

Incorporating Psychological Well-Being as A Policy in Multifaceted Corporate Culture

Hitesh Mohan^{1*}, Dr Zahoor Ahmed Lone²

¹ Research Scholar, Department of Psychology, Lovely Professional University, Punjab, India, ORCID ID: <https://orcid.org/0000-0002-3362-3103>

² Assistant Professor, Department of Psychology, Lovely Professional University, Punjab, India
1 hitesh.mohan71@gmail.com (Hitesh Mohan)

2 zahoor.20966@lpu.co.in (Dr Zahoor Ahmad Lone)

* Corresponding author

1 Hitesh Mohan is a researcher at Punjab's Lovely Professional University. Hitesh was born and raised in India's capital, Delhi. Hitesh has a master's degree in psychology. Hitesh is currently employed as an HR Manager in a multinational corporation, he has an overall 26 years of experience.

2 Dr. Zahoor Ahmed Lone teaches at Punjab's Lovely Professional University as an Assistant Professor. Dr. Zahoor is a native of Jammu and Kashmir who earned his doctorate from Aligarh Muslim University in Uttar Pradesh, India. He is the training coordinator of Lovely Professional University.

Abstract

The study investigates the difficulties and scope for the corporate culture to incorporate psychological wellbeing into their policies. The main factors identified are lack of definition of mental health issues and psychological wellbeing in a unified manner. The study had been conducted with a secondary qualitative approach through analysis of journals, government reports and articles. It was found that due to this lack of definition and awareness about the impacts of mental health, corporations have failed to create a work atmosphere of job autonomy, lack of investments in workplace wellbeing programs, the lower engagement levels of the employees and lack of implementation of Equality Act of 2010 the psychological wellbeing is jeopardized. Results have suggested that corporations cannot discriminate employees long enough and policies incorporating wellbeing must be executed through a collaborative effort.

Keywords: Employees, Mental Health, Multifaceted Corporate Culture, Policy, Psychological Wellbeing

1. INTRODUCTION

1.1 Introduction

In the corporate culture, psychological well-being has been appeared as a significant issue due to the hostile environment of the corporate culture. As stated by Loon, Otaye and Stewart (2019), In this environment, most business organizations are seen to engage their employees in developing a mental health program. As such, as mentioned in this study, to make the conversation thoughtful, the incorporation of psychological well-being has appeared to be incorporated as a policy. Considering this fact, the current study will analyze the way through which individuals can

incorporate psychological well-being as a policy. Does an employee's well-being have significant repercussions at work and in other areas of their lives? Yes, of course! We've known for years that they have an impact on work life, and a slew of studies have investigated the impact of employee well-being on job outcomes (Bayhan, Metin and Tayfur, 2019). Employee health and well-being appears to be one of the most important aspects influencing organizational success and performance, according to research (Bakker et al., 2019). More investigation is needed to examine the relationship between employees' psychological well-being and their job performance to progress job performance studies

(Ismail, Iqbal and Nasr, 2019). We must evaluate how an employee's wellness affects their work performance, as (Salgado, Blanco and Moscoso, 2019) explained.

1.2 General background of the study

Nowadays, it is evident that the corporate culture is adequately participating in social and physical working environments. However, psychological well-being has been appeared as a social issue as a large base of individuals suffer in the prospects of health in this regard. According to Jena, Pradhan and Panigrahy (2018), psychological well-being needs to be established for prioritizing the areas of intervention and prevention in the corporate workplace. As such, the study proposed that the psychological well-being of the employees turns out to be multifaceted as well as can be considered as a fluid concept to enhance the value-based leadership style as well as the working environment. The dilemma is diverse business culture, a big number of people suffer from mental health issues. Consequently, issues like excellent communication, good policies, social network support, job engagement, and higher performance are impacted. Additionally, the target people's emotional health has an adverse effect, causing them to experience work-related stress during the COVID-19 pandemic situation. They also observed a lack of incentive to improve their performance.

Considering, it can be stated that incorporation of this fact in the policy could have appeared as a fruitful concept as it can lead to the positive psychological well-being of the employees along with enhancing the factors such as correlational objectives, cooperation, teamwork, and open communication system (Dóra et al., 2019). As a result, work-related stress is expected to be reduced along with disproportion, comorbidity, and mortality rates. As stated by Mohan and lone (2021) a healthy workforce means better employee appearance, which aids management in achieving better goals and building a strong community. In addition to having mentally healthy and happy people, improving workplace wellbeing hastens performance. Also, Abid et al., 2020, argued that the corporate culture fails to emerge the well-being of the employees as a strategic priority. As such, it is evident that the definition of

psychological well-being has been dramatically exploited that fails to boost the employee performance in an active manner along with leading to poor financial and psychological well-being. However, according to Vibha, Kamath and Pai (2020), the corporate culture is seen to propel innovation in the corporate wellness market through incorporating health care programs, policies regarding psychological well-being, education, and screening of the employees.

It is apparent that low psychological well-being of employees has a negative impact on employees in varied business organizations. As a result, bad productivity and job performance, poor work enhancement, poor communication with co-workers, and poor physical capacity are all repercussions. Mental disease difficulties such as depression are linked to a high prevalence of unemployment and disability because of employees' low physiological well-being, Nilima et al., (2021). Based on this fact, it can be demonstrated that during the COVID-19 pandemic, the hierarchical departments of various corporate organizations failed to increase knowledge about the importance of psychological well-being while also controlling stress.

In addition to offsets, it is found hard to incorporate well-being in the corporate policies because the hierarchical department tends to emphasize on the physical infrastructure for supporting psychological well-being. During the outbreak situation of COVID-19 pandemic rather than developing appropriate approaches and policies in an effective way, the well-being programs need to be considered in a more prominent way. As stated by Amin, Griffiths and Dsouza (2020), many organizations do not consider well-being as an employee benefit. Indeed, it focuses on the performance strategy for reinforcing the vision and mission of the organization. The growing evidence supports this reason through which the poor performance is delivered by the employees who are psychologically not well. Here, based on the discussion made above, from a personal standpoint, it can be stated that in terms of incorporation of policies regarding psychological well-being the main reason can be considered the poor understanding of the issues by the hierarchical department especially during the outbreak situation of COVID-19 pandemic.

As such, other reasons such as poor contradictory goals as well as the poor-quality evidence, unclear political backing sometimes leads to barriers to incorporating well-being in the corporate policies. During the outbreak situation of COVID-19 pandemic inadequate resources of material and human can be another significant reason that appeared as the implementation gaps in the corporate culture Gopal, Sharma and Subramanyam (2020).

It is worth mentioning the fact that the pandemic situation of COVID-19 negatively hampered the well-being of the corporate people. It is evident that, most of the people have experienced the anxiety and depression rather than the usual. Herein, the maintaining the unusual routine as well as lack of regular sleep, meal, and the poor working schedule adversely impact of the sense of normalcy on the people's lives. The overgrowing evidence also indicates the lack of evaluation and monitoring systems that affect the policy incorporation related to psychological well-being. As expressed by Ahmad, Sohal and Cox (2020), during the outbreak situation of COVID-19 pandemic the corporate culture mostly fails to perceive a poor hierarchy in the organizations that appears as a major negative predictor for the policy implementation regarding psychological well-being. These certain facts fail to enhance the incorporation of psychological well-being policies that need to be addressed in a broad manner in the forthcoming days.

1.3 Research aim

The current study aims to identify the way through which physiological well-being can be brought in the corporate policies. It is critical to investigate these concerns because, as the number of people suffering from mental illnesses rises, the impact on global systems is becoming increasingly strained. According to Johnson et al., (2016) staff sickness absence might be due to physical illness, but it can also be related to stress, burnout, or other issues. Furthermore, stress at work and burnout have been linked to lower quality of care, according to research. The current study looked at several coping mechanisms and protective factors for work-related quality of life and wellbeing. As a result, the findings of this study have implications for assisting employees during other times of system stress, such as future

viral outbreaks or pandemics. Positive coping strategy resources relate to higher wellbeing and better working life quality, while negative coping strategies are associated with poorer wellbeing and worse working life quality.

1.4 Problem statement

In the multifaceted corporate organizations, it is evident that the poor psychological well-being of the employees tends to affect the employees adversely. As a result, the consequences lead to poor productivity and job performance, a poor enhancement to work, poor communication with co-workers and poor physical capability. Research by Zhou et al., (2020), stated that due to the poor physiological well-being of the employees, mental illness issues like depression gets associated with the high rate of unemployment and disability. Based on this fact, it can be exemplified that, during the outbreak situation of COVID-19, the hierarchical department of the multifaceted corporate organizations fail to promote awareness regarding the important psychological well-being along with managing stress at the same time Spoorthy, Pratapa and Mahant (2020). It is optimistic that the workplace health promotion programs or the relevant policies can be appeared here as successful through combining both the interventions of physical and mental health.

1.5 Objectives of the research

To meet the research aim, the following objectives have been identified.

- To understand psychological well-being in the multifaceted corporate culture
- To identify the reasons for which psychological well-being in the multifaceted corporate culture is found hard
- To analyze the way for bringing well-being in the corporate policies

1.6 Rationale of the research

1.6.1 What is the issue?

The issue is that in the multifaceted corporate culture, a large base of individuals suffers due to psychological well-being. As a result, the areas such as good communication, good policies, support from the social networks, engagement with the works, better performance is affected. Also, the emotional health of the target individuals acts in an adverse manner due to which they suffer from work-related stress

during the outbreak situation of COVID-19 (Ahmed et al., 2020). Also, they found a lack of motivation for performing in a better manner. Corporate policies are absent which safeguard rights of the employees regarding their mental health, and hence they might not get the scope to uphold their mental health issues in front of the management. The management too is unable to cover any medical and social expenses related to mental health when proper policies are not present. Thus, employees have till now compromised any psychological trauma on workplace when they are not sure of the support of the organization regarding the issue. The difficulties arise in incorporating a psychological wellbeing agenda within the goals of the human resource of the multifaceted corporate culture as culture itself is multifaceted and incorporating dynamic policies become an issue.

1.6.2 Why is it an issue?

The multifaceted corporate culture encompasses various workforce cultures which are barely defined. Again, definition of wellbeing from the psychological viewpoint is also compromised in several cases. The developing nations are already endowed with a performance criterion when MNCs start operating here. But legal and social lack of definition in developing nations regarding workforce culture is a major failure. The safeguarding of mental health is essential as the organization would be able to have a goodwill if their policies allow employees to seek help and guidance for psychological tensions arising due to workload. Since excessive work pressure can deteriorate the physical health of an individual performance is impacted. It is an issue because most of the corporates fails to promote awareness regarding psychological well-being.

1.6.3 Why is it an issue now?

The Covid-19 pandemic has been a game changer of major organizations and their policies. With the lockdown, increasing rate of infection in all major cities of India, social isolation stigmatization of the infection in the initial phases of the lockdown have led to extreme fall in mental wellbeing. Without incorporation of psychological wellbeing policies emotional, physical, and mental health is jeopardized and long-term performance can be affected. Nowadays, it is considered as an issue during the

outbreak situation of COVID-19 as it leads to severe illness like anxiety and depression, due to which a large base of individuals fails to effectively participate in the health-promoting behaviors, Moon (2020). It is worth mentioning the fact that, the people associated with the multifaceted corporate culture is seen failing to develop resilience for coping up with healthy well-being.

1.6.4 Why is it so hard to incorporate well-being in the corporate policies?

It is observed that a significant change has happened in the demographic population. As such, the areas such as business, fostering psychological well-being in the corporate culture have appeared as a major psychosocial issue in terms of non-work variables. It is found hard as there are no strict policies in the multifaceted corporate culture. As opined by Gassman, Ananat and Fitz (2020), a large base of hierarchical employers fails to enhance the innovative programs for the mental health of the employee due to which the employees fail to perform a good work product as per the social expectations. The study has depicted the outbreak situation of COVID-19 as there is an existing link between the psychological well-being of the employees and their work-life, therefore providing robust well-being programs is required in this regard Satpathy and Ali (2020). However, better policy implementation can appear as a suitable corporate responsibility in this regard that can effectively drive engagement, employee productivity and retention through enhancing their psychological well-being. Since the hierarchical department tends to emphasize the physical infrastructure for sustaining psychological well-being, it is difficult to incorporate well-being into company policy. Rather than establishing effective techniques and regulations in the face of the COVID-19 pandemic, well-being initiatives should be prioritized. According to Chew et al., (2020), in today's multidimensional corporate culture, a huge majority of companies do not regard employee well-being to be a benefit. Indeed, it focuses on the organization's performance plan to reinforce its vision and goal. The accumulating data backs up this theory, stating that low performance is supplied by employees who are psychologically ill.

On the other hand, research by Hayat and Afshari (2020), stated that nowadays, the workers remain highly stressed when it comes to working. Based on this fact, from a personal standpoint, it can be stated, more than 40 per cent of workers suffer due to the high stress regarding their jobs that hamper the psychological well-being of the employees and leads to weak productivity, stability of family and the poor health.

1.6.5 What does the research shed light on?

It becomes important as a foremost task to define well-being on parts of the organization so that they can adopt policies that encompass social psychological and physical well-being in a unified manner to address higher performance within the organization. The research sheds light on the way in which psychological well-being can be incorporated into the policies of the corporate culture. Hence the study takes these approaches to find how will be incorporated. It also encompasses the various methods by which the organizations can adopt for psychological well-being in their management and human resources benefits the study also would provide important approaches through which psychological well-being can be incorporated especially investments in return of human capital the humanitarian approach of increasing well-being or mental health policies. With the advent of the covid-19 pandemic it becomes important for the organizations to look beyond just one pandemic but prepare themselves for further uncertain situations in essence the study shows the entrepreneurial insights through which other organizations can adopt for a multifaceted corporate culture which is dynamic in nature.

1.7 Significance of the research

In terms of significance, it can be stated that the research will analyze both the prospects, such as the main reason for incorporating the well-being in the corporate policies, as well as the results like the way through which its well-being can be incorporated in the corporate policies. It is worth mentioning that to demonstrate an effective result, the research will consider the secondary research methodology.

2. METHODOLOGY

It is noteworthy that the systematic methodology has been chosen for this research. The reason for choosing this method is that it will help to analyze the secondary data without any

complexity. Another reason is that the concerned method tends to have a better understanding regarding the complexity of the research (if any) except doing simplification of the reality. As for example, the books, journals, articles, magazines, news that are publicly available have been considered for this study Tuzovic and Kabadayi (2018). However, to maintain the ethical considerations, all the chosen authors will be acknowledged throughout the study, and the data will be used only for academic purposes. It is worth mentioning that all the data will be protected under the “Data Protection Act 2018” and will be destroyed after the research. To explain the secondary data, Google Scholar will be prioritized as the scholarly articles will be chosen as it is published already. The reason for choosing this type of data is that as the data are published already, therefore an authentication will be maintained throughout the research. Apart from that, the official articles, books, and journals will also consider accomplishing the objectives of the research.

3. RESULTS

3.1 How can we bring well-being in the corporate policies

Since the type of the study is secondary qualitative in nature, journals and articles, and other reports have been used as modes to collect evidence and analyze them. Analysis of journals and articles mean that necessary findings are collected in perspective of the study being conducted here as how it becomes difficult to incorporate psychological wellbeing into the corporate policies. Through the analysis various factors have been found as why and how corporations might fail to give importance to the psychological wellbeing. Thus, they have lack of laws and policies to safeguard the employees.

[Table 1 approx. here]

To bring the well-being in the corporate policies, the following factors could be incorporated in corporate policies:

3.1.1 Providing workers with a lot of control over the work they do

De Jong et al., (2016), opined that the main aim of the corporate policy needs to focus on curing the poor mental health of the employees along with controlling the high rate of another severe disease. As such during the lockdown and pandemic, many corporations opted for work

from home model of workspace, which barely investigated how the employees might feel insecure about their performance during isolation. The mental health of an average employee was seemed to be hampered but lack of monitoring and job control laid to more workload and pressure. Just like the study by Royer and Moreau (2016) could not show how job autonomy is important but other studies have provided the results. Their study has failed to provide how important job autonomy can be to improve the performance of the employees. Kersemaekers et al., (2018) talks about Workplace Mindfulness Training as a way out to psychological wellbeing, however the study has failed to provide any practical implications of the trainings and the failed to mention how much these trainings can be feasible. This shows that feasibility matters for any method to increase wellbeing. Job autonomy on the other hand is a highly feasible solution which is easily applied. Letting employees have control over their work means having job autonomy. Job autonomy can be described as is the discretion of the employee to have control over their tasks and providing them a freedom to conduct the work as per a way that suits them organizations look for job autonomy to create a healthy environment at the workplace Walton and Crum (2020). Studies suggest that in India job autonomy is lacking. Depression can lead to reduction in job productivity and lack of job autonomy leads to depression among employees (Li 2019). Studies also indicate that with proper psychological empowerment and perceived support from supervisors regarding work pressure and workload can increase employee engagement as suggested with increase in engagement from the employees there is reduced effects of depression on work productivity.

3.1.2 Investing in the “Workplace Well-being Program”

It can be a good part of the corporate policies as it addresses the barriers associated with the psychological well-being of the employees along with providing benefits to the organizations. According to Gardner (2020), it is believed that not only does wellness helps to make an employee happy, but it also requires healthy staff members as well. As the study have

understood that proper definition of wellbeing is not always conceived by the organization however that becomes an important factor while conducting any welfare programs for the workforce. As identified investing in well-being programs have various approaches which need to be adopted by the multifaceted organization. According to the humanitarian approach the organizations would need to arrange wellness programs which are well organized to support their family beyond the monetary needs (Carnevale and Hatak, 2020). The study by Hur (2018) have taken those monetary benefits have enough limitations to restrict the performance, however wellness programs and providing safe and hygiene improve the performance. The have discussed how the wellbeing and job satisfaction which comes under wellness program agenda are much more important factors to improvement. Monetary rewards are limited in increasing the wellbeing because money is unable to provide for the intrinsic needs at workplace. This also mean that the programs address problems like behavior which impact health risks, improve the quality of life, and return on investments especially human capital of the employees. Value on investment approach organizations (Bennett et al., 2017) would need to work on engaging the employees into the work while providing a support for the employee health. In essence organizations might need to engage the employees in terms of sense of purpose and values that the company follows. Herein, it is expected that during the outbreak situation of COVID-19, the workplace well-being program can substitute employee advocacy that can show genuine care for them.

3.1.3 Fostering the sense of social belonging among the staff

As a part of the policies, the corporate culture can create the work culture as for developing supportive relationships with the other team members. Here, Manganelli et al. (2018), argued that the mentioned relationship in the multifaceted workplace relates to the low psychological distress that can enhance good mental health. Creation of an atmosphere of work culture which can be dynamic to cope up with the pandemic and, we are normalized what model when the pandemic is not there is necessary. To reduce increase social belonging at workplace it is important that the challenges of isolation and

work from home are mitigated (Bartels, Peterson and Reina 2019). Organizations which are multifaceted can increase their social belonging by reduction of effects of disproportionate work-family structures, increased use of the PE model. The P-E model is a person environment fit model. It is an innovative model of work during the times of the covid-19 outbreak recruited based on his personal beliefs which are aligned with the beliefs and values of the company. Entrepreneurship advocates new methods of employee engagement to increase well-being among the employees. Entrepreneurs are often considerate about uncertain environments and the get ready for conversion of work atmosphere according to the demand of the situation Gopinath and Mitra (2017). Entrepreneurs are always ready to value autonomy, to have tolerance for uncertainty, and they have situations open for new environments and they can proactively change their work culture. Hence to achieve more social belongingness the employees must have to engage themselves in a malleable environment they should be trained to face the uncertainty like an entrepreneur, and they should also have the command over their work culture (Abdin et al., 2018). Hirsch et al. (2019) have studied how stigmatization can lead to psychological distress and hence that is just the opposite of social belongingness. Social belongingness can be reduced due to stigmatization, and it leads to restrictions into how much the individuals can participate in the social atmosphere. When stigmatization is present in workplace workers feel discriminated against and less feel less connection and engagement with the goals of the firm. Based on this fact, it can be stated that in the context, fostering social belonging is expected to have appeared like an expensive proposition during the outbreak situation of COVID-19, Prasad, Vaidya and Mangipudi (2020).

3.1.4 Incorporating the approach of "Equality Act 2010"

Incorporating the equality act of 2010 mains that corporations can align their corporate policies in terms of the policies that are being mentioned in the equality act of 2010 passed on by the United Kingdom. This specific law was implemented all over UK to reduce the unjustly discrimination based on any social aspects of a human being. This law was specifically meant to

safeguards the rights of an employee. This law also enhances the protection for people having mental disabilities. In his study, Fell and Dyban (2017) concludes that changing the definition of disability, broadening disability protection, and banning health-related inquiries from job applications are all examples of necessary moves toward better social inclusion for traditionally disadvantaged people. Mason and Minerva (2020) concluded that the Act should be expanded in this way to prohibit discrimination based on selectors' preferences regarding appearance of candidates has nothing to do with their ability to do the job competently. As well as discernment based on preconceptions of customers, clients, or co-workers. According to Gardner (2018), the act covers a wide range of features and methods of discernment, and as a result, women's workplace equality has improved since its inception. If Malaysian authorities and employers want to provide the best for their employees' mental health at work, they should replicate the UK's comprehensive legislation and proactive attitude. Unfortunately, the rate at which Indian firms have able to incorporate this law into their HRM policies is very low. Studies suggest that still now out of 1.1 million registered firms only 1000 have successfully implemented laws that regard mental health an issue. In the multifaceted corporate culture depression is a common factor that is impacting the health of the employees in the corporates. Taking off results from the population about 46% of the workforce in various organizations in India suffers from any kind of stress related to work pressure. In face of the covid-19 pandemic this rate is estimated to increase. Under the circumstances when the corporations or the multifaceted forms are in table to cover the mental health expenses of the employees. With the incorporation of the Equality Act of 2010, it would become a right of the employees to provide evidence of mental health where they would be able to seek benefits without any discrimination. Hence it would not be necessary for the employees to show only physical illness to grant for any benefits.

4. CONCLUSION

It can be concluded that it is apparent that the low psychological well-being of employees has a negative impact on the workforce in diverse corporate organizations. As a result, low

productivity and job performance, poor work enhancement, poor communication with co-workers, and poor physical capacity are all effects. According to a study, mental disease issues such as depression are linked to high rates of unemployment and disability because of employees' low physiological well-being during the outbreak situation of COVID-19. Not only during times of pandemic which entails should various other work models, but the basic work model provides job autonomy for the employees. Job autonomy has proved to lower depression and hence increase psychological wellbeing. Providing freedom in their work along with job autonomy the organizations would also need to provide psychological empowerment and perceived supports to reduce work pressure by the workplace wellbeing. Program welfare can be increased where to the humanitarian approach the organizations can provide for the wellness of the family which is beyond the monetary needs. The organizations can also increase the value on investments approach to change the work culture and engage the employees with the goals of the organization through the PE model. Recruitments can be based upon personal believes which are aligned with the goals of the organization will stop through entrepreneurship. Uncertainty can be averted, and new environments can be created which are dynamic in nature.

It is anticipated that by combining both physical and mental health therapies, workplace health promotion programs or appropriate policies will be found to be successful. Also, the study identified that it is hard to integrate well-being into corporate policies since hierarchical departments prefer to focus on physical infrastructure as a means of supporting psychological health rather than adopting effective approaches and policies. The rising evidence supports the claim, which explains why employees who are psychologically ill offer low performance. Based on the discussion above, the study concludes that the main cause for the lack of implementation of policies related to psychological well-being is the hierarchical department's lack of knowledge over the said concerns and specially during the outbreak situation of COVID-19. Despite having poor policy implementation, increasing the corporate investment and attention regarding the

psychological well-being of the employees need to relate to the well-being programs for enriching the expectations of the employees.

5. PRACTICAL IMPLICATIONS AND SUGGESTIONS

In terms of practical implications, it is worth mentioning that the multifaceted corporate culture fails to prioritize employee well-being as a strategic priority. As a result, it is apparent that the notion of psychological well-being has been drastically abused, resulting in a lack of active employee performance as well as bad financial and psychological well-being (The Times of India 2021). However, the varied corporate culture is perceived as failing to push innovation in the corporate wellness sector by merging health care programs, psychological well-being regulations, employee education, and screening. According to the findings of this study, despite poor policy implementation, increased capital investment and attention to employee psychological well-being need to be linked to well-being programs to gain valuable employee expectations.

Based on the discussion made above, foremost priority is to be given to defining the mental health and psychological wellbeing. The next aspect comes to provision of basic freedoms and rights within the benefits of the corporate culture. The corporations also ought to provide first investments in creating and infrastructure which can support mental health of the employees. Immediate policy changes ought to happen so that they are aligned with the entrepreneurial outlook and lobbies must be formed so that the government takes immediate action on the corporations which fails to cover the benefits to be given for employees suffering from mental health. It is intended that the workplace well-being program will develop employee advocacy and demonstrate genuine concern for them (timesofindia.indiatimes.com 2021). Since most of diversified corporate culture strives to communicate the firm's value, it is indeed predicted that the well-being project will help employees achieve a high level of psychological well-being in terms of adopting corporate well-being.

Also, to incorporate Psychological Well-being as a policy in multifaceted corporate culture, the important aspects indicated in the

“Equality Act 2010” can be incorporated into varied business culture. In support of this assertion, it is important to keep in mind that the legislation will aid in the prevention of unlawful psychological discrimination against employees, regardless of their other medical concerns (timesofindia.indiatimes.com 2021).

6. KEY POINTS

The key points presented will serve as the foundation for a consensus meeting aimed at providing company stakeholders with a platform – to ensure that employees' well-being is maximized when implementing effective policies.

First to begin with, employee wellness aims to have long been framed as a condition of well-being that extends beyond (merely) the absence of illness. It is expected that prevention and health promotion initiatives or relevant policies would be found to be beneficial by integrating the physical and mental health therapies.

Also, Corporations will also need to promote employee engagement and psychological supports to lessen workload by the occupational wellbeing, in addition to providing flexibility in their work and job flexibility.

Finally, A happy workplace means better employee appearance, which aids management in achieving better goals and building a strong community. The welfare of the employees can be improved if organizations use a humanitarian approach and support for the family's well-being in addition to their financial necessities.

7. CONFLICT OF INTEREST

The research was carried out only for scholarly interests, with no commercial gain in mind. There are no financial benefits or incentives linked with this study, and it was performed exclusively for scholarly purposes.

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