MAJOR CONTRIBUTIONS:

- Designed wellness communication strategies and feedback mechanisms.
- Helped automate wellness tracking using Zoho People.
- Supported employee policy awareness and session scheduling.
- Contributed to real-time dashboards reflecting employee participation and sentiment.

9. KEY LEARNINGS

1. Integration of HR tech tools significantly improves mental health management.
2. Communication personalization increases employee trust and participation.
3. A proactive and data-driven HR approach is crucial for fostering well-being in startups.

- **Conclusion:**

The internship demonstrated that well-structured HR practices combined with digital tools can effectively enhance mental health outcomes in tech startups. Strategic communication, leadership support, and employee-centric design were critical success factors. The study offers a replicable model for other startups looking to implement mental well-being programs through HR-led initiatives.

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