Impact of Privatization on Mental Health of Rashtriaya Ispat Nigam Employees in Visakhapatnam

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The present research was an endeavor to evaluate the impact of privatization on the mental health of Rashtriaya Ispat Nigam Limited (RINL) employees in Visakhapatnam. The study was conducted to identify the impact of various demographical variables on the privatization of Rashtriaya Ispat Nigam Limited's Mental Health. The location for the study was restricted to Rashtriaya Ispat Nigam Limited (RINL) in Visakhapatnam. The total sample size was comprised of 96 employees who were selected by using convenient sampling. Our Research design was Quantitative data. The analysis was conducted through SPSS(Statistical package for the Social Science). Results showed that Demographic variables (Age, Educational Qualification, Annual Income, and Designation) have significance in various dimensions of mental health such as Positive Self-evaluation, Perception of Reality, Integration of Personality, Group-oriented attitudes, and Environmental Mastery. Research found that due to the privatization of the Steel Plant above 46 age group and above 11 lakhs annual income group employees have a high mental illness. Moreover, Executive employees have more mental illness than non-executive employees. Multiple regression analysis results show that due to the privatization of the Steel Plant, those above 46 age group and post-graduates are at greater risk for mental health issues than those remaining employees in Rashtriaya Ispat Nigam Limited (RINL) Visakhapatnam.

Keywords: mental health, privatization, steel plant, age, qualification, multiple regression

The steel plant is situated in the southern region of Visakhapatnam city, within the state of Andhra Pradesh state, India. It is a central public sector undertaking, it falls under the ownership of the Ministry of Steel, Government of India. The facility stands as India's first shore-based integrated steel plant built with state-of-the-art technology. Visakhapatnam Steel Plant (VSP), has a production capacity of 7.3 million metric tonnes per annum (MTPA). The establishment of the Visakhapatnam Steel Plant involved the acquisition of land from approximately 16,000 families. Many of these families persist in their advocacy alongside the plant's workers, arguing that selling these lands to private corporations would betray the original intention and the promise given to the people. Over the years, these families, together with trade unions, have successfully fought to ensure 8,000 jobs were created for them, their advocacy persists as they continue to fight for more recruitment. A prominent aspect of this ongoing struggle is the popular agitation against proposals to privatize the steel plant, aimed at halting any such moves towards privatization. This resistance underscores the commitment of local communities and workers to preserve the plant's public ownership and the promises made to them during its establishment.

Mental Health

The idea of being healthy is stretched further than the appropriate functioning of the body. Health refers to the harmonious functioning of mind, body, and soul. A person's behavior is determined by both

physical and mental dynamics. Mental health is an elementary aspect that contributes to the preservation of physical health as well as social efficiency and effectiveness.

The term 'Mental Health' comprises two words 'Mental' and 'Health'. Mental Health, consequently, refers to a comprehensive mental state or a condition of the well-being of the psyche or liberty from psychological or mental diseases and disorders. It is believed that a healthy body governs a sound psyche and conversely, a sound psyche survives within healthy soma.

Wikipedia Dictionary (2010) explains the meaning of mental health as a state of emotional and psychological well-being in which an individual can effectively utilize his or her cognitive and emotional capabilities, function in society, and meet the ordinary demands of everyday life. Robert M. Goldenson (1984) describes mental health as a state of mind characterized by emotional well-being, relative freedom from anxiety and disabling symptoms, and the ability to cope with ordinary demands and stresses of life. Deighton (1971) emphasizes mental health is more than simply the absence of mental illness. Rather mental health is seen as the optimal functioning of both the individual and social group across emotional and intellectual areas. JeSymonds (2010) presented the four-fold concept of mental health: Balance between the demands of society and the desire of the individual; Maturity, the absence of an infantile and childish pattern of behavior: Adequate functioning, the ability to manage burnout/ release threats and frustrating situations; and Compromise between inner desire of individual and the demands of the society.

World Health Organization (2006) depicts that mental status has two possibilities: health or illness, emphasizing that mental health transcends the mere absence of mental illness. Mental Health includes the ability to enjoy life, resilience, balance, flexibility, and self-actualization. Positive mental health involves protection and development, satisfying human relationships, and the reduction of hostile tensions in individuals and groups. The chief characteristic of mental health is adjustment. The greater the degree of successful adjustment, the higher the levels of mental well-being in the individual. Therefore, mental health is the ability to establish adjustment to difficult situations in life.

Mental health is a state of being conducive to harmonious and effective living. Mental health is a hard-earned wealth. But this wealth can't always be earned alone, in other terms; the individual is seldom unable to achieve an adequate degree of sound mental health utterly through his own efforts rather it can be achieved through a conducive external set of forces at home and work life.

Virtuous mental health signifies respecting one's attainments and accepting one's inadequacies. A mental disorder may cause a superiority or inferiority complex, an undesirable body image, and strong feelings of self-hatred anger, anguish, disgust, and hopelessness, which could transform into mild, moderate, or deep depression, psycho-social disorders, and psycho-somatic disorders. Mental healthiness majorly contributes to the functioning of human associations. Mental disorders may obstruct even the most basic interfaces with family, friends, and colleagues. People suffering from psychological difficulties find it tough to cherish relationships; they have difficulties fulfilling relationship obligations and may suffer from sexual health issues.

McDonald et al. (1998) discussed the following elements of mental health: Physical Health: A sound physique is essential to maintain good mental health. Persons who have some physical defects or deformities may develop various types of complexes and

frustrations which result is ill mental health; Intellectual Health: Intellectual health is another important element of mental health. Intellectual persons can adjust well to changing and frustrating situations. Thus, good intelligence keeps the mental health of the individual intact; Emotional Health: Emotional stability is emphasized as crucial for mental health. An emotionally stable individual enjoys better mental health, whereas emotional instability conditions cause maladjustments and mental disorders. Interests and Aptitudes: The alignment of an individual's interests and inclinations with their activities is essential for mental well-being. Engaging in work that aligns with interests and aptitudes ensures the success and development of a balanced personality. Conversely, if the work assigned to an individual is not according to his/her interests and aptitudes, it leads to lack of confidence and, hence, suffers from frustration and ill mental health.

The Need for this study arose from the Central Government's proposal to privatize the Rashtriya Ispat Nigam Limited (RINL) in Visakhapatnam. The popular agitation against the privatization aimed to halt the proposed move. The study seeks to assess the mental health of RINL employees in Visakhapatnam. The outcomes of this study help to understand the mental health status of employees, this research aims to identify areas for improvement that could enhance employee performance and well-being amidst the backdrop of ongoing changes within the organization.

Researchers examined the mental health issues of employees in various organizations. Rongxi Wang, Yujie Liu et.al.(2023), a cross-sectional study conducted in Shenzhen, China a total of 2023 industrial workers. The participants completed a self-administered survey consisting Job Stress Scale, Interpersonal Needs Questionnaire, Defeat Scale, Centre for Epidemiological Studies Depression Scale, Generalized Anxiety Disorder Scale, as well as two face-valid questions for social support and socio-demographic information. The study findings confirmed the mediating role of defeat and the moderate role of social support in the relationship between stress and depression/anxiety among industrial workers. Workers who reported more work and interpersonal stress reported more defeated feelings, and exhibited more depression and anxiety symptoms; this mediation effect was stronger for those who had lower social support, respectively.

S Pavièiæ Žeželj, O Cvijanoviæ Peloza, F Mika, S Stamenkoviæ, S Mahmutoviæ Vraniæ, S Šabanagiæ Hajriæ(2019) studied the prevalence of depression and anxiety symptoms among offshore workers of an oil and gas company, to identify the main stressors that lead to symptoms of these disorders. 1,747 workers employed in an offshore oil and gas company in the Middle East completed the Generalized Anxiety Disorder (GAD-7) and Patient Health (PHQ-9) questionnaires. Anxiety and depressive symptoms were estimated from these surveys. Young workers, with longer rotations and those with few years of service were more likely to report anxiety symptoms. Moreover, older local workers and expatriates had a lower prevalence of anxiety symptoms than younger local workers. Future recommendations should address improvements in psychological health of offshore workers in the gas and oil industries.

Bubonya, Cobb-Clark & Wooden (2016) conducted a study with the help of National representative panel data, to explore the relationship between Mental Health and two alternative measures of workplace productivity: Absenteeism and Presenteeism. These relationships were moderated by the character of the job i.e., Workers' Self-Reported Degree of Job Control, Job Security, Job Stress and Job Complexity. The

study analyzed on how employers can manage productivity more effectively in the difficult times of employee health. The result reported that absence rates were approximately five percent higher among workers who report being in poor mental health. Furthermore, Job Conditions were found to be related to both Presenteeism and Absenteeism, even after accounting for Workers' Self-Reported Mental Health Status. Job conditions were found to be comparatively more important in understanding diminished productivity at workplace if workers are in good rather than poor Mental Health. Initiatives to help workers manage job stress seem to be the most promising avenue for improving the productivity of workers irrespective of their Mental Health state or gender.

Sheldon Rao and Ramesh's (2015) study focuses on assessing depression, anxiety, and stress levels among industrial workers. They used a socio-demographic questionnaire and a Depression Anxiety Stress Scale (DASS)-21 as a mental health screening tool. A total of 90 completed questionnaires were analyzed for the study. Their analysis involved 90 completed questionnaires, revealing a prevalence rate ranging from 18% to 36% for anxiety and stress among factory workers.

This survey aims to examine the organizational wellbeing of the services provided by the Department of Mental Health (DSM) in Lanusei (Italy) and the correlations between job satisfaction and the psychosomatic health of its workers. Descriptive-correlational study on a population of 43 mental health workers. Organizational wellbeing, as well as workers' job satisfaction and psychosomatic health, were measured using the "Multidimensional Organizational Health Questionnaire" (MOHQ). 31 workers (72%) participated in the survey. Regarding the organizational wellbeing of DSM, the general profile mean±sd was 2.66±0.28 (values from 1 to 4: 1=never, 4=often). Job satisfaction was negatively correlated with headaches and concentration difficulties (R=-.584, p=0.001), nervousness, restlessness, anxiety (R=-.571, p=0.001), sense of excessive fatigue (R=-.634, p=0.000) and sense of depression (R=-.558, p=0.001) reported by workers. There were significant correlations between workers' job satisfaction and their psychosomatic health.

Lailun Nahar et.al., (2013) study, the researchers investigated the relationship of job satisfaction, job stress, and mental health among government and non-government employees. It was believed that there will be a significant difference between government and non-government employees in various job-related factors that affect the job performance of employees. So, it was important to know how job satisfaction, job stress, and mental health differ in terms of types of jobs. Their sample comprised 100 employees, evenly split between government and non-government sectors. The study employed the Job Satisfaction Scale, Occupational Stress Index, and General Health Questionnaire for data collection and analysis. Data were analyzed by using means, Pearson Product Moment Correlation, and ANOVA test. Findings indicated a significant positive correlation between job stress and job type (r = .282, P < .01), with non-government employees experiencing more significant stress due to factors such as perceived job insecurity and high workload. Additionally, a significant negative correlation was observed between job satisfaction and gender (r =-.204, P< .05), indicating lower satisfaction levels among female employees, particularly those in lower -paying positions with less social security.

Objectives of the study

The present research aimed to assess the mental health status of employees at

Rashtriya Ispat Nigam Limited (RINL) in Visakhapatnam.

- To find out the significant difference between demographic variables (Age, Educational qualification, Annual income, and Designation) on Mental health of employees.

- To find out multiple regression among various variables i.e. privatization of steel plant and various demographic variables (age, educational qualification, annual income, and designation) on mental health of steel plant employees.

Hypotheses

- There is a significant difference among various age groups of employees with respect to dimensions of Mental health.

- There is a significant difference among various educational qualifications of employees with respect to dimensions of Mental health.

- There is a significance difference among various annual income groups of employees with respect to dimensions of Mental health.

- There is a significant difference between Executive and Non-Executive employees with respect to dimensions of Mental health.

Sample

The criteria for selection of the respondents of the study were the full-time employed executives and non-executives in Rashtriaya Ispat Nigam Limited (RINL) Visakhapatnam. The total sample size comprised 96 executive and non-executive employees. The samples were collected using the purposive sampling method.

Procedure

The sample consisted of 96 executives and non- executives. The samples were collected using the purposive sampling method. The study was conducted in Rashtriaya Ispat Nigam Limited (RINL), Visakhapatnam. The subjects were administered a Mental Health Inventory (MHI) to assess the mental health of respondents.

Tools

Mental Health Inventory (MHI) developed and standardised by Jagdish & A.K Srivastava (2001). This inventory aims to assess mental well-being, satisfaction, and the absence of psychophysiological complaints. It comprises 56 items, including both true-keyed and false-keyed items. The reliability of the MHI scale, Cronbach's alpha coefficient, was 0.73, and validity of the scale was 0.54.

Statistical analysis

In this study, the researcher used one way ANOVA, correlation and regression through SPSS(statistical package for the Social Science).

Result and Discussion

Hypothesis I: There is a significance difference among various age groups of employees with respect to dimensions of Mental health.

Null Hypothesis I: There is a significance difference among various age groups of employees with respect to dimensions of Mental health.

Since, P value is less than 0.05, the null hypothesis statement has been rejected at 5% level of significance. Hence, there is a significance difference among different age groups with regard to Positive self-evaluation. Specifically, the above 46 age group has a high score which indicates that they have high self-confidence, self-identity and feel worth wholeness because their accumulated experience than others. However, it's noteworthy that this age group may also experience heightened mental health issues possibly due to increased developmental transitions in their life span.

Table 1: One way ANOVA test for significant difference among different age groups with respect to various dimensions of Mental Health Inventory

Dimensions of Mental Health	Age						F-value	P value
	25-35		36-45		Above 46			
	Mean	SD	Mean	SD	Mean	SD		
Positive self-evaluation	24.62	1.83	24.36	2.36	25.0	2.71	3.63	0.03*
Perception of reality	20.20	2.34	18.63	1.77	19.58	1.73	3.63	0.03*
Integration of personality	32.66	3.30	30.31	3.38	32.01	3.54	2.60	0.07
Autonomy	13.54	2.57	12.63	2.45	12.81	2.34	0.96	0.38
Group Oriented attitudes	23.66	3.07	22.78	2.43	22.98	2.85	0.63	0.53
Environmental Mastery	25.16	2.71	24.05	2.34	24.66	3.16	0.77	0.46

$P < 0.05$*, $P < 0.01$**

Since, P value is less than 0.05, the null hypothesis statement has been rejected at 5% level of significance. This indicates, there is a significance difference among age groups with regard to the dimension of Perception of Reality. Notably, the age group 25-35 exhibit a higher mean score, indicating high perception of reality than other age groups. which seems to broad outlook on the world, they are updated with technology and also due to the privatization of steel Plant they are searching for jobs in other places.

Hypothesis II: There is a significance difference among various Educational Qualifications of employees with respect to dimensions of Mental health.

Null Hypothesis II: There is no significance difference among various Educational Qualifications of employees with respect to dimensions of Mental health.

Table 2: One way ANOVA test for significant difference among different Educational Qualifications with respect to various dimensions of Mental Health Inventory.

DomainsMental Health	Educational Qualification						F- value	P value
	Diploma		Graduation		Postgraduation			
	Mean	SD	Mean	SD	M	SD		
Positive self- evaluation	24.64	2.97	24.79	2.11	25.00	2.32	0.13	0.87
Perception of reality	19.2	2.53	19.81	1.53	19.4	1.81	0.71	0.49
Integration of personality	30.70	3.67	32.18	3.600	32.77	2.89	2.67	0.07
Autonomy	12.61	2.33	13.04	2.59	13.27	2.25	0.52	0.59
Group Oriented attitudes	22.5	3.22	23.13	2.55	23.90	2.65	1.58	0.21
Environmental Mastery	24.16	3.61	24.46	2.51	25.77	2.28	2.21	0.11

$P < 0.05$*, $P < 0.01$**

Since, all the P value is greater than 0.05, the null hypothesis statement has been accepted. Hence there is no significance difference among different Educational Qualifications on various mental health factors, i.e., Positive Self-evaluation, Perception of Reality, Integration of Personality, Autonomy, Group-Oriented attitudes and Environmental Mastery. Based on this mean score, the Education Qualification with PG students, seems to have more Overall score than the other Diploma/ ITI and Graduated students. Thereby they have more mental illness.

Hypothesis III: There is a significance difference among different annual income groups of employees with respect to dimensions of Mental health.

Null Hypothesis III: There is no significance difference among different annual income groups of employees of employees with respect to dimensions of Mental health.

Table 3: One way ANOVA test for significant difference among different annual income groups of employees with respect to various dimensions of Mental Health Inventory

Domains ofMental Health	Annual Income						F-value	P-value
	3-5lakhs		6-10lakhs		Above11 lakhs			
	Mean	SD	Mean	SD	M	SD		
Positive self -evaluation	23.30	2.78	24.92	2.66	25.11	1.89	2.94	0.05*
Perception of reality	19.8	2.67	19.5	2.07	19.51	1.57	0.166	0.84
Integration of personality	30.38	3.04	30.68	3.14	33.64	3.34	10.3	0.00**
Autonomy	13.07	3.06	13.22	2.42	12.61	2.19	0.67	0.51
Group Oriented attitudes	23.15	3.10	23.04	3.00	23.17	2.58	0.02	0.97
Environmental Mastery	25.38	3.79	24.25	2.95	24.89	2.50	0.97	0.38

$P<0.05*, P<0.01**$

Since, P value is less than 0.05, the null hypothesis statement has been rejected at 5% level of significance. Hence, there is a significant difference among different Annual Income groups with regard to the Factor of Positive Self–evaluation. Based on the mean score, 6-10lakh annual income employees seem to have high score than the 3-5 lakh and above 11 lakh annual income employees. By this, it can be inferred that these employees often have over confidence, high self-identity and realization of their potentialities and seniority and high experience. Due to these reasons, they seem to be more experiencing symptoms of mental illness.

Since, P value is less than 0.01, the null hypothesis statement has been rejected at 1% level of significance. Hence, there is a significance difference among different Annual Income groups with regard to the Factor of Integration of Personality. Based on the mean score, above 11 lakh annual income employees seem to have more Integration of Personality than the 3-5 lakh and 6-10 lakh annual income employees. By this, it can be inferred that the main problem with high ability to understand other people's emotions and also, they are interested to participate in other activities. Above 11 lakh annual income employees have high mental illness due to the privatization of steel plant.

Hypothesis IV: There is a significance difference between Executive and Non-Executive of employees with respect to dimensions of Mental health.

Null Hypothesis IV: There is no significance difference between Executive and Non-Executive of employees with respect to dimensions of Mental health.

Table 4: One way ANOVA test for significant difference between Executive and Non-Executive of with respect to various dimensions of Mental Health Inventory

Domains of Mental Health	Designation				F value	F value
	Executive		Nonexecutive			
	Mean	SD	Mean	SD		
Positive self- evaluation	29.38	2.83	26.95	3.49	14.16	0.00**
Perception of reality	22.32	2.06	21.40	3.09	2.99	0.05*
Integration of personality	34.28	3.57	31.06	3.80	18.21	0.00**
Autonomy	12.96	2.15	12.95	2.73	0.01	0.98
Group Oriented attitudes	26.38	2.23	24.34	3.34	12.71	0.00**
Environmental Mastery	26.28	2.46	24.22	3.87	10.14	0.00**

$P<0.05*, P<0.01**$

Since, P value is less than 0.01, the null hypothesis statement has been rejected at 1% level of significance. Hence there is a significance difference between Executive and Non-Executive employees with regard to the Factor of Positive Self–evaluation. Based on the mean score, the Executive employees seems to have more Positive Self–evaluation than the Non-executive employees. This can be inferred that Executive employees with self-confidence, high self-identity in society has high potentials in the plant than non-executives. And also, they are worried about the privatization of steel plant.

Since, P value is equal to 0.05, the null hypothesis statement has been rejected at 5% level of significance. Hence there is a significance difference Executive and Non-executive employees with regard to the Factor of Perception of reality. Based on the mean score, the Executives employees seems to have more Perception of reality than the Non-executive employees. Because Executive sometimes feels that they are doing a great job at supporting their workers and accommodating their diverse lifestyles. This perception may not match up with the reality that employees face. Perception of their opportunities for advancement and salary or hours versus that of other workers can severely affect their job satisfaction. And also, they are worried about the consequences of the privatization of steel plant.

Since P value is less than 0.01, the null hypothesis statement has been rejected at 1% level of significance. Hence there is a significance difference between Executive and Non- Executive employees with regard to the Factor of Integration of Personality. Based on the mean score, the Executive employees, seem to have more Integration of personality than the Non-executive employees. The main problem with well-integrated Personalities is that they have a greater insight into almost every aspect and have a greater understanding of their environment and the forces with which they must deal. They plan ahead but do not fear the future. This makes them over-thinking

and daydreamers, and overconfident in facing the reality, which are all the traits leading to the negative consequences of Mental illness.

Since P value is less than 0.01, the null hypothesis statement has been rejected at 1% level of significance. Hence there is a significance difference between Executive and Non- Executive employees with regard to the Factor of Group Oriented attitudes. Based on the mean score, the Executive employees, seem to have more Group Oriented attitudes than the Non-executive employees. By this, it can be inferred that, the executives strives to do the best as per their higher level of knowledge, like coordinating well with their team members, cooperating with them, tolerating them, focus on supporting, motivating and developing the people on their teams and the relationships within and they even tend to think in a group-oriented way which in turn when expectations fail, they seem to be more depressed and experience the symptoms of mental illness.

Since P value is less than 0.01, the null hypothesis statement has been rejected at 1% level of significance. Hence there is a significance difference between Executive and Non- Executive employees with regard to the Factor of Environmental Mastery. Based on the mean score, the Executive employees, seem to have more Environmental Mastery than the Non-executive employees. By this, it can be inferred that having a greater sense of mastery, that is a stronger belief that one can control or influence one's environment and outcomes. High mastery may reflect primary control, that is, directly controlling behaviour to alter one's environment or roles in line with one's wishes.

Multiple Regression Analysis of Mental Health

Regression analysis is a mathematical measure of the average relationship between two or more variables in terms of the original units of the data. Dependent Variable (regressed or explained variable.) Independent Variable (regressor or predictor or explanatory variable).

Dependent variable: Mental Illness (Y)

Independent variables:

• Privatization of steel plant (X1)

• Age (above 46) (X2)

• Educational Qualification (Post - Graduation) (X3)

Multiple R value: 0.44

R Square value: 0.20

F value: 4.51

P value: <0.001**

Table -5 Variables in the Multiple Regression Analysis

Variables	Estimate (B)	S.E of B	t-value	P value
Constant	166.31	10.09	16.48	0.001**
Privatization of steel plant	16.1	4.01	2.35	0.002**
Age (above 46)	11.31	3.94	2.86	0.004**
Educational qualification (Post Graduation)	11.80	3.48	3.39	0.001**

$P<0.05*, P<0.01**$

The multiple correlation coefficient is 0.44 measures the degree of relationship between the actual values and the predicted values of the Mental illness. Because the predicted values are obtained as a linear combination of Privatization of steel plant (X1) and age (Above 46) (X2) and Educational Qualification (PG) (X3) the coefficient value of 0.44 indicates that the relationship between Mental illness and the three independent variables is quite strong and positive.

The Coefficient of Determination R-square measures the goodness-of-fit of the estimated Sample Regression Plane (SRP) in terms of the proportion of the variation in the dependent variables explained by the fitted sample regression equation. Thus, the value of R square is 0.20 simply means that about 20.0% of the variation in Mental illness is explained by the estimated SRP that uses Occupational Stress, Age (Above 46) and Educational Qualification (PG) as level.

The multiple regression equation is $Y = 166.31 + 16.1 X_1 + 11.31 X_2 + 11.80 X_3$.

Here the coefficient of privatization of steel plant X_1 is 16.1 represents the effect of privatization of steel plant on Mental illness, holding the other variables as constant. The estimated positive sign implies that such effect is positive that Mental Health would increase by 16.1 for every unit increase in privatization of steel plant and this coefficient value is significant at 5% level.

The coefficient of X_2 is 11.31 represents the effect of Age (Above 46) on Mental illness, holding the other variables as constant. The estimated positive sign implies that such effect is positive that Mental health would increase by 11.31 for every unit increase in Age (Above 46) and this coefficient value is significant at 1% level.

Moreover, the coefficient of X_3 is 11.80 represents the effect of Educational Qualification (PG) on Mental illness, holding the other variables as constant. The estimated positive sign implies that such effect is positive that Mental health would increase by 11.80 for every unit increase in Educational Qualification (PG) and this coefficient value is significant at 1% level.

Based on the analysis, it appears that the privatization of the steel plant emerges as a significant factor contributing to mental illness among employees. Furthermore, employees in the above 46 age group and those with postgraduate qualifications are identified as particularly vulnerable populations. This is largely due to a combination of factors such as increased job responsibilities, pressure to perform, and the abstract nature of their work. Additionally, they may contend with feelings of social isolation and inadequacy, further impacting their mental well-being.

The unique challenges faced by employees in these categories, including the burden of managing responsibilities, making critical decisions, and enduring long work hours, can significantly contribute to stress levels and elevate the risk of developing mental illness.

Conclusion

The Visakhapatnam Steel Plant (VSP) holds significant importance as India's first shore-based integrated steel plant, built with state-of-the-art technology, representing a milestone in the nation's industrial development. However, the recent privatization of the plant has brought about challenges for its employees, leading to mental health problems among them.

Visakhapatnam Steel Plant (VSP) is the first India's shore-based integrated steel plant. Our research results indicate that above 46 age group, postgraduate employees facing more mental health issues compared with others. Mental health is a crucial aspect of well-being, essential for leading a harmonious and productive life. It is often likened to a valuable asset that requires careful nurturing. However, achieving sound mental health is not solely the responsibility of individuals; rather, it requires supportive environments both at home and in the workplace.

Given the impact of privatization on employee mental health, governments must prioritize public welfare and make informed decisions regarding policies affecting industries and workers. This includes

implementing measures to safeguard employee well-being during transitions such as privatization, ensuring access to mental health support services, and fostering supportive work environments conducive to mental well-being.

Conclusively, while mental health is indeed a personal responsibility, it is also influenced by external factors beyond individual control. Governments and organizations must recognize their role in creating environments that promote positive mental health outcomes for employees, thereby contributing to overall societal well-being.

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