THAKUR COLLEGE OF ENGINEERING & TECHNOLOGY

Autonomous College Affiliated to University of Mumbai

Approved by All India Council for Technical Education and Government of Maharashtra

Estd 2001

IN-SEMESTER EXAMINATION-I

TT (Semester-VI)

SUBJECT – Workplace Mental Health

Branch: ALL
Div.: ALL
Duration: 30 Minutes

Date: 04/03/2026
Timing: 2:00 pm to2:30 pm
Maximum Marks: 10

Instructions –

1. All questions are compulsory.
2. Assume suitable data wherever necessary and state the assumptions made.
3. Diagrams / sketches should be given wherever necessary.
4. Figures to the right indicate full marks.

Q.1		Answer any 5 of the following questions	Marks	Course Outcomes	Learning Levels
	a.	Mention any one organizational policy that support workplace mental health.	1	1	R
	b.	What are the ethical obligations of employers toward employees' mental health in a workplace?	1	1	R
	c.	What is workplace mental health, and why is it important for organizational success?	1	1	U
	d.	What is an Employee Assistance Program (EAP)?	1	2	R
	e.	How can flexible work policies improve employee's mental health?	1	2	U
	f.	State two examples of positive coping mechanisms.	1	3	R
	g.	A worker delays tasks due to fear of failure. Identify the type of procrastination.	1	3	A
Q.2	a.	Explain the physical and behavioural effects of stress.	5	3	U
		OR			
	b.	Arjun's company expects employees to respond to emails even after office hours, weekend meetings are common, although salaries are competitive, many employees report stress and burnout. Discuss how work-life imbalance weakens a supportive work environment. What policies can the organization introduce to improve employee's well-being?	5	2	A

Lagda Singh Charitable Trust's (Regd.)
THAKUR COLLEGE OF ENGINEERING & TECHNOLOGY
Autonomous College Affiliated to University of Mumbai
Approved by All India Council for Technical Education (AICTE) and Government of Maharashtra (GoM)
Conferred Autonomous Status by University Grants Commission (UGC) for 10 years w.e.f. A.Y. 2019-20
Empowered Autonomous Status Conferred by University of Mumbai for 10 years w.e.f. A.Y. 2023-24
• ISO 9001:2015, 14001:2015, 50001:2018 Certified
• Programmes Accredited by National Board of Accreditation (NBA), New Delhi
• Institute Accredited by National Assessment and Accreditation Council (NAAC) with 'A' grade
Estd. 2001
Website : www.tcetmumbai.in

TCET/EXAM/FRM/IP-03/06 **REVISION : B**

IN-SEMESTER EXAMINATION-II

TT (Semester-VI)

SUBJECT – Work Place Mental Health

Branch: ALL
Div.: ALL
Duration: 60 Minutes

Date: 20/4/2026
Timing: 12:00 pm to1:00 pm
Maximum Marks: 10

Instructions –

1. All questions are compulsory.
2. Assume suitable data wherever necessary and state the assumptions made.
3. Diagrams / sketches should be given wherever necessary.
4. Use of logarithmic table, drawing instruments and non-programmable calculators is permitted.
5. Figures to the right indicate full marks.

Q.1		Answer any 5 of the following questions	Marks	Course Outcomes	Learning Levels
	a.	What are the observable indicators of a mentally supportive workplace?	1	CO4	U
	b.	How would employee turnover change if mental health support systems were enhanced?	1	CO4	R
	c.	Analyse the impact of poor communication skills on mental health discussions in the workplace. Propose strategies to improve communication and build trust among employees.	1	CO4	U
	d.	What is the relationship between positive thinking and job satisfaction?	1	CO5	U
	e.	You are leading a team with diverse personalities, and there's ongoing friction between two key team members. How can you use positive thinking to mediate the conflict and foster a harmonious work environment	1	CO5	A
	f.	How would you align workplace policies with SDG-8 to promote decent work?	1	CO6	U
	g.	What is the significance of community resources in promoting mental health?	1	CO6	A
Q.2	a.	Explain how positive thinking can be used as a tool to strengthen resilience and improve mental health in employees navigating continuous workplace changes. Support your explanation with relevant real-life situational examples.	5	CO5	A
		OR			
	b.	A corporate office promotes SDG-8 by ensuring decent work opportunities for all, including persons with disabilities. However, the workplace lacks adequate mental health support for these employees. Identify the gaps and propose two measures to provide better mental health support while adhering to SDG-8.	5	CO6	A

END SEMESTER EXAMINATION, MAY 2026
T.E./T.T. SEMESTER VI (CBCGS-HME 2023)

Branch:	ALL	Q.P. Code:	E655RM261-2
Subject:	Work Place Mental Health	Duration:	1 hour
Subject Code:	HSMC601	Max. Marks:	30

Instructions: 1. All sections are compulsory
2. Figures to the right indicate full marks.

Section-I	Short Answer Questions (Answer any 05 questions out of 06) (Fundamental, Core Types)			(10 Marks)	
Q. No.		Marks	CO	RBT Level	PI
1	Examine one organizational policy designed to support workplace mental health. Evaluate its effectiveness in practice and suggest how it could be optimized to better serve diverse employee needs.	2	1	E	10.3.2
2	A company introduces flexible working hours to reduce employee stress. Which workplace practice is being highlighted here?	2	2	AN	2.5.2
3	Aryan has been awake for 30 hours and has skipped all meals. Identify ONE immediate physical wellness action he must take, and explain how it will directly help him perform better on his coding assignment.	2	3	A	2.5.2
4	Illustrate with an example how an employee demonstrating mental health literacy would respond differently to a colleague's behavioral withdrawal compared to an uninformed colleague.	2	4	U	1.4.1
5	Analyze how FoMO affects employee focus.	2	5	AN	1.4.1
6	Priya, a remote engineer working from Pune, experiences growing anxiety and emotional exhaustion. She cannot afford private therapy, is too embarrassed to speak to her HR, and lives far from any mental health clinic. A friend tells her about an app-based counselling platform and a free government helpline available 24/7 in multiple Indian languages. Identify the two community resource types that Priya's friend is referring to. State one specific Indian example for each and explain in one sentence how each resource addresses the specific barrier Priya faces	2	6	A	3.1.1
Section-II	**Descriptive Answer Questions (Answer any 02 out of 03) (Descriptive, Comprehension Types)**			**(10 Marks)**	
1	You are a manager who has observed that a high-performing employee has become increasingly withdrawn, stopped contributing in meetings, and recently submitted work riddled with uncharacteristic errors - signs consistent with depression. Develop a structured approach to address this situation. In your response, evaluate how you would initiate a supportive conversation, collaborate with HR, set appropriate boundaries, and sensitize the team without breaching the employee's confidentiality.	5	1	A	9.3.1

2	Differentiate between 'Awareness' and 'Literacy' in the context of mental health at the workplace. Using concrete examples from an engineering team setting, illustrate how mental health literacy leads to timely, preventive action compared to passive awareness	5	4	A	1.4.1
3	Illustrate how Employee Assistance Programs (EAPs) support employee well-being.	5	6	A	3.1.1
Section-III	**Long Answer Question (Answer any 01 out of 02) (Application, Analytical, Evaluation, Design Type)**			**(10 Marks)**	
1	Analyze the mental health needs of employees across different roles and stress levels and evaluate which features of a mental wellness app would most effectively address those needs in a corporate setting.	10	2	AN	2.8.1
2	Evaluate strategies to balance digital engagement and mental health in organizations.	10	5	E	2.4.4