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THE IMPACT OF EMPLOYEE WELL-BEING AND MENTAL HEALTH SUPPORT ON EMPLOYEE PERFORMANCE: A STUDY OF SMES IN SWANSEA, UNITED KINGDOM





INTRODUCTION

1. Employee wellbeing is increasingly important in UK organisations.

2. SMEs face challenges supporting employee mental health. Aim: Investigate impact of wellbeing on employee performance.

3. Research Question: How does employee wellbeing influence employee performance in Swansea SMEs?



METHODOLOGY

1. **Research Philosophy**
   - Positivism
2. **Research Approach**
   - Deductive Approach
3. **Research Design**
   - Quantitative Research
4. **Data Collection Method**
   - Survey Questionnaire

DATA COLLECTION



1. **Data Collection Method**
   - Online Questionnaire
2. **Sampling Technique**
   - Convenience Sampling
3. **Sample Size**
   - Approximately 100 SME Employees
4. **Reliability**
   - Standardised Questions
   - Pilot Testing
5. **Validity**
   - Established Measurement Scales
   - Questions Linked to Research Objectives



ETHICAL CONSIDERATIONS

1. Informed consent Voluntary participation Right to withdraw



ETHICAL CONSIDERATIONS

1.Confidentiality Anonymity UK GDPR compliance University ethical approval



LIMITATIONS & RECOMMENDATIONS

1.Limitations: Small sample Convenience sampling Self-report bias Recommendations: Larger sample Multiple UK cities Mixed-methods research



CONCLUSION

Quantitative survey suitable. Ethical standards maintained. Findings may help SMEs improve wellbeing and performance.

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