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**SOCIAL INCLUSION
EMPLOYMENT AND
HUMAN DEVELOPMENT**





The Indian Economic Journal

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Social Inclusion and Psychological Well-being among Employees in India

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Abstract

The objective of this paper is to highlight the importance of Social Inclusion in India, diversity perspective, advantage and disadvantage of diversity, theoretical background of inclusion and psychological perspective on exclusion and inclusion. It helps for intervention study in future. To answer this question, we conducted a narrative review using keywords such as "employees," "psychological well being," "social inclusion," "psychological distress" and "job satisfaction" in the PubMed database. When conducting the research, included sources from the past 20 years in order to gain a more present and accurate analysis of our question in India. This research identified risk factors that contribute to the rising psychological distress and job satisfaction of employees.

Through this review, the aim is to inform human resource managers, psychologists, counselors and teachers about inclusion and diversity issues and psychological issues that they may face as they continue to pursue their respective roles in an organization. This study also gives an idea for future research concerning potential interventions, policies to prevent such job dissatisfaction, psychological issues and ensure both physical and mental health for an employee.

Categories: Economics, Psychology, social inclusion, diversity, exclusion, psychological distress

Keywords: Employees, psychological & physical well being.

Introduction

Social inclusion means including the marginalized people also in the groups. The main aim is that everyone should feel a sense of belonging, dignity and equality. The main criteria for social inclusion is social justice.

Advantages of Diversity

- Encourage personal growth
- Increase Adaptability
- Boosts creativity and innovation
- Improve reputation and opportunities

Negative outcomes of working with diversity

- Higher levels of conflicts
- Cultural misunderstandings
- Slower decision making
- Stereotyping or bias

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Psychological Well-being :

Inclusion

A human's overall wellbeing is like a mental and emotional state and it helps to cope with life. A social inclusion drastically improves psychological wellbeing like reducing anxiety, workstress, increases the engagement in the workplace and the emotional stability. Importantly it increases the trust which helps to share their opinions freely in the group and it creates a positive team relationship among them.

Exclusion

The exclusion in a group affects an employee's thoughts, feelings and behavior in many negative ways like low self esteem, decline in motivation, feeling isolated, cognitive distraction, and gives threat to their sense of belongings.

Discussion

Many studies say that social inclusion at work is positively correlated with psychological wellbeing of employees. Organizational justice which leads to job satisfaction for an employee in a company (Majumadar A, Satishchandra K. (2022)). Social inclusion strongly underpins the psychological wellbeing of employees (Nair, N. (2015)). In hospital settings also an organizational justice which gives better mental wellbeing among employees (Vandana Maurya, Urmila, 2023). The inclusive leadership influences the employees life satisfaction and career satisfaction (Jha, I. N., Pal, D., & Sarkar, S. (2024)). After reviewing many studies and based on intervention of mental health around India, it is evident that providing counseling will be helping them in the social inclusion and exclusion.

Limitation

- Limited availability of studies in Indian context
- Inconsistent measurement tools across Indian studies
- Imbalance in regional
- Lack of systematic search
- Reduced conceptual clarity.

Conclusion

In spite of the negative outcome of inclusion there are more advantages in social inclusion which improves the psychological wellbeing of employees. It leads to life satisfaction and positive overall wellbeing of employees.

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