

# EXPLORING THE INTERCONNECTION BETWEEN EMPLOYEE MENTAL HEALTH, WELL-BEING, AND ORGANIZATIONAL SUCCESS: A DECADAL REVIEW AND CONCEPTUAL FRAMEWORK FOR FUTURE RESEARCH

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## ABSTRACT

This review article synthesizes research from the past decade to elucidate the intertwined concepts of employee mental health and well-being, highlighting their collective impact on organizational success. The framework developed will serve as a foundation for future quantitative research, aiming to test the relationships between these independent variables and organizational success as a dependent variable. Key aspects covered include the conceptual foundations of employee mental health and well-being, their reciprocal relationship, and the implications for organizational practices and policies.

**Keywords:** Employee Mental Health, Employee Well-Being, Organizational Success, Literature Review, Conceptual Framework

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