

## ABSTRACT

This study explores the relationship between employee well-being, mental health, and the initiatives implemented by Human Resources (HR) departments to address these issues within organizations. Employee well-being and mental health have become critical areas of focus in modern workplace environments, with increasing recognition of their impact on productivity, job satisfaction, and overall organizational success. The research investigates the strategies and programs that HR departments have adopted, such as employee assistance programs (EAPs), flexible working arrangements, mental health support initiatives, and wellness programs. It examines how these initiatives contribute to reducing stress, preventing burnout, and fostering a supportive workplace culture. Additionally, the study considers the effectiveness of these programs from both employee and organizational perspectives, providing insights into best practices for enhancing mental health support in the workplace. By synthesizing data from employee surveys, HR policy reviews, and case studies, the study aims to offer recommendations for organizations seeking to improve employee well-being and mental health outcomes. The findings suggest that proactive mental health strategies not only enhance individual well-being but also lead to higher employee engagement, retention, and overall organizational performance.