



# Enhancing Self Autonomy Through Correcting Aberrations in Mental Health Problems in Order to Maximize Individual and Group Energy in Work Output

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**Abstract.** Organizations throughout the world have experienced lack of total and motivated participation by individuals working and engaged with it. Now a day, rising mental health aberration in organizational context leads to lack of participation among executives in almost all organizations of the world. One of the major causes of developing mental health problems is not able to practice self-autonomy in organization due to certain internal pattern of individual and the external forces implied on the person, which impacts on developing group cohesion, individual energy, individual and group productivity, creativity and innovative capacity of the person. This study explored practicing autonomy in different domain in organization develops confidence with in individuals to overcome mental aberrations like depression, feeling of deprivation, and stress among executives. Practicing autonomy in decision making process engages executives in organizational functions and enhances organizational involvement and organizational citizenship behaviour. Higher participation in accomplishing organizational goal leads to maximize human energy. Energy output by an individual in organizational context comprises Physical, Psychological and Spiritual energy in individual which helps individual to develop poise inner condition and therefore lead to overcome mental aberration among executives at individual level as well as group behaviour.

**Keywords:** Self-autonomy · Human Energy · Mental Aberrations

## 1 Introduction

Human Civilization has created certain parameters and conditions for living and survival on an individual scale and at the same time in a collective forum. In this context societies across the globe have accommodated aspects of the practices which would connect individuals with each other on a forum and at the same time differentiated positions and understanding with respect to the change occur over a period of time. The issue actually boils down to two different opposing characteristics which maybe mentioned as follows:

# Interiorization

# Exteriorization

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Whereas, interiorization refers to inward seeking of an individual in a singular or a collective context; the issues of exteriorization refer to the relative position and understanding of an individual in singular and collective context. In both the cases situations remain an imparity that the individual focuses on the available elemental factors, usually residing within, through a process of discovery. This is essentially an understanding of a person of his or her inner dimension and intrinsic orientation of mind.

Interiorization as a process allows and helps the person prioritise the intrinsic strength and qualities over the factors that are super imposed on those factors and qualities. However, the exteriorized personality looks at similar or dissimilar context and situations in and around to take a call on the subjective or an objective decision-making process initiated by his or her mind.

When a person is in a position to take a call irrespective of the factors around, it is a case of self-mastery. The person is now an autonomous being and free from the impacts and influences collated in the world in the logical functional manner.

Mental autonomy is a state or condition of an individual which helps the person to get free from different internal (stereotype, stigma, doubt, guilt, anxiety, fear, stress, depression, delusion, feeling of deprivation etc.) and external (organizational structure, function, interference, group dynamics, power structure, conflict, unsupportive supervisor etc.) forces in making decisions, engaging in free thinking and performing their role according to their choice. It is not right to enforce, rather, it's a prerogative to achieve for betterment and transformation. Mind free from delusions enhance the energy of a person and thereby adds direct value to the organization and work output.

According to Erik Erikson autonomy gets developed through resolving social crisis in a particular phase of personality development. Practicing autonomy enhances confidence in the person which helps an executive to have better control over their emotion through independent decision-making process. Daniel Golman introduced emotional intelligence to have better understanding, regulation and developing motivation to manage own emotion and interact others in an appropriate manner. Golman identified five aspects to develop model of emotional intelligence- Self-awareness, Self-regulation, Self-motivation, Social-awareness and social skill. Self-regulation emphasises the role of self-control in managing disruptive emotions and impulses which is having negative impact on individual as well as group. This study is trying to identify in one step forward that whether practicing self-autonomy is going to enhance confidence and develop a free mind to overcome mental aberrations or not. In this perspective Golman did not attempt to identify ways to overcome mental aberrations like depression, feeling of deprivation and ethical dissonance among executives. This approach is more inclined to solve inner problems to enhance productivity rather controlling behavioural outcomes of the same. Practicing Self-autonomy is not a methodical approach to be trained but it has got an intrinsic effort to get a transformation to develop a new set of characteristics.

Present study tried to identify the role of practicing self-autonomy to get a free mind which can overcome the mental health aberrations to enhance productivity in individual and group level. In current scenario management practitioners are put more value to human aspects to reach out organizational objectives. As World Health Organization showed increased rate of having mental illness among adults, it has become a huge concern for higher management to achieve mental well-being at individual and group level

functioning. Companies are now facing difficulty to get total and motivated participation by executives in organization. Participation is being reflected in physical domain but effective outcome is not made. Therefore, researchers are finding out the role of other domains of human being in a given context and the correlation among those factors in developing sound individual and group context. In order to get highest level of human energy need to consider physiological, psychological and spiritual domain of an individual in important to study. It is not only enough to be fit physically but the combined impact of physical, psychological and spiritual energy can derive best output of a person. If there is any lack in any of these domains create inappropriate contribution.

Present study is focused on these following aspects:

- The impact of less utilization of human energy- Physiological, Psychological and Spiritual on productivity
- Rising graph of mental aberrations among executive
- The connection between Mental disorder and practicing self-autonomy

## 2 Literature Review

### 2.1 Depression in Organization

There are several studies which showed the existence of depression in organizational context and human interventions in order to minimize depression. As in 2020 Nanduri identified the effect of Yoga Prana Vidya System (YPV) at workplace and found that the significant reduction in psychological factors like, depression, anxiety and burnout level and physical factors like, BMI, blood pressure and fasting blood sugar. In organizational context the major problem is not acknowledging mental health and problem related to mental health. Acknowledging mental health is important as it is directly related to the production and the same can be hampered if the mental health is not acknowledged properly. Role conflict, role ambiguity and organizational role stress are positively correlated and step wise multiple regression shown Organizational Role Stress is an important predictor to influence the symptoms of depression. Life events and work culture in presence of depressive symptoms among executives increase the risk of developing depressive symptoms (Singh and Gupta, 2016). Private sectors executives are having higher level of organizational role stress than the public enterprises (Nazneen, Bhalla & Zafar, 2014). Four different components like depression proneness, anxiety proneness, anger (state and trait) and type A personality and all of the components are positively correlated with most of the dimensions of organization role stress in case of both the enterprises [1].

The marital status and working tenure are significant predictors to the level of stress, depression, and intention to leave among nurses and the participants showed varied degree of level of stress, depression and intention to leave in different medical units of Northern Taiwan [2]. The executives with low stress level tend to have high spiritual quotient and tend to decline the same significantly when there is an increase in the level of stress among executives [3]. Executives working in company for longer period of time are exhausted and burnt out but the present study revealed the young executives are experiencing low life satisfaction with good quality of life which means the burn out negatively affects the life satisfaction but not the quality of life [4] Possible origins

of depression, critical issues related to depression in the workplace, and it has been suggested to develop greater awareness of depression in Central Florida with hotel employees [5]. Discussing the fact publicly, made her face some negative incidences and impacted her career negatively as mental illness is a stigma still now [6] National Institute of Mental Health (NIMH) estimated 26.2 percent of Americans aged 18 and over, about are in four adults -suffer from diagnosable mental disorders, including depression in a given year. Handling depression silently reinforced the illness and sharing the news of illness create discrimination in organization context while Europe and the U.S have passed legislation to minimize discrimination towards the mentally ill at work [7]. The job stress increased the risk of developing high level of depression symptoms and the symptoms of depression can be developed due to prolonged exposure to job stress [8]. Positive spillover has a stranger impact on depression than does work-family conflict and influence of spouse spillover on reducing depression among dual earner couple. [9]. Perceived exposure to employee involvement management practices is related to perceive work stress, sense of coherence and depression [10].

## **2.2 Anxiety in Organization**

Along with depression there are several research works have been conducted to explore other mental disorders and their causes of development in organizational context. Another such an important mental illness is anxiety. It has been evident and profusely reported that a huge number of employees have faced a phase of anxiety in organization. One of the major causes of anxiety has been identified as organizational culture. Sometimes anxiety in organizational context is good to develop a real time experience among employees but it delays the process of learning and work [11].

## **2.3 Stress in Organization**

Stress is a feeling of obstacles and out of mental and physical resources to satisfy exceeding internal and external demand on the person. Stress is somewhat required for the person to perform better and derive better work out put but a prolonged stress can harm individual's wellbeing. Stress can be developed from different sources of life like environmental, social, economic, personal, daily hazards, critical life events, work place etc. Different source of workplace stress autonomy, role conflict, role ambiguity and role overload [12].

## **2.4 Feeling of Deprivation in Organization**

Feeling of deprivation related to financial support among elderly people [13] Low socio-economic status and feelings of relative deprivation diminish peoples' well-being, indicated by lower happiness and health and increase in status seeking product purchase and reducing need-based product purchase in order to compete with higher status group among poor [14]. The relationship between individual or group relative deprivation and the emotional reaction like anger or resentment in developing behavioural reaction after understanding the opportunity for change [15]. The significant effect of employment

in public sector work units on perceived happiness through the reducing of economic and social status related deprivations. Deprivation has been played a role of mediating factor in determining the effect of differential access to latent benefit related to the job on mental health [16]. The effect of relative deprivation as a mediating factor impacts of underemployment on job satisfaction, organizational commitment, trust in the organization, careerist attitude towards work and continued job searching among re-employed executive [17].

In above mentioned literatures, it is clearly depicting the rising mental health issues in workplace across the world. This issue has been impacting organizations in their effective and expected productivity. The role of practicing autonomy in the organization is very few, if at all then it depends on the organizational structure and policy not on the individual's own determination of mind. To identify the role of practicing self-autonomy in overcoming mental health aberrations among executives. To identify the relation between practicing self-autonomy and enhancing human energy to overcome mental health aberrations among executives. To determine the impact of sound mental health practices on organizational behavior.

### **3 Method**

This research is Descriptive research with a secondary type. This research conduct collected from several published papers, journals and books and discussion has been made on the basis of that.

### **4 Discussion**

To identify the role of practicing self-autonomy in overcoming mental health aberrations among executives. In organizational context self-autonomy has been perceived in terms of the chance or a scope getting by the individual for making independent decision-making. Several studies have identified the indirect impact of practicing autonomy on job satisfaction [18, 19] Self-efficacy is positively correlated with job autonomy [19], therefore it can be said that the individual practices job autonomy the individual is having more self- efficacy at work. Study shows that Optimistic mind set largely influences job autonomy [19]. This is quite clear from the above discussion that the practicing self-autonomy in work place has positive impact in job satisfaction, self-efficacy and developing positive mind set which have direct impact on work out put.

According to Dennis Saleebey, in the book of Comprehensive Handbook of Social Work and Social Welfare claimed that the practicing liberation and empowerment and the right to think freely is the central point of work. Free thinking or practicing autonomy in workplace has been explained as liberalism by Lubomira Radoilska in the book of Autonomy & Mental Disorder. In this book Radoilska explained autonomy as right to exercise, along with that the author raised issues like legitimacy of exercising the right according to the capacity of the person and at the same time the author mentioned about the both way consequences of exercising autonomy. Exercising autonomy may be worth protecting if it is performed in an ethical manner at the same time, it can be problematic conceptualization of freedom while it creates negative impact for the organization and

turn it into bureaucratic way of functioning. From the above discussion it can be said that it is important to have self-autonomy in work place but with a legitimate understanding of autonomy is important. Ethical perspective of practicing autonomy is established only through the individual's intrinsic construct of morality.

Practicing self-autonomy in work place plays a positive role not only in productivity but it also helps to overcome mental illness in organizational context. In several psychological treatment procedures, it has been found that the autonomy of the subject is having better prognosis than others. On the other hand, research showed that an individual with mental disorder having less capacity to exercise personal autonomy (Lubomira Radoilska, *Autonomy & Mental Disorder*). Rem B. Edwards mentioned in the book of *Mental Health as Rational Autonomy* that the "Mental Health is Rational Autonomy and mental illness is the sustained loss of such". In other researches, autonomy has been observed by self-determination and exercising own choice which has direct impact on developing confidence in individual in order to overcome mental illness in individual and collective level at work place.

To identify the relation between practicing self-autonomy and enhancing human energy to overcome mental health aberrations among executives.

In above discussion it has been established that the Self-autonomy helps to overcome mental illness in work places. The way mental illnesses are overcome require strength of mind and energy. Human energy which reflects in the production and effectiveness of a person or group in organization. Human energy consists physical, psychological and the spiritual dimension of the person. Physical energy includes whether the person is physically fit for the work requirement at any point of time or not. Psychological energy includes that person should free from any disparity in cognitive or affective functions and the Spiritual Energy involves the individual's spirit or the central theme of the person which decides the way the individual approach toward a job. All these three aspects of human energy are inter-related to bring out ultimate productivity of an individual and that of a group level. Research findings showed the higher level of personal autonomy universally results in better physical well-being of an individual in organizational context.

Motivational Research has been done to identify the relation between autonomy and responsibility, where it has been found practicing autonomy in work place has direct impact on effective work performance, efficient and enjoyable learning and long-term healthy behavior change that benefit society as well as individual [20] which shows the direct contribution of practicing autonomy in enhancing psychological energy at individual and the group level.

In another research established the impact of autonomous choices on both physical and psychological well-being where the autonomous choice includes transcendental choices, which transcend consideration of physical and psychological well-being of an individual. This study depicts the spiritual aspects of human energy while the central spirit of the person enters into transcendental choice of a person to consider physical and psychological well-being which not only considers the organization but it also broadens the mind to consider society around. This shows the individual develops spiritual energy enhances organizational purpose though attaining individual as well as collective goal by appropriate accomplishment of physical and psychological well-being [21].

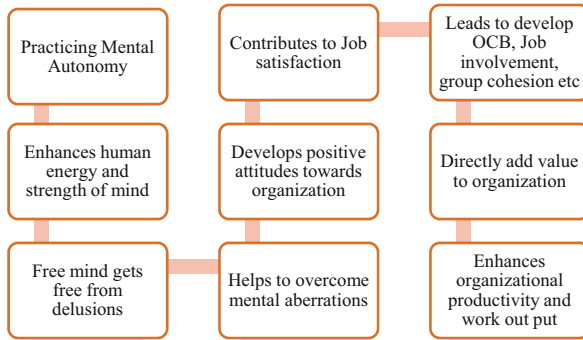
To determine the impact of sound mental health practices on organizational behavior. Sound mental health practices in organization helps individual to develop positive attitudes towards organization and thereby leads to develop group cohesion, group involvement, organizational citizenship behaviour, job satisfaction, reduces absenteeism. People take initiative and responsibility of their work output. People get a transformational dimension of work to contribute to the organization. People start owning their organization which leads to betterment in organizational productivity.

Ashley Wu, Enid Chung Roemer, Karen B Kent, David W Ballard, Ron Z Goetzel introduce a practice in organization by identifying eight approaches include (1) culture, (2) robust mental health benefits, (3) mental health resources, (4) workplace policies and practices, (5) healthy work environment, (6) leadership support, (7) outcomes measurement, and (8) innovation to attain best mental health practices in organization and published a report in 2021 depicting success in productivity.

In organization an individual spends millions of moments and all those moments are not pleasant rather it is a combination of all kinds of emotion triggering situations. It gives success, failure both. It gives hope at the same time frustration. It provides opportunities, responsibilities along with that work pressure, stress, deadlines. As outside environment keeps on changing the inner conditions of mind also changes. Changing condition of a human being some times is depending on the outside changes. A non-autonomous mind may change however an autonomous mind doesn't change that easily.

## 5 Conclusion

From above discussion, it may be concluded that the human being needs to identify and achieve self-autonomy from intrinsic mental condition to have mastery on their decision-making process and have control over their emotional aspects to overcome mental illness they suffer from different conditions arisen around them in organizational context. Being an important factor, autonomy has direct and indirect impact in overcoming mental illness which enhances productivity in the organization. Practicing autonomy has to be legitimate and supported to get the optimum benefit out of it. Practicing self-autonomy in work place enhances individual energy in three major aspects: Physical, Psychological and Spiritual to get free from all delusions of mind to attain overall well-being which contributes to job satisfaction, self-efficacy and optimistic mind set of an individual in developing positive attitude towards organization in result. This condition of an individual leads to develop organizational citizenship behaviour, job involvement and better cohesion in group which directly add value to organizational productivity and work output. The following model shows the way to enhance organizational productivity through practicing self-autonomy in workplace (Fig. 1).



**Fig. 1.** Organizational productivity through practicing self-autonomy in workplace

The above model shows how an autonomous mind enhances organizational productivity. Practicing self-autonomy requires an overall transformation in mind where it follows certain steps:

Step 1: Identifying, understanding and imbibing the practice of self -autonomy with in mind.

Step 2: Self autonomy develops fearless mind which enhance human energy in three dimensions of life (Physical, Psychological and Spiritual)

Step 3: Free mind gets free from delusions and mental aberrations

Step 4: Sound Mental health practices leads to Job satisfaction among employees

Step 5: Satisfied executive develops positive attitude towards organization

Step 6: Positive orientation of mind resists to develop any psychological disparity within individual

Step 7: The above condition leads to Organizational Citizenship Behavior, Job Involvement, and better group cohesion

Step 8: Smooth organizational communication impacts organizational process and system positively

Step 9: At the ultimate step Organizational Productivity enhances.

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