

Knowledge and Perceptions of Mental Health Resources and Interventions in the Workplace

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As the understanding of mental health in the workplace grows, organisations are choosing to introduce interventions that aim to maintain and improve mental health (Australian Institute of Health and Welfare, 2015). While research has been conducted on the effectiveness of these interventions there has been very limited research on employee's perceptions of value and utilisation. This study aimed to explore the extent to which Australian employees perceived the value and likelihood of use of the most commonly used and researched mental health interventions in the workplace. Four-hundred and thirty individuals employed by Australian organisations participated, with a mean age of 42.84 years ($SD = 11.71$) and a majority of males participating (61.4%). Participants were required to complete an online survey where they were asked about their perceptions regarding mental health interventions in the workplace. Perceived likelihood of use and perceived value to mental health was higher for preventative interventions in comparison to supportive interventions. A strong relationship between perceived value and perceived likelihood of use was observed in all surveyed interventions except for employee assistance programs which demonstrated a moderate relationship. These findings provide a number of key insights into how employees may be more likely to utilise and value some interventions over others. This knowledge may lead to improvements in the effectiveness of these interventions through consideration of employee perceptions.