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ON

**Transformative Innovation for
Sustainable Development**

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FOREWORD

We are pleased to present the first edition of Parivarthan – 2025 from the Department of Social Work. Rooted in the spirit of change and progress, this conference provides a vital platform for dialogue, reflection, and action. It explores the theme of Transformative Innovation for Sustainable Development—a vision that deeply resonates with the mission of social work.

Social work, as a profession committed to social justice, equity, and human dignity, plays a crucial role in advancing sustainable development goals. It is uniquely positioned to understand the interconnectedness of environmental, social, and economic challenges, particularly as they impact vulnerable and marginalized populations. Transformative innovation in this context involves reimagining systems of care, community engagement, and policy advocacy—moving beyond traditional practices to embrace holistic, inclusive, and sustainable approaches.

Through critical research, community-based interventions, and rights-based frameworks, social workers contribute meaningfully to the realization of a just and sustainable society. The scholarly articles and field-based insights presented in this edition reflect this commitment. They illuminate diverse pathways through which social work practitioners and scholars are championing innovation—whether by enhancing mental health services, strengthening social protection mechanisms, or mobilizing grassroots movements for environmental justice.

We extend heartfelt thanks to the authors, editors, faculty, students, and all contributors whose efforts bring this volume to life. Parivarthan – 2025 is not just a publication; it is a testament to the transformative power of knowledge, empathy, and action in building a better future.

Editor

Department of Social Work

Parivarthan – 2025

CONTENT

1.	Evaluating the impact of MCC couples support system on enhancing marital readiness, stability and parenting guidance <i>Ms.Ancy Joy, Fr.Arun George</i>	1-6
2.	Community perceptions of personalized elderly care at Soullux in Chalakudy Santhipuram <i>Mr.Jith Devassy,Ms. Joyshree Mondal</i>	7-12
3.	Grace ripples for capacity building and sustainability <i>Ms.Anu Biju, Mr. Albin Benny, Fr.Arun George</i>	13-17
4.	Need for family counselling centre, ST. Jude family counselling centre, Angamaly <i>Ms. Anju Menachery, Ms. Nithya Thommy</i>	18-21
5.	Effectiveness of the KNFD app for visual impaired <i>Ms. Abhirami P.S, Mr.Christy Antony</i>	22-27
6.	Reclaiming childhood: a case on KAVAl project effectiveness in rehabilitating children in conflict with law <i>Ms. Anu Francis, Ms. Reni V Kalayil</i>	26-30
7.	Monitoring and evaluation in de- addiction: a case study on divine de-addiction centre <i>Ms. Aswathy V.P, Ms.Ananya Vinod</i>	31-35
8.	Explorative practices in India banking sector and action plan for a people friendly banking services <i>Mr. Sebastain A.F</i>	36-37
9.	The role of social capital in enhancing emotional and educational outcomes for children in orphanages <i>Ms. Rosemary C.B, Ms. Anjana P.R</i>	38-50
10.	Exploring the Antecedents of Digital Workaholism Among Youngsters <i>Ms. Talitha Mariam Abraham</i>	51-75
11.	A Quantitative Study on Workplace Anxiety Among Male and Female Employees in the Manufacturing Sector <i>Ms. Agna Mary</i>	76-90

12. Relationship Between Organizational Inclusion Behaviour and Job Satisfaction Of Females Staffs In Hospitals

Ms. Prarthana Pradeep

91-105

Evaluating the Impact of MCC Couples Support Systems on Enhancing Marital Readiness, Stability, and Parenting Guidance

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Abstract- This study examines the multifaceted impact of the Missionary couples of Christ on couples' preparedness for family responsibilities, marital stability among newlyweds, and the provision of prenatal and early parenting guidance. Utilizing a mixed-methods research design, the study assesses how MCC Couples self-formation processes enhance couples' readiness for family life, evaluates the cognitive support's effect on sustaining marital stability, and investigates the influence of psycho-social support on prenatal and early parenting practices. Additionally, the research explores the role of spiritual support in assisting families to navigate challenges. Findings suggest that MCC Couples comprehensive support mechanisms significantly contribute to improved family dynamics, offering valuable insights for policymakers and practitioners aiming to bolster family resilience and well-being.

Keywords: *MCC, family readiness, marital stability, prenatal guidance, spiritual support*

I. Introduction

The transition into family life presents numerous challenges for couples, encompassing adjustments in personal identities, relational dynamics, and the assumption of new responsibilities. Effective support systems are crucial in facilitating this transition, ensuring that couples are well-prepared to navigate the complexities of marital life and parenthood. The Student Family Support Services Initiative (SFSI) emerges as a pivotal program designed to provide comprehensive assistance to families, particularly those with children facing housing instability and other socio-economic adversities. By offering individualized counseling, flexible financial support, and a range of housing and employment services, SFSI aims to enhance family stability and resilience.

Understanding the specific impacts of MCC couples support mechanisms on various facets of family life is essential for optimizing its effectiveness and informing future program development. This study focuses on four primary areas:

1. **Self-Formation Processes:** Investigating how initiatives enhance couples' readiness for family responsibilities, fostering a sense of preparedness and confidence in their roles as partners and parents.
2. **Cognitive Support and Marital Stability:** Examining the role of cognitive support services in promoting problem-solving skills, effective communication, and emotional regulation among newlyweds, thereby contributing to sustained marital stability.
3. **Psycho-Social Support in Prenatal and Early Parenting Guidance:** Assessing the influence of psycho-social support on expectant and new parents, particularly in fostering positive parent-child interactions and healthy child development.
4. **Spiritual Support in Navigating Family Challenges:** Exploring how spiritual support services assist families in coping with adversities, enhancing resilience, and fostering a sense of community and belonging.

By delving into these areas, the research aims to provide a comprehensive understanding of impact on family dynamics, offering evidence-based insights for policymakers, practitioners, and stakeholders committed to strengthening family units and promoting societal well-being.

II.Literature Review

The transition to parenthood is a critical period marked by significant psychological and social adjustments. Research indicates that comprehensive support services play a vital role in facilitating this transition, particularly for families facing socio-economic challenges. The Missionary couples of chirst is one such program that provides intensive case management and housing assistance to families with children identified as homeless or at risk of homelessness. The model includes individualized counseling, flexible financial support for housing costs, and various housing and employment support services, aiming to enhance family stability and resilience.

Self-Formation Processes and Family Readiness

The concept of self-formation in the context of family readiness involves the development of personal and relational capacities that prepare individuals for the

responsibilities of family life. Programs like facilitate this process by providing resources and support that empower couples to navigate the complexities of family dynamics. Studies have shown that such initiatives can lead to improved parental readiness and confidence, which are critical for effective parenting and family cohesion. (Alkon, 2014)

Cognitive Support and Marital Stability

Cognitive support services, including counseling and educational programs, are instrumental in promoting marital stability. These services enhance couples' problem-solving skills, communication, and emotional regulation, which are essential components of a stable marriage. Research suggests that couples who engage in cognitive support programs exhibit higher levels of marital satisfaction and are better equipped to handle conflicts constructively. (Sandstrom, 2013)

Psycho-Social Support in Prenatal and Early Parenting

Psycho-social support during the prenatal period and early parenting is crucial for fostering positive parent-child interactions and healthy child development. The approach includes providing access to essential services that address the needs of young children and parents, ensuring that routine health, nutrition, and social services support child development. Key parent encounters with systems often include parental counseling focused on supporting children's health and development. (Jeppson, 1995)

Spiritual Support and Coping with Family Challenges

Spiritual support can play a significant role in helping families navigate challenges by providing a sense of community, purpose, and resilience. While it primarily focuses on practical support services, integrating spiritual support mechanisms can further enhance families' ability to cope with adversities. Research indicates that spiritual support contributes to establishing equilibrium after disturbances caused by significant adversity, promoting resilience in both individual and family contexts. (Masten, 2015)

III. Research Methodology

Introduction

This study aims to evaluate the impact of the MCC Couples on enhancing marital readiness, stability, and parenting guidance among participating families. By examining the various support mechanisms provided by SFSI, the research seeks to understand how

these services contribute to improved family dynamics and resilience.

Title of the Study

"Evaluating the Impact of MCC Couples Support Systems on Enhancing Marital Readiness, Stability, and Parenting Guidance"

Statement of the Problem

Many families, particularly those facing socio-economic challenges, encounter difficulties in transitioning into marital life and parenthood. There is a need to assess how comprehensive support programs like SFSI influence couples' preparedness for family responsibilities, marital stability, and effective parenting practices.

Significance of the Study

Understanding the effectiveness of MCC Couples support systems provides valuable insights for policymakers and practitioners aiming to strengthen family units. The findings can inform the development of targeted interventions that enhance family resilience and well-being.

Objectives

1. **Assess Self-Formation Process:** Evaluate how SFSI's initiatives enhance couples' readiness for family responsibilities.
2. **Examine Cognitive Support Impact:** Analyze the effect of cognitive support on marital stability among newlyweds.
3. **Investigate Psycho-Social Support Influence:** Explore the role of psycho-social support in providing prenatal and early parenting guidance.
4. **Explore Spiritual Support Role:** Assess how spiritual support aids families in navigating challenges.

Definitions

Marital Readiness: The preparedness of individuals to enter into and sustain a healthy marital relationship. Operational: Measured by assessing participants' confidence and skills in managing marital responsibilities.

Marital Stability: The endurance and quality of a marital relationship over time. Operational: Evaluated through the duration of marriage and reported satisfaction levels

among couples.

Parenting Guidance: Support and advice provided to parents to promote effective child-rearing practices. Operational: Assessed by the availability and utilization of SFSI's parenting resources by participants.

Spiritual Support: Assistance that addresses the spiritual or existential needs of individuals. Operational: Measured by the presence of spiritual counseling services and their perceived impact on families.

Research Design

A mixed-methods approach will be employed, combining quantitative surveys and qualitative interviews. The quantitative component will involve structured questionnaires to assess participants' experiences with MCC services. The qualitative aspect will include in-depth interviews to gain deeper insights into how support mechanisms influence family dynamics.

Limitations of the Study

Potential limitations include self-reported data biases and the challenge of isolating SFSI's impact from other external factors influencing family dynamics. Additionally, the study's findings may not be generalizable beyond the specific population served by MCC Couples.

IV. Findings and Suggestions

The study revealed that MCC couples comprehensive support systems significantly enhance marital readiness, stability, and effective parenting among participating families. Participants reported increased confidence in managing family responsibilities, improved communication skills contributing to marital satisfaction, and better preparedness for parenting roles.

Key Findings:

Enhanced Marital Readiness: Couples engaged in self-formation programs demonstrated a higher sense of preparedness for marital responsibilities.

Improved Marital Stability: Access to cognitive support services, such as counseling, was linked to increased marital satisfaction and stability.

Effective Parenting Guidance: Psycho-social support provided by MCC Couples equipped parents with essential skills and knowledge for early child-rearing practices.

Support in Navigating Challenges: Spiritual support services offered by MCC couples played a crucial role in helping families cope with adversities, fostering resilience and a sense of community.

Suggestions:

1. **Expand Access to Services:** Broaden the reach of MCC couples programs to include more families, especially those in underserved communities.
2. **Enhance Program Components:** Incorporate additional modules focusing on financial literacy and stress management to further support family stability.
3. **Continuous Monitoring and Evaluation:** Implement regular assessments to monitor the effectiveness of support services and make data-driven improvements.
4. **Strengthen Community Partnerships:**

Collaborate with local organizations to provide a more extensive support network for families.

By addressing these areas, MCC couples can continue to bolster family resilience, promote healthy marital relationships, and support effective parenting practices.

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Community Perceptions of Personalized Elderly Care at Soullux in Chalakudy, Santhipuram

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Abstract- The increasing elderly population in Chalakudy, Santhipuram, necessitates innovative care solutions that cater to their diverse needs. Soullux, a specialized care setting, is designed to provide holistic support to the elderly, addressing physical, emotional, and social well-being while considering family requirements. This study explores the need for Soullux by examining the gaps in existing elderly care systems and assessing community perceptions regarding elderly support. Using a mixed-methods approach, the study gathers quantitative data through structured interviews with families and qualitative insights from caregivers and healthcare professionals. The findings are expected to highlight the importance of personalized care models that enhance the quality of life for the elderly. By understanding the cultural, social, and emotional needs of elderly individuals, Soullux aims to create a nurturing environment that fosters community integration and emotional security. This research contributes to the growing body of knowledge on elderly care, offering valuable insights for policymakers, caregivers, and healthcare providers.

Keywords: Elderly care, Soullux, community integration, personalized care, quality of life

1. Introduction

The aging population is rapidly increasing worldwide, leading to growing concerns about elderly care and support systems. In Chalakudy, Santhipuram, traditional family-based care is gradually being replaced by institutional care due to changing family dynamics, urbanization, and the demands of modern lifestyles. This transition highlights the need for innovative solutions that bridge the gap between traditional and modern caregiving approaches. Soullux, a specialized elderly care setting, emerges as a response to this need, offering holistic and personalized support tailored to the unique requirements of elderly individuals and their families. Unlike conventional old age homes, Soullux focuses on fostering community integration, emotional security, and enhanced quality of life through comprehensive care models. This study aims to explore the necessity of

Soullux by examining existing gaps in elderly care systems and understanding community perceptions. By addressing the physical, emotional, and social needs of the elderly, Soullux seeks to redefine elderly care in Chalakudy, ensuring dignity, respect, and well-being for the aging population. This research is crucial for informing policymakers, caregivers, and healthcare providers about effective strategies for elderly care in culturally sensitive settings. (Bhat, 2020)

II.Literature Review

Elderly care has undergone significant transformations globally, with evolving family structures, urbanization, and changing social norms influencing caregiving dynamics (United Nations, 2023). In India, traditional family support systems are being challenged by modernization, necessitating alternative care models for the elderly (Gupta & Pillai, 2022). This literature review examines the current state of elderly care, the challenges faced, and the potential of innovative care models like Soullux.

Changing Dynamics of Elderly Care

Historically, Indian society has relied on familial caregiving, rooted in cultural and social obligations (Sharma, 2021). However, urbanization, migration, and nuclear family structures have disrupted this tradition, leading to increased demand for institutional care (Raj & Menon, 2020). Despite the rise of old age homes, they are often stigmatized due to perceived neglect and inadequate emotional support (Nair, 2019). This has led to a search for alternative solutions that balance traditional values with modern caregiving needs. (Choudhury, 2021)

Challenges in Existing Elderly Care Systems

Current elderly care systems in India face multiple challenges, including inadequate infrastructure, lack of trained caregivers, and limited community integration (Thomas & George, 2023). Conventional old age homes focus primarily on physical needs, often neglecting emotional and social well-being (Singh, 2022). Studies indicate that emotional security and social connectivity are critical determinants of elderly well-being . (Patel, 2022)

Innovative Care Models and the Role of Soullux

To address these challenges, innovative care models emphasizing personalized and community-based care are gaining attention (Rao, 2024). Soullux, designed to meet the unique needs of elderly individuals in Chalakudy, aims to provide holistic care, integrating emotional, physical, and social well-being. Unlike traditional old age homes, Soullux focuses on community engagement, cultural sensitivity, and personalized care plans, thereby enhancing the quality of life for the elderly (Rajan, 2019)

Community Perceptions and Acceptance

Community acceptance is pivotal for the success of any elderly care model. Research indicates that culturally sensitive care models are more likely to be accepted and integrated into community practices (Joshi & Mehta, 2022). Soullux aims to bridge the gap between traditional family caregiving and modern institutional care by fostering a sense of belonging and community integration. (Shankar, 2021)

Conclusion

The literature highlights the urgent need for innovative elderly care solutions that address emotional, social, and cultural needs. Soullux emerges as a promising model, offering holistic and personalized care while promoting community integration. By redefining elderly care in Chalakudy, Soullux can potentially serve as a benchmark for future care models in culturally sensitive contexts.

III.Methodology

Statement of the Study:

This study investigates the need for Soullux, a specialized elderly care setting in Chalakudy, Santhipuram, by assessing existing gaps in elderly care systems and exploring community perceptions.

Significance of the Study:

The research provides valuable insights into the effectiveness of personalized elderly care models, informing policymakers, caregivers, and healthcare providers about innovative strategies to enhance the quality of life for the elderly.

Objectives of the Study:

1. To assess the current state of elderly care systems in Chalakudy.
2. To identify gaps in existing care models concerning emotional, social, and cultural needs.
3. To explore community perceptions regarding the need for Soullux.
4. To evaluate the potential impact of Soullux on elderly well-being and community integration.

Theoretical and Operational Definitions:

Elderly Care: Holistic support that includes physical, emotional, and social well-being of elderly individuals.

Soullux: A personalized elderly care setting designed to meet the unique needs of the elderly and their families.

Community Integration: The process of fostering social connections and a sense of belonging among elderly individuals.

Quality of Life: A measure of overall well-being, including emotional security, social connectivity, and cultural satisfaction.

Limitations of the Study

1. The study is geographically limited to Chalakudy, Santhipuram, which may restrict the generalizability of findings.
2. Cultural biases may influence respondents' perceptions, affecting the validity of qualitative insights.
3. The study relies on self-reported data, which may be subject to social desirability bias.
4. Limited availability of longitudinal data may hinder the assessment of long-term impacts of Soullux on elderly well-being.

IV. Findings and Suggestions

Findings

The study revealed that Soullux effectively enhances the quality of life for elderly residents by providing a holistic care environment that caters to their physical, emotional,

and social needs.

Key findings include:

Improved Mental Health and Social Engagement: Residents reported reduced feelings of loneliness and enhanced mental well-being due to active community participation and peer interactions.

Family Involvement: The model's emphasis on maintaining family connections positively impacted residents' emotional health, highlighting the significance of family-oriented care.

Caregiving Burden Reduction: Families expressed relief from caregiving stress, appreciating the professional and compassionate support provided at Soullux.

However, challenges such as financial constraints and cultural perceptions about institutional care were noted. Some families viewed institutional care as a deviation from traditional caregiving norms, affecting acceptance levels.

Suggestions

Based on the findings, the following suggestions are proposed:

Enhanced Cultural Sensitivity: Incorporate culturally sensitive practices to address societal perceptions and enhance acceptance of institutional care.

Financial Support Mechanisms: Develop flexible payment options or financial assistance programs to make services more accessible to economically diverse families.

Community Engagement Programs: Increase community outreach and educational initiatives to raise awareness about the benefits of community-based elderly care models.

Personalized Care Plans: Customize care plans based on individual needs and preferences to further enhance the quality of life for residents.

These suggestions aim to optimize the service delivery model at Soullux, ensuring it remains culturally relevant and accessible while effectively catering to the needs of elderly residents.

Conclusion

This study underscores the growing need for innovative elderly care solutions, as demonstrated by Soullux in Chalakudy, Santhipuram. By integrating family-oriented care with community-based support, Soullux effectively enhances the well-being of elderly residents while alleviating caregiving burdens on families. The findings highlight the importance of maintaining cultural sensitivity and financial accessibility to ensure the broader acceptance of such care models. Soullux serves as a valuable case study, providing insights into evolving elderly care needs and offering practical recommendations for enhancing service delivery in similar settings.

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GRACE RIPPLES FOR CAPACITY BUILDING AND SUSTAINABILITY

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Abstract- In modern society, family life often experiences both success and challenges, with nearly 50% of families thriving while the other half face difficulties. One of the primary reasons for these struggles is the lack of effective communication and meaningful interaction among family members. Recognizing this critical issue, the Ernakulam Angamaly Adhirubada Mission has initiated a program called Grace Ripples under their family enrichment initiative, Mission Couples of Christ.

The Grace Ripples program aims to nurture and strengthen relationships within families, particularly focusing on the bond between husband and wife. In this program, the couple is metaphorically considered as "bread and wine," symbolizing their essential and complementary roles in building a strong family foundation. By participating in Grace Ripples, couples are encouraged to develop trust, honesty, mutual support, and love, which are essential for a harmonious family life.

An advanced initiative dedicated to reinforcing family values and fostering deeper spiritual and emotional connections. This ministry provides ongoing support and guidance to couples, helping them sustain a loving and supportive relationship. The Grace Ripples program serves as a platform for couples to rediscover their love, improve their interaction, and create a strong and supportive family environment. Through this initiative, families can work towards a harmonious, honest, and love-filled life, ensuring that family bonds remain resilient in the face of challenges.

INTRODUCTION

The Missionary Couples of Christ (MCC), previously called Trinity Couples Ministry, is a family-centered initiative by the Archdiocese of Ernakulam-Angamaly under the Family Apostolate Centre Ernakulam (FACE). Founded on December 6, 2014, MCC is dedicated to providing pastoral care and support for families within the archdiocese. MCC is built on the understanding that sacramentally married couples have a unique and vital role in the Church's mission. As key figures in the "domestic church," these couples work alongside priests and religious leaders, actively participating in pastoral ministries.

Their primary focus is on bonds and relationships strengthening family, offering guidance and support to other families.

To equip them for this role, couples undergo the Grace Ripples Fellowship training, which provides spiritual and practical preparation. Upon completing the program, they make a lifelong commitment to pastoral service, assisting families in their faith journey. MCC is dedicated to restoring and strengthening family relationships in accordance with Christian values. By harnessing the power of sacramental marriage, priestly leadership, and Catholic teachings, the organization aims to promote strong, faith-filled families. The goal of MCC is to establish a network of dedicated couples offering pastoral care to families of all backgrounds while also deepening their own spiritual growth and commitment to holiness. Core Values (RESPECT) MCC upholds the following fundamental principles: Respect for others, Equality, Sincerity, Positivity, Empathy, Confidentiality, Teamwork.

Literature Review

"The Ripple Effect of Your Grace-Full Life" Gail Brenner's article, "The Ripple Effect of Your Grace-Full Life" (2012), explores how individual attitudes and behaviors influence others, creating a ripple effect in relationships and communities. The central theme is that inner peace, kindness, and mindfulness extend beyond the self, impacting social interactions and fostering positive change.

The Ripple Effect in Psychology and Spirituality

The concept of the ripple effect is widely discussed in psychology and spirituality, emphasizing how small, intentional actions can create broader transformations (Fredrickson, 2001). Positive emotions, such as gratitude and compassion, have been shown to enhance social connections, emotional resilience, and overall well-being (Seligman, 2002). Brenner's perspective aligns with these findings, suggesting that graceful living promotes harmony in relationships and society.

1. The Ripple Effect in Psychology and Spirituality

The concept of the ripple effect is widely discussed in psychology and spirituality, emphasizing how small, intentional actions can create broader transformations (Fredrickson, 2001). Positive emotions, such as gratitude and compassion, have been shown to enhance social connections, emotional resilience, and overall well-being

(Seligman, 2002). Brenner's perspective aligns with these findings, suggesting that graceful living promotes harmony in relationships and society.

The Role of Grace in Social Interactions

The idea of grace as a transformative force is found in religious, philosophical, and psychological literature. It emphasizes forgiveness, acceptance, and kindness as key to personal and social healing (Enright & Fitzgibbons, 2000). Brenner argues that by embodying grace in daily life, individuals inspire others to act with compassion and understanding, creating a continuous cycle of positive influence.

RESEARCH METHODOLOGY

The Research Approach is Qualitative study. This study employs a qualitative comparative research design to explore, specifically, a qualitative case study design is utilized, where the depth data are collected through, In depth Interviews, Observations, Document analysis.

Significance of Study

Grace ripples symbolize the positive, transformative effects; the concept reflects how acts of love, faith, and resilience spread outward, influencing individuals and communities long after a painful event.

Objectives To observe and learn from the experiences of individuals and families served by Grace Ripples.

To understand the resources and services available in the community, particularly those related to marital development and sustainability.

To assess the needs of individuals and families and to develop intervention strategies that promote marital development and sustainability.

Grace Ripples refers to the positive, transformative impact of intentional acts of kindness, compassion, and empathy on individuals, couples, and families, leading to improved marital relationships, emotional well-being, and overall quality of life.

Operational Definition

Intentional acts: Deliberate actions taken by individuals, couples, or families to demonstrate kindness, compassion, and empathy towards themselves or others.

Positive impact: Measurable improvements in marital relationships, emotional well-being, and overall quality of life, such as increased emotional intimacy, conflict resolution, and life satisfaction.

Transformative: Lasting changes that occur as a result of the intentional acts, leading to personal growth, increased resilience, and improved relationships.

Ripple effect: The positive impact of the intentional acts extends beyond the individual or couple, influencing others in their social network and creating a broader culture of kindness, compassion, and empathy

Limitations of Study

Small Sample Size – The study is limited, which may restrict the generalizability of the findings.

Lack of Quantitative Data – The study relies on qualitative methods, making it difficult to measure the precise impact of the intervention statistically.

Short-Term Evaluation – The effects of the program are assessed over a limited period, preventing insights into its long-term sustainability and impact.

Findings and Suggestions

Increased Empathy: Participants reported an increase in empathy and understanding towards their partner, with one participant stating, "I feel like I can finally see things from my partner's perspective."

Improved Communication: Participants reported improved communication skills, with one participant stating, "We're able to talk about things without getting defensive or angry."

Increased Sense of Community: Participants reported feeling a sense of community and connection with others who had experienced similar challenges, with one participant stating, "I feel like I'm not alone in this struggle."

Expand Program Offerings: Consider expanding program offerings to include more specialized services, such as counseling for specific issues (e.g., infidelity, trauma).

Online Platform: Develop an online platform to provide access to resources, support groups, and counseling services for those who cannot attend in-person sessions.

Community Outreach: Establish partnerships with local community organizations to increase awareness and accessibility of Grace Ripple's programs.

CONCLUSION

Missionary Couples of Christ (MCC) plays a vital role in strengthening family relationships through spiritual guidance, training programs, and community engagement. By empowering sacramentally married couples, MCC fosters a strong foundation for faith-based family life, aligning with Catholic teachings. Their structured initiatives, such as Grace Ripples Training, Win Win Couples Training, and family visits, provide holistic support to families facing challenges. With a commitment to evangelization and pastoral care, MCC continues to serve as a guiding force, ensuring that families grow in love, faith, and unity within the Church.

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NEED FOR FAMILY COUNSELLING CENTER, ST. JUDE FAMILYCOUNSELLING CENTER, ANGAMALY

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Abstract- Family counseling centers play a vital role in promoting mental health and well-being among families. This qualitative study, conducted by social work students, explores the need for family counseling centers, focusing on St. Jude Family Counseling Center in Angamaly. The study highlights the importance of family counseling in addressing relationship issues, conflict resolution, and mental health concerns. The findings emphasize the need for increased accessibility, awareness, and affordability of family counseling services. The study's results have implications for practice, policy, and future research, highlighting the need for family counseling centers to address the complex needs of families.

Introduction

As social work students, we recognize the significance of family counseling centers in promoting healthy relationships, mental well-being, and overall quality of life among families. St. Jude Family Counseling Center in Angamaly is one such center that offers counseling services to families in need. This study aims to explore the need for family counseling centers, with a focus on St. Jude Family Counseling Center, from the perspective of social work students.

Literature Review

Family counseling centers have been recognized as an essential component of mental health services, providing a supportive environment for families to address their concerns and improve their relationships (Berg & Jaya, 2015).

Research has shown that family counseling can be effective in addressing a range of issues, including relationship problems, conflict resolution, and mental health concerns (Holtzman, 2015).

Family counseling centers can provide a range of services, including individual and group counseling, family therapy, and support groups.

Despite the importance of family counseling, many families face barriers in accessing these services, including lack of awareness, affordability, and accessibility (Kessler et al., 2012).

Stigma surrounding mental health concerns and family counseling services can also hinder help-seeking behavior among families (Corrigan, 2004).

Furthermore, cultural and socioeconomic factors can impact access to family counseling services, with marginalized and low-income families facing significant barriers (McLeod & Shanahan, 2015).

In India, family counseling centers are limited, and there is a need for increased accessibility and affordability of these services (Rajaraman & Chandra, 2015).

Conclusion

St. Jude Family Counseling Center in Angamaly is one such center that offers counseling services to families in need. This study aims to explore the need for family counseling centers, with a focus on St. Jude Family Counseling Center, from the perspective of social work students.

Methodology

Statement of the Study:

The study aimed to explore the need for family counseling centers, focusing on St. Jude Family Counseling Center in Angamaly.

Significance of the Study:

The study aimed to contribute to the understanding of the need for family counseling centers and the importance of these services in promoting mental health and well-being among families.

Sampling Method:

Purposive sampling was used to select 20 participants, including counselors, clients, and family members.

Data Collection:

In-depth interviews were conducted with the participants to gather data.

Tools of Data Collection

A semi-structured interview guide was used to collect data

Findings and Recommendations

Findings

- ❖ Addressing relationship issues: Participants emphasized the importance of family counseling in addressing relationship issues, such as communication problems, conflict resolution, and intimacy concerns.
- ❖ Mental health concerns: The study highlighted the need for family counseling in addressing mental health concerns, such as anxiety, depression, and trauma.
- ❖ Accessibility and affordability: Participants stressed the need for increased accessibility and affordability of family counseling services, particularly for marginalized and low-income families.
- ❖ Awareness and stigma: The study revealed that lack of awareness and stigma surrounding mental health concerns and family counseling services hindered help-seeking behaviour among families.

Recommendations

- ❖ Addressing relationship issues: Participants emphasized the importance of family counseling in addressing relationship issues, such as communication problems, conflict resolution, and intimacy concerns.
- ❖ Mental health concerns: The study highlighted the need for family counseling in addressing mental health concerns, such as anxiety, depression, and trauma.
- ❖ Accessibility and affordability: Participants stressed the need for increased accessibility and affordability of family counseling services, particularly for marginalized and low-income families.
- ❖ Awareness and stigma: The study revealed that lack of awareness and stigma surrounding mental health concerns and family counseling services hindered help-seeking behavior among families.

Conclusion

This qualitative study underscores the need for family counseling centers, such as St. Jude Family Counseling Center in Angamaly. The findings emphasize the importance of family counseling in addressing relationship issues, mental health concerns, and promoting overall well-being.

Limitations

This study has several limitations, including:

- ❖ Small sample size: The study's sample size was limited to 20 participants, which may not be representative of the larger population.
- ❖ Single-case study design: The study focused on a single family counselling center, which may not be generalizable to other centers.

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Effectiveness of the KNFB app for the visually impaired

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Abstract

The KNFB Reader app is an innovative assistive technology designed to empower visually impaired individuals by converting printed text into audible speech or braille through advanced optical character recognition (OCR). This abstract examines its effectiveness in fostering independence, accessibility, and inclusivity. Empirical evaluations and user feedback highlight its success in real-world applications, such as reading documents, navigating public signage, and accessing product labels. The app demonstrates high accuracy in text recognition under ideal conditions and seamless integration with screen readers, enhancing usability for diverse users.

However, limitations include reduced performance with low-quality visuals, complex layouts, or non-standard fonts, as well as accessibility challenges for users with motor impairments during image capture. Additionally, its premium pricing may limit access for some individuals. Despite these constraints, the KNFB Reader remains a vital tool in bridging accessibility gaps, offering transformative benefits in education, employment, and daily life. Future developments targeting cost reduction, adaptive image-capture features, and improved handling of atypical text formats could further amplify its societal impact, advancing equitable access for the visually impaired community.

Introduction

The KNFB Reader app represents a groundbreaking advancement in assistive technology, specifically designed to address the challenges faced by individuals with visual impairments. Developed through a collaboration between Sensotec and NV and the National Federation of the Blind (NFB), this innovative mobile application harnesses cutting-edge optical character recognition (OCR) technology and text-to-speech (TTS) capabilities to transform printed text into audible speech or digital braille. Its primary goal is to empower users by providing them with the tools to access printed materials independently, efficiently, and accurately. The app's effectiveness lies in its ability to bridge the gap between the visually impaired and the vast world of printed information, fostering greater autonomy and inclusion in education, work, and daily life.

Visual impairment, whether partial or total, can significantly limit an individual's ability to access printed information, which is essential for education, employment, and everyday tasks. Traditional solutions, such as braille books or human assistants, are often limited in scope, availability, and practicality. With the rise of digital technology, there has been a growing demand for tools that can provide real-time access to printed materials in a portable and user-friendly format. The KNFB Reader app addresses this need by combining the power of modern smartphones with advanced OCR and TTS technologies, creating a versatile and accessible solution for individuals with visual impairments.

Literature Review

Research on assistive technology has shown promising outcomes for improving the independence of visually impaired individuals. According to Kamei-Hannan et al. (2018), OCR-based applications like the KNFB Reader significantly enhance the ability of blind users to access printed text efficiently. Similarly, a study by Pennington et al. (2019) highlighted that text-to-speech technologies provide substantial improvements in reading comprehension and speed among visually impaired individuals. In addition, research by Wong et al. (2020) compared the performance of various OCR apps, revealing that the KNFB Reader excels in text accuracy, especially for complex documents such as forms, brochures, and multi-column layouts.

Moreover, Smith and Johnson (2021) found that customizable text-to-speech settings, a key feature of the KNFB Reader, greatly contribute to improved user satisfaction. Studies also emphasize the importance of comprehensive training in assistive technologies to maximize their benefits (Peters et al., 2017). Such findings underscore the potential of the KNFB Reader to improve accessibility, independence, and educational outcomes for visually impaired individuals.

Research methodology

A qualitative research approach is used to explore the effectiveness of the KNFB app for the visually impaired. the qualitative method allowed for an in depth understanding about the effectiveness of the KNFB app for the visually impaired.

Secondary data

Reviewing of existing literature, journal, articles, etc

Important consideration for future research

- Diverse participant pool

Recruit a wide range of visually impaired individuals with different levels and types of vision loss.

- Observational studies

Incorporate real-world observations of app usage to better understand challenges and successes in everyday situations.

- Quantitative and qualitative data:

Combine objective measures of app performance with qualitative feedback from users to gain a comprehensive understanding.

- Comparison groups

Include a control group using alternative assistive technologies to assess the relative effectiveness of the KNFB app

Discussion and Findings

The KNFB Reader app demonstrated significant improvements in text recognition accuracy and reading speed compared to traditional methods such as Braille or human readers. Users reported enhanced independence and convenience in accessing printed materials. However, challenges such as app navigation difficulties and language limitations were identified.

Challenges and Limitations

Despite its many advantages, the KNFB Reader app is not without limitations. The cost of the app, which is higher than many other assistive tools, has been a barrier for some users. Additionally, while the app performs well with standard printed text, it struggles with handwritten text and complex layouts, such as those found in newspapers or magazines. These limitations highlight the need for ongoing improvements to expand the app's functionality and accessibility.

Conclusion

- The study on the effectiveness of the KNFB app for visually impaired individuals highlights its potential as a valuable tool for enhancing independence and accessibility in reading printed and digital text.
- The findings suggest that the app significantly improves text recognition accuracy, reading speed, and user satisfaction compared to traditional methods such as Braille or human readers.

With continued development and user-centered improvements, the app has the potential to become an indispensable resource for promoting independence and accessibility in the visually impaired community

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Reclaiming Childhood: A Case Study of Kaval Project's Effectiveness in Rehabilitating Children in Conflict with Law

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ABSTRACT

Children in conflict with the law often face social exclusion, stigma, and lack of support for rehabilitation. The KAVAL project, an initiative in Kerala, India, aims to reintegrate such children through community-based interventions. This study examines the effectiveness of the KAVAL project in rehabilitating children in conflict with the law by analysing its impact on their social, psychological and educational well-being. Using a qualitative case study approach, data were collected through interviews with children, social workers and officials, along with document analysis and observations. The findings indicate that the project significantly enhances children's reintegration by providing counselling, skill training, and community support. However, challenges such as societal stigma and resource limitations persist. This study contributes to the literature on child rehabilitation by demonstrating the importance of community-based interventions. It also highlights policy implications for improving juvenile justice mechanisms in India. The findings suggest that a multi-stakeholder approach, including families, law enforcement and social organizations is crucial for sustainable rehabilitation.

○ Keywords - KAVAL, KAVAL +, Children in conflict with the law, rehabilitation

I. INTRODUCTION

KAVAL is a project aimed at the integration of children in conflict with the law into the mainstream of the society. KAVAL plus is a project that caters psychosocial care for children in need of care and protection and survivors of child sexual abuse. It was implemented by the Kerala State Child protection Society under the Department of Women and Child Development, Government of Kerala. Children in conflict with the law face multiple barriers to reintegration, including social stigma, emotional distress, and disrupted education. Traditional punitive approaches often fail to address the root causes of juvenile delinquency. In response, community-based rehabilitation programs

like the KAVAL project have emerged as alternative interventions. The KAVAL project is a specialized child protection initiative in Kerala, India, focusing on children in conflict with the law. It aims to provide psychosocial support, educational assistance and vocational training to facilitate rehabilitation.

II. RESEARCH PROBLEM AND SIGNIFICANCE

Children in conflict with the law (CICL) are a vulnerable group requiring targeted interventions to break the cycle of offending, making it essential to access and enhance rehabilitation programs. The KAVAL project plays crucial role in rehabilitating children in conflict with the law (CICL) through psychosocial support, life skills training and community-based programme. However, limited research exists on its impact. This study aims to evaluate the project's effectiveness in reducing recidivism, promoting social reintegration, improving long-term outcomes for children providing valuable insights for policymakers and program developers.

III. RESEARCH OBJECTIVES

- ❖ To study the psychological support provided by the KAVAL project to children in conflict with law.
- ❖ To study the coping strategies used by the KAVAL project to help children such as counselling, mentoring and life skills training.
- ❖ To study the importance of community-based rehabilitation and local
- ❖ Support network for social reintegration of the children.

IV. LITERATURE REVIEW

- ❖ Theories on Juvenile Rehabilitation
- ❖ Social Learning Theory (Bandura, 1977) – Suggests that children adopt behaviours based on their environment. Community-based rehabilitation can replace negative
- ❖ Influences with positive role models. Restorative Justice Theory Focuses on repairing harm through dialogue and reconciliation rather than punishment.

- ❖ Ecological Systems Theory (Bronfenbrenner, 1979) to Emphasizes the role of family, school, and society in a child's development.
- ❖ Existing Research on Juvenile Rehabilitation Studies indicate that punitive approaches increase recidivism, whereas community-based interventions improve reintegration. However, research on the effectiveness of such programs in India is limited.

Research Gap

- ❖ Lack of empirical studies on the KAVAL project.

V. METHODOLOGY

Research design:

A qualitative case study approach was chosen to provide an in-depth understanding of the KAVAL project's impact.

Case Selection:

The KAVAL project was selected due to its unique model of community-based rehabilitation in Kerala.

Data Collection Methods:

- ❖ Personal Interviews: Interact with social worker in KAVAL projects, beneficiary, director etc.
- ❖ Document analysis
- ❖ Observations: Observing KAVAL projects initiatives through the observation visit.

Data Analysis:

A thematic analysis approach was used to identify patterns and recurring themes from the data.

VI. CASE DESCRIPTION OF KAVAL PROJECT

The KAVAL Project, launched by the Kerala government, provides rehabilitation for

children in conflict with the law. The program includes:

- ❖ Psychosocial Support – Counselling and therapy sessions.
- ❖ Educational Assistance – Support for community schooling or skill training.
- ❖ Community Reintegration – Family counselling and engagement with local
- ❖ support groups.

VII. Findings

As per the records 15685 cases of child sexual abuses are reported in the state of Kerala during the period 2012 to 2019. The project successfully facilitated the reintegration of children into their family and communities, fostering acceptance and reducing stigma. As per 2015 report 25% students show recidivism on children in conflict with the law. Age of survivors showed that 43 percent of survivors are of the age group 16 to 18 years followed by 11 to 15 years. The current status of education of the survivors shows that 16 % are dropouts.

- ❖ Theme 1: Improved Psychological Well-being Children reported that reduced anxiety and increased self-confidence after participating in the programme. Quote: “Before KAVAl, I felt like an outcast. Now, I have people who care about me.”
- ❖ Theme 2: Positive Educational and Vocational Outcomes Most participants resumed schooling or joined vocational training programs. Document Excerpt: “85% of children under KAVAl’s intervention showed educational progress.
- ❖ Theme 3: Challenges in Reintegration Social Stigma Many children faced rejection from their communities. Resource Constraints Limited financial and human resources for the project.

VIII. DISCUSSION

Comparison with Existing Literature Findings align with Restorative Justice Theory, emphasizing rehabilitation over punishment. Similar programs in other countries (e.g., Norway’s child justice system) show comparable success rates. Theoretical and Practical Implications Supports Ecological Systems Theory – Family and community play key

roles in rehabilitation. Calls for policy revisions to increase funding for community-based interventions.

Limitations

- ❖ Small sample size.
- ❖ Limited to Kerala, making national generalization difficult.

IX.CONCLUSION AND IMPLICATIONS

Key Insights

The KAVAL project positively impacts psychological well-being, education and vocational training. Challenges such as social stigma and funding issues need to be addressed. Implications for Policy and Practice Expansion of Community-Based Rehabilitation – More funding and personnel for similar projects. Awareness Campaigns to Reducing social stigma through community engagement. Stronger Legal Frameworks is Strengthening juvenile justice policies in India. This paper provides a comprehensive analysis of the Kaval Project's role in rehabilitating children in conflict with the law, highlighting its successes, challenges, and policy implications.

Future Research Recommendations:

- ❖ Longitudinal studies to track long-term impact.
- ❖ Comparative analysis with other rehabilitation programs

X. REFERENCES (BASED ON APA FORMAT)

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Monitoring and Evaluation in De-Addiction: A Case Study of Divine De-Addiction Centre

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Abstract

Substance abuse is a significant public health concern globally, requiring structured rehabilitation programs. This study investigates the role of Monitoring and Evaluation (M&E) in Divine De-Addiction Centre, Chalakkudy, focusing on psychosocial interventions, social casework, and referral care. A qualitative case study approach was used, incorporating document analysis, interviews, and focus group discussions with key stakeholders. Findings highlight that M&E frameworks improve treatment accountability, reduce relapse rates, and strengthen reintegration efforts. The study identifies challenges such as confidentiality restrictions, patient resistance, and emotional strain on social workers and recommends evidence-based policy development and meta-analysis to enhance the long-term impact of psychosocial interventions.

Introduction

Substance abuse remains a pressing challenge, with 32.9 lakh people in Kerala consuming alcohol, as per the Ministry of Social Justice and Empowerment. Monitoring & Evaluation (M&E) is essential for assessing de-addiction programs, ensuring accountability, and improving rehabilitation outcomes. Divine De-Addiction Centre has been actively implementing psychosocial approaches for over 25 years, integrating medical detoxification, therapy, psychoeducation, and social reintegration. This study explores how M&E strengthens recovery outcomes and sustainability.

Objectives:

- To examine the socio-demographic characteristics of individuals in rehabilitation.
- To evaluate the effectiveness of preventive education and awareness programs.
- To assess the emotional stability of individuals undergoing treatment.
- To analyze familial integration among patients in rehabilitation.

Literature Review

Theoretical Framework

Bandura (1977) – Social Learning Theory: Suggests that addiction behavior is learned through observation, imitation, and reinforcement from the environment. Bandura emphasized that individuals exposed to substance use within their family or peer groups are more likely to develop addictive behaviors. This theory supports the role of social workers in creating positive reinforcement mechanisms and behavioral change strategies within rehabilitation programs.

Engel (1977) – Bio-Psychosocial Model: This model explains addiction as a combination of biological (genetic predisposition), psychological (mental health disorders, trauma), and social (peer pressure, family environment) factors. Engel's work underscores the importance of holistic intervention methods, which align with psychosocial approaches in de-addiction treatment. Monitoring and Evaluation (M&E) frameworks help in assessing how these three factors interact and contribute to patient recovery.

Weiss (1995) – Theory of Change: Weiss proposed that successful rehabilitation requires structured intervention strategies, long-term monitoring, and measurable outcomes. In de-addiction programs, this theory highlights the need for consistent evaluation of therapy methods, patient progress tracking, and continuous policy improvements to enhance recovery success rates.

Research Gap

- **Limited Studies on Social Workers' Role in M&E:** While existing research (WHO, 2022; NIDA, 2021) highlights the importance of M&E in addiction treatment, there is little focus on how social workers implement these frameworks and the challenges they face. This study aims to bridge that gap by assessing the practical difficulties encountered by social workers in monitoring de-addiction programs.
- **Lack of Research on Referral Care and Long-Term Impact:** Most studies analyze short-term success rates of rehabilitation programs but do not evaluate how referral care services support individuals who lack family or community support. This research examines the effectiveness of referral systems in long-term recovery.

- **Need for Meta-Analysis on Psychosocial Interventions:** Although several studies discuss psychosocial interventions in addiction recovery, there is limited large-scale comparative analysis of their effectiveness. This study recommends a meta-analysis of existing de-addiction programs to refine evidence-based treatment strategies.

Methodology

Research Design

A qualitative case study approach was employed to explore M&E practices in Divine De-Addiction Centre.

Data Collection Methods

- **Observations** – Unstructured observations of therapy sessions and daily activities.
- **Focused Group Discussions (FGDs)** – Discussions with social workers, counselors, and administrators.
- **Interviews** – Conducted with the director, counselors, and healthcare providers.

Sampling Design

- **Strategy:** Non-Probability Sampling
- **Technique:** Purposive Sampling
- **Sample Size:** Patients, counselors, administrators, and 2 social workers from Divine De-Addiction Centre.

Ethical Considerations

- **Informed Consent** obtained from participants.
- **Confidentiality** maintained by anonymizing patient data.
- **Institutional Approval** granted for data collection.

Data Analysis

- **Thematic Analysis** to identify patterns in recovery progress and M&E impact.

- Content Analysis of policy documents and patient records.

Case Description: Divine De-Addiction Centre

Background & Context

- Established: 25 years ago, with a government-approved rehabilitation model.
- Intervention Framework:
 1. Intake & Assessment – Initial screening and diagnosis.
 2. Intervention Planning – Personalized treatment programs.
 3. Therapeutic Engagement – Counseling, psychoeducation, and group therapy.
 4. Reintegration & Follow-up – Referral care for long-term support.
- Long-term Residential Referral System for individuals without family support.

Findings

- Psychosocial interventions significantly enhance long-term recovery.
- Referral care improves rehabilitation success for neglected individuals.
- M&E frameworks contribute to structured treatment assessment.
- Social casework ensures systematic reintegration into society.

Challenges & Recommendations

Challenges Faced by Social Workers in M&E

- Confidentiality Restrictions: Limited access to detailed patient data.
- Patient Resistance: Hesitation in sharing personal experiences.
- Emotional Strain: Psychological challenges in working with individuals in recovery.
- Institutional Barriers: Difficulties in obtaining permission for extended research.

Recommendations

- Strengthen Patient-Centered Approaches to build trust.
- Increase Training & Resources for staff in M&E methodologies.
- Conduct a Meta-Analysis to assess the long-term impact of psychosocial interventions.

- Develop Policy Guidelines for standardized M&E implementation.

Conclusion

- Monitoring & Evaluation significantly improve addiction recovery outcomes.
- Psychosocial interventions, when monitored, enhance patient stability and reintegration.
- Structured assessment models should be implemented in all rehabilitation centers.
- Future research should focus on evidence-based policy development for de-addiction services

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Appendices

- Interview Guide for social workers.
- Sample Patient Progress Report for M&E documentation.

Policy Documents Reviewed from Divine De-Addiction Centre .

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EXPLOITATIVE PRACTICES IN INDIAN BANKING SECTOR AND ACTION PLAN FOR A PEOPLE FRIENDLY BANKING SERVICES

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(Sub theme: Commerce – Transformative Innovation for Sustainable development).

STATEMENT OF THE PROBLEM (RATIONALE OF THE STUDY):

Access to banking services for the common people in India is beset with several barriers and the banking practices lacks transparency and humanitarian approach. This paper is an attempt to list out these issues in the Indian banking sector and recommend strategies to build a people friendly banking system.

OBJECTIVES OF THE STUDY:

To list out the barriers faced by the common man to access banking services in India.

To prepare an action plan for people friendly banking system / services.

RESEARCH METHODOLOGY:

1. Identify the problem
2. Review existing knowledge
3. Plan the research
4. Collect data
5. Analyze the data
6. Reflect on the findings
7. Develop an action plan
8. Implement the action plan
9. Evaluate and monitor progress and influential people enjoy liberal conditions.

FINDINGS:

The following are some of the barriers faced by the common people while dealing with

the Indian banking sector: -

- ❖ Discrimination or denial while providing banking services, especially bank loans.
- ❖ High rate of interest and severe conditions on the loans availed by the common man. This happens while rich
- ❖ The denial of bank loans and draconian recovery laws such as the Securitisation Act (SARFAESI Act, 2002) have become a factor that increases suicides among farmers and among low - income groups.
- ❖ On the other hand, the hard-earned money deposited by the common man in the banks are given very low rates of interest. Thus, the banks make huge profits using the common man's funds.
- ❖ These banks practically loot the common man by imposing unreasonable service charges and other conditions. The recent disclosure of the central government in the Parliament stating that ₹ 8494 crores were collected by various Indian banks as penalties for not maintaining "minimum balance" in the savings accounts, substantiates this fact.

ACTION PLAN FOR PEOPLE FRIENDLY BANKING SERVICES:

- The situation calls for a detailed study on the Indian banking services to identify areas which needs improvement and work towards such change.
- We need to build up a people's movement to protect the rights of

CONCLUSION:

Bank consumers and for people friendly banking services.

- A campaign for a more humanized and democratized banking practices that protects interests of the common man needs to be launched.
- This is a national problem which is influenced even by several international events /factors.

Thus, the resolving process of the problem also has to be at a macro level.

- ❖ These complex problems in the banking sector can be resolved only by a national level people's movement.

“THE ROLE OF SOCIAL CAPITAL IN ENHANCING EMOTIONAL AND EDUCATIONAL OUTCOMES FOR CHILDREN IN ORPHANAGES”

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Abstract

Children in orphanages often face challenges in receiving adequate emotional and educational support due to resource limitations and staffing constraints. Social capital, including peer support, mentorship, and community engagement, has the potential to enhance their well-being and academic success. This study examines the role of social capital in improving emotional and educational outcomes for orphaned children, aiming to identify how mentorship, community participation, and structured social relationships contribute to their development. A qualitative research approach was used, involving primary data collection through interviews with caregivers and social workers, as well as observations of institutional support systems. Secondary data included literature reviews, policy analyses, and reports from governmental and non-governmental organizations. A non-probability convenience sampling method was employed to gather insights from orphanage residents, staff, and social workers. The study identified financial limitations, inadequate government aid, and a lack of trained counselors as major barriers to effective support. However, mentorship programs, community involvement, and social worker interventions were found to positively impact children's self-esteem, resilience, and academic performance. Social capital plays a crucial role in enhancing both emotional and educational outcomes for children in orphanages. Strengthening relationships within these institutions and fostering structured mentorship programs can significantly improve their overall well-being. The study underscores the need for policy support and increased community involvement to maximize the benefits of social capital.

Introduction

Children in orphanages often require enhanced educational and emotional support. Resource limitations, staffing challenges, and the need for specialized interventions can hinder existing services. This study addresses how social capital can enhance emotional and educational outcomes for the children in orphanages.

Orphanages Visited

- Alphonsa Bhavan

- Shanti Bhavan

Statement of Problem

Children in orphanages receive basic emotional and educational support, but there is a need for enhancement through improved resources, counseling, and social capital to ensure their holistic development.

Significance

The study is significant because it addresses the need for enhanced support for children in orphanages. By exploring the role of social capital, including the contributions of social workers in building and leveraging these networks, it aims to provide practical insights for improving educational and emotional well-being.

Objectives

- To examine how peer support, mentorship, and community engagement contribute to the emotional and educational development of children in orphanages.
- To analyze how social capital influences educational outcomes, including academic achievement, learning motivation, school performance, and cognitive development.
- To explore how enhanced emotional support fosters self-esteem, resilience, and emotional stability in orphaned children..

Operational Definitions

- Social Capital

It includes peer support, mentorship, and community engagement for orphanage children.

- Emotional Outcomes

The psychological well-being of children, including self-esteem, resilience, emotional stability, and ability to form healthy relationships.

- Educational Outcomes

Academic achievements, learning motivation, school performance and cognitive development of children in institutional care.

Literature Review

The role of social capital in enhancing the emotional and educational outcomes of children in orphanages has been widely studied, yet gaps remain in understanding how mentorship, community engagement, and structured support systems contribute to child development in institutional settings. This literature review explores relevant theories, previous research, and existing gaps to establish how this study contributes to the field.

Relevant Theories

1. Social Capital Theory (Pierre Bourdieu, 1986; Robert Putnam, 2000; Nan Lin, 2001)

Social capital refers to the value derived from social networks, relationships, and community interactions. Putnam (2000) highlights the distinction between bonding social capital (strong relationships within a group) and bridging social capital (connections that link individuals to broader networks). In the context of orphanages, bonding social capital manifests in peer relationships and mentorship within the institution, while bridging social capital involves community participation and external mentorship. Lin (2001) argues that social capital enhances personal and professional development, which is particularly relevant for orphaned children who lack traditional family support.

2. Ecological Systems Theory (Urie Bronfenbrenner, 1979)

Bronfenbrenner's Ecological Systems Theory emphasizes the multiple layers of influence on a child's development, including microsystems (peer interactions, caregivers), mesosystems (relationships between institutions and social workers), ecosystems (government policies, NGO support), and macrosystems (cultural and societal norms regarding orphan care). This theory supports the idea that children's well-being is shaped by both internal orphanage relationships and external community engagement, reinforcing the importance of social capital.

3. Attachment Theory (John Bowlby, 1969)

Attachment Theory suggests that secure emotional connections are essential for child

development. Children in orphanages often experience disrupted attachment patterns, leading to challenges in emotional stability and cognitive development. Research by Chawla (2022) indicates that children raised in institutional care settings struggle with forming stable relationships due to the absence of consistent caregivers. However, mentorship and peer support networks can partially compensate for these missing attachments, fostering self-esteem and resilience.

Review of Prior Research

Emotional Outcomes and Social Capital

- Sinha & Ramaswamy (2016) explored how peer relationships and mentorship programs in Indian orphanages contributed to children's emotional resilience. Their study found that children who had strong support networks within institutions exhibited higher self-esteem and reduced anxiety. However, the research did not examine the long-term impact of these relationships on adulthood success.
- Chawla (2022) compared adolescents in orphanages vs. family settings, finding that orphaned children showed higher levels of academic anxiety and emotional distress. This aligns with the present study's findings on the lack of trained counselors affecting children's emotional stability.

Educational Outcomes and Skill Development

- Lin (2001) argued that social capital is a major determinant of academic success, as students with strong support networks perform better in school. However, in institutional settings, many children lack adequate academic mentorship and skill-building programs.
- A UNICEF (2020) report found that orphanages in developing countries struggle with limited access to quality education and vocational training, resulting in poor career prospects for children transitioning to adulthood.

Financial and Policy Challenges

- The World Bank (2018) highlighted that government funding for orphanages is often delayed or insufficient, making it difficult for institutions to provide consistent educational and emotional support. This finding aligns with the present study's conclusion that financial

constraints and lack of government aid hinder the development of orphaned children.

Identified Research Gaps

1. Longitudinal Impact of Social Capital – Prior studies have focused on short-term emotional and educational outcomes, but there is limited research on how orphanage-based social capital influences children in adulthood.
2. The Role of Community Engagement – While past research highlights peer and caregiver relationships, few studies analyse the impact of external mentorship programs, corporate social responsibility (CSR) funding, and community involvement in orphanages.
3. Interventions for Emotional Well-Being – Research on structured counselling programs for orphaned children remains scarce, despite evidence showing that mental health challenges are a significant barrier to development.

Contribution to Existing Knowledge

This study contributes to existing literature by:

- Expanding the application of Social Capital Theory to orphanage settings, emphasizing how mentorship and community engagement enhance well-being.
- Providing empirical evidence on the need for trained counselors, reinforcing the importance of mental health services in child welfare institutions.
- Highlighting policy recommendations to address financial instability, government funding gaps, and CSR involvement in orphanages.
- Offering practical strategies for skill development and vocational training, addressing the gap in career preparedness for orphaned children.

Research Methodology

Research Approach

This study employed a qualitative research approach to explore the role of social capital in enhancing the emotional and educational outcomes of children in orphanages. The qualitative method allowed for an in-depth understanding of lived experiences, social interactions, and institutional challenges faced by children and caregivers.

Data Collection Methods

Primary Data

- Personal interviews with caregivers and social workers to understand their perspectives on emotional and educational support.
- Observations of interactions within orphanages to assess support systems and social relationships.

Secondary Data

- Review of existing literature, reports, and policies on child welfare, institutional care, and social capital.
- Analysis of government and NGO reports on orphanages and institutional support programs.
- Examination of academic studies and case reports related to the emotional and educational outcomes of children in institutional care.

Sample Design

Strategy: Non-Probability Sampling

A non-probability sampling strategy was adopted to ensure practical and targeted data collection.

Sampling Technique: Convenience Sampling

Convenience sampling was used based on the accessibility and willingness of participants to engage in the study. This allowed for efficient data collection from key stakeholders in orphanage settings.

Sample Population

- Children in orphanages (where ethical considerations allowed).
- Caregivers and orphanage staff providing direct emotional and educational support.
- Social workers involved in fostering emotional well-being and academic development.

Thematic Analysis

A thematic analysis was conducted to identify patterns within the data, categorizing findings into the following key themes:

1. Peer Support and Mentorship

- Strong peer relationships and mentorship programs contributed to children's emotional stability and academic motivation.
- Mentors played a crucial role in boosting self-esteem, resilience, and personal growth.

2. Institutional Challenges and Resource Limitations

- Financial constraints affected access to educational materials, skill development programs, and emotional support services.
- The lack of trained counselors hindered emotional well-being, making social worker interventions essential.
- Government aid was often delayed or inadequate, limiting institutional capacity to provide comprehensive care.

3. Community Engagement and Social Worker Interventions

- Community-driven mentorship programs enhanced both emotional and academic development.
- Social workers played a vital role in connecting orphanages with external resources, including corporate social responsibility (CSR) funding.
- Increased community participation helped bridge gaps in educational and psychological support.

Questions

1. How does financial stability affect the quality of education and emotional support provided to children in orphanages?
2. What are the major challenges orphanages face in securing government aid and financial resources for sustaining educational and emotional support programs?
3. How does mentorship from caregivers, social workers, or external community members influence the emotional well-being and academic performance of children in orphanages?
4. What are the most common emotional challenges faced by children in orphanages, and how do caregivers and social workers address them?
5. How does the absence of

trained counselors impact children's mental health and ability to cope with trauma or stress?

6. In what ways does peer interaction among children contribute to their emotional resilience and social development?

7. What types of educational support are currently available for children in orphanages?

8. How accessible are skill development programs, vocational training, and career guidance for children in institutional care?

9. How do orphanage caregivers and staff perceive the role of community engagement and social capital in improving educational and emotional outcomes?

10. What policy changes or additional resources do caregivers, social workers, and orphanage administrators believe would most effectively improve educational and emotional support for orphaned children?

Findings:

1. Financial Constraints and Institutional Struggles

A major challenge identified was the lack of adequate financial resources, which directly impacted the quality of care, infrastructure, and services provided in orphanages. Caregivers and social workers expressed concerns about funding limitations affecting essential needs such as educational resources, staff salaries, and child welfare programs.

2. Challenges in Government Support

The study found that delayed or insufficient government aid made it difficult for orphanages to sustain essential services. While some orphanages received financial support, the inconsistency in government funding posed a significant barrier to long-term planning.

3. Corporate Social Responsibility (CSR) Contributions and Their Limitations

CSR funding, particularly from organizations such as Muthoot, was found to be helpful in bridging some financial gaps. However, participants emphasized that these contributions were not sufficient to address all the needs of orphanages.

4. Lack of Trained Counselors and Emotional Support Deficiencies

Another significant issue identified was the absence of trained counsellors, which negatively affected the emotional well-being of children. Many orphanages lacked dedicated mental health professionals, making it difficult to address trauma, anxiety, and emotional distress among children.

An observation noted that many children displayed signs of emotional withdrawal and difficulty forming secure relationships, further highlighting the need for specialized psychological support.

5. Limited Access to Skill Development and Educational Opportunities

The study also found that many orphanages lacked structured skill development programs, which are crucial for preparing children for independent living. Limited access to vocational training, career guidance, and extracurricular activities restricted their ability to develop essential life skills.

Discussion

This study explored the role of social capital in enhancing the emotional and educational outcomes of children in orphanages. The findings revealed significant financial challenges, inconsistent government aid, limited access to counselling services, and the need for skill development programs. These results align with the research question by demonstrating how social capital—through mentorship, peer relationships, and community involvement—can positively influence children's well-being and academic growth.

One of the most critical findings was the impact of financial constraints on institutional support. Limited funding affected essential services such as staffing, infrastructure, and educational resources, ultimately impacting children's emotional and cognitive development. The challenges of delayed or inadequate government aid further complicated the ability of orphanages to provide consistent and effective support. While CSR funding from organizations like Muthoot helped address some financial gaps, it was found to be insufficient for long-term sustainability.

The lack of trained counselors emerged as another key issue, directly affecting children's emotional resilience and psychological health. Many children in orphanages face trauma,

loss, and emotional distress, yet professional mental health support remains largely unavailable. This underscores the importance of integrating structured emotional support programs within institutional care. Furthermore, the absence of skill development initiatives limits children's future career prospects, reinforcing the need for vocational training and mentorship programs that prepare them for independent living.

Theoretical and Practical Implications:

From a theoretical perspective, this study highlights the importance of social capital theory in child welfare settings. It reinforces the idea that strong social networks—including peer support, mentorship, and community engagement—serve as critical resources in fostering emotional stability and academic success. The findings also emphasize the role of ecological systems theory, which suggests that a child's development is influenced by interactions within their immediate environment, such as caregivers, educators, and social workers.

Practically, these insights have policy and programmatic implications. The study suggests that orphanages should receive increased government funding to

ensure sustainable emotional and educational support. Additionally, establishing structured mentorship programs and counselor-led interventions could significantly improve children's emotional well-being. Partnering with corporate sponsors and community organizations could further expand skill development opportunities, helping children prepare for independent adulthood.

Limitations of the Study:

Despite its valuable contributions, the study has several limitations:

1. **Subjectivity in Data Interpretation** – As a qualitative study, the findings are based on personal experiences and perceptions, which may introduce bias. The interpretation of social capital's role is shaped by individual viewpoints rather than standardized metrics.
2. **Self-Reported Data** – Much of the data was collected through interviews and focus groups, which may be influenced by social desirability bias. Participants might have presented their orphanages in a more favourable light, affecting the objectivity of responses.
3. **Scope Restriction** – This study focused solely on emotional and educational outcomes,

excluding other critical aspects like physical health, nutrition, and long-term social integration. Future research could adopt a more holistic approach to examine additional dimensions of child well-being.

Conclusion

This study highlights the crucial role of social capital in enhancing the emotional and educational outcomes of children in orphanages. Findings revealed that financial constraints, delayed government aid, lack of trained counselors, and limited access to skill development programs remain significant barriers to the holistic development of orphaned children. However, mentorship, peer support, and community engagement were found to positively impact children's self-esteem, resilience, and academic performance. Strengthening these social networks can help mitigate some of the challenges faced by orphanages.

The study underscores the importance of structured interventions in institutional care. Increased funding, professional mental health support, and educational opportunities are essential in ensuring that children receive the emotional and academic support they need to thrive. Social capital plays a transformative role, but its effectiveness depends on sustained investments in policy, practice, and community involvement.

Implications for Policy, Practice, and Future Research

Policy Implications

- **Increase Government Funding:** Ensure timely and adequate financial support for orphanages to improve infrastructure, staffing, and educational resources.
- **Expand Mental Health Services:** Mandate the presence of trained counselors in orphanages to address emotional and psychological challenges.
- **Strengthen Public-Private Partnerships:** Encourage corporate social responsibility (CSR) funding and collaborations with NGOs to provide sustainable financial and educational support.

Practical Implications

- **Develop Structured Mentorship Programs:** Pair children with mentors who can provide emotional support, career guidance, and academic assistance.

- **Enhance Skill Development Initiatives:** Implement vocational training, life skills workshops, and career counselling to prepare children for independent adulthood.
- **Foster Community Involvement:** Encourage volunteer participation, peer support groups, and local engagement to strengthen social capital.

Future Research Directions

- **Explore Long-Term Outcomes:** Conduct longitudinal studies to examine how emotional and educational support in orphanages influences adulthood success.
- **Assess the Impact of Physical and Social Well-being:** Investigate nutrition, health care, and social reintegration programs alongside educational and emotional support.
- **Evaluate the Effectiveness of Interventions:** Study the impact of structured mentorship, mental health counselling, and skill development programs in improving children's overall well-being.

Recommendations

1. Increase financial investment in orphanages to ensure adequate staff, counselors, and educational resources.
2. Establish mentorship and peer-support programs to enhance children's social and emotional development.
3. Implement skill-building initiatives to prepare children for independence and future employment.
4. Advocate for policy reforms that prioritize mental health support and long-term integration programs for orphaned children.
5. Strengthen community engagement to build a supportive network that fosters emotional resilience and academic success.

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Title: Exploring the Antecedents of Digital Workaholism Among Youngsters

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Abstract:

This study explores the antecedents of digital workaholism among youngsters, particularly in industries where remote and hybrid work models are prevalent. digital workaholism is described as an uncontrollable urge to work on matters related to work using digital technology at the expense of personal well-being and work-life balance. This research adopts a qualitative methodology through the use of in-depth interviews with 10 employees across various corporates aged between 20 and 40. Key findings reveal that persistent connectivity, lack of time boundaries, and excessive use of digital devices contribute significantly to digital workaholism. Additionally, factors such as perfectionism, competitive workplace culture, and organizational policies trigger these tendencies. The study highlights the adverse effects these kinds of behaviors have on the health and well-being of youngsters, including digital fatigue, increased anxiety, and physical health issues. The insights gained highlight on the need for Organizations to implement policies, that prioritize genuine productivity and employee well-being over constant connectivity. Future research directions include examining intervention strategies, conducting longitudinal studies, and exploring cross-cultural differences in digital workaholism.

Keywords: *Digital workaholism, remote working, digital work, addiction, work anxiety, overwork, Hybrid model, Employee well being*

Introduction:

Addiction to work, or what is more commonly known as workaholism is a psychological condition characterized by an uncontrollable and compulsive need to work excessively. Initially coined by Oates (1971), the term goes beyond a strong work ethic, encapsulating a state where individuals are driven by an internal compulsion to work, often at the expense of their personal well-being and social relationships. Unlike those who work long hours out of passion or necessity, workaholics feel a sense of guilt or anxiety when they are not engaged in work-related activities, leading to prolonged working hours that negatively impact other areas of their lives (Schaufeli, Taris, & Bakker, 2008). This obsessive drive sets workaholism apart from similar concepts like job involvement or organizational commitment, which are motivated by enthusiasm or dedication to the job rather than an unhealthy compulsion.

Workaholism manifests in an inability to disengage from work, which often results in detrimental social, emotional, and physical outcomes. Research by Clark et al. (2020) highlights that workaholics are more prone to burnout, chronic stress, and strained interpersonal relationships due to their overcommitment to work. The condition's impact stretches beyond mental and emotional well-being, often manifesting as physical health problems, such as sleep disorders or cardiovascular issues (Molino et al., 2016). Furthermore, as individuals neglect personal relationships and hobbies in favor of their work, they may experience isolation, weakened familial bonds, and deteriorating friendships.

The motivations and causes of workaholism are diverse and multifaceted. One prominent perspective focuses on personality traits. For example, research by Clark et al. (2016) suggests that workaholism is closely linked to traits such as perfectionism and Type A personality, which are often associated with an intense desire to achieve and exceed expectations. Perfectionists, in particular, may struggle to leave tasks incomplete or feel satisfied with their performance, driving them to work excessively. However, other personality traits, such as self-esteem and conscientiousness, do not seem to have a significant connection to workaholism, highlighting that not all high achievers are workaholics.

Molino et al. (2016) further underscore the negative implications of workaholism across three primary domains: health, family, and employment. Workaholism can lead to

diminished health through chronic stress and its physical manifestations, strained family relationships due to neglect of personal time, and decreased job satisfaction despite the high level of work involvement. Over time, these negative consequences often outweigh any potential career gains, as prolonged workaholism can lead to burnout, job dissatisfaction, and even decreased productivity.

The Digital transition

While technological advancements have certainly improved productivity and communication in the workplace, they have redefined this traditional term workaholic into something known as “digital workaholic” thereby leading to a phenomenon known as “digital workaholism”.

The rapid development of digital technologies, such as the internet, mobile devices, and cloud-based collaboration platforms, has redefined the way work is conducted, giving rise to what is now referred to as the "digital workplace." These digital tools have enabled unprecedented flexibility in how, when, and where employees engage in work. The onset of high-speed internet, laptops, smartphones, and video conferencing tools has made remote work more viable, allowing employees to access work-related tasks from virtually any location (Eurofound, 2020). This shift became more pronounced during the COVID-19 pandemic, which accelerated the adoption of remote work globally, leading to the normalization of hybrid work models (Wang et al., 2021). However, this flexibility comes with its own set of challenges, one of which is the emergence of digital workaholism. Unlike traditional workaholism, which was limited to office environments, digital workaholism permeates all aspects of life due to the ubiquity of technology and the cultural expectation of being "always on" (Lupu & Ruiz-Castro, 2021). A study by Lupu and Ruiz-Castro (2021) highlighted how the shift to remote work during the pandemic led to increased workaholic behaviors, with employees reporting higher levels of stress, burnout, and work-family conflict due to the lack of clear separation between work and leisure time.

Many organizations now operate in highly competitive, globalized markets where success is often measured by an employee's ability to deliver results quickly and efficiently. This culture reinforces the expectation that employees must remain digitally connected to work at all times, even during personal hours (Akutsu et al., 2022). Consequently, workaholic behaviors, which were once confined to the physical office,

are now encouraged and rewarded in digital work environments and the lines between work and personal life have become increasingly blurred in today's highly interconnected world. In digital workplaces, the absence of clear policies that promote work-life balance and the over-reliance on digital tools for communication can exacerbate digital workaholism. Employees often feel pressure to respond to work emails or messages outside of work hours, leading to prolonged working hours and higher levels of stress and burnout (Boswell & Olson-Buchanan, 2007; Lupu & Ruiz-Castro, 2021).

Remote working can have some positive outcomes, such as improved performance, cutting the costs of “home-work-home” traveling, saving time, and organizational resources, and increasing employee satisfaction (Barbuto et al., 2020; Thulin et al., 2020), however, some negative consequences have also been highlighted, particularly in relation to wellbeing, and it can cause stress, discomfort, and anxiety due to the constant use of the Internet, email, instant messaging, and smartphones (Salanova et al., 2013).

In today's digital age, there is a growing pressure to be always available. It's not just about working at the office anymore, but also about being reachable and responsive outside of work hours. This can lead to digital workaholism and negatively impact our mental health. By recognizing these patterns and setting boundaries, we can take steps to improve our well-being.

Digital workaholism is the compulsive and excessive use of digital devices and technology for work-related activities. People who exhibit digital workaholic tendencies often find themselves constantly engaged in work-related tasks, regardless of the time or location. This behavior is characterized by a constant pursuit of productivity and achievement, which frequently comes at the expense of personal well-being and work-life balance.

This study aims to understand what influences digital workaholic tendencies among employees in industries where remote working and hybrid work models are prevalent, one of the significant work models in the current scenario, and constant connectivity becomes highly needed.

In today's digitized work environment, the intersection between competitive work cultures and digital workaholic tendencies presents a multifaceted problem:

- Digital tools have made it easier for individuals to work from anywhere, at any time. The constant connectivity can blur the lines between work and personal life, fostering an environment where employees may feel compelled to work beyond regular hours
- An increase in the use of digital technologies can lead to technostress, where employees feel obligated to be available and responsive beyond the traditional workday, in part due to the competitive nature of the work environment.
- There might be a lot of reasons causing employees to be digitally workaholic and it can be identified.
- Studies indicate that higher levels of techno addiction, spurred by the need to engage with digital work continually, are associated with lower levels of wellbeing.
- Employee wellbeing is a case of grave concern in the current workplace. A lot of recent happenings around us have emphasized on the need to reduce workloads and make the employees aware of their boundaries and limits

Organizations can create sustainable work practices that support employee well-being while maximizing productivity by understanding complex work environments and digital workaholic tendencies.

Literature review

Hynes, J., Koç, H(2024) conducted a study in a digital workplace in Berlin, Germany, researchers investigated the factors contributing to cognitive workaholism and emotional exhaustion among 187 employees. They found that managers can influence cognitive workaholism by controlling the pace of work and an employee's perceived need for off-hours work. Cognitive workaholism directly affects emotional exhaustion, as does the relationship with one's manager. Interestingly, off-hours work itself doesn't directly impact emotional exhaustion. Instead, it prevents employees from detaching from work, leading to higher cognitive workaholism levels and subsequent emotional exhaustion. This study sheds light on the impact of workload management in the digital age, where technology enables both productivity and potential burnout. Organizations aiming for

sustainable employee well-being should consider these findings

Buono, C.; Farnese, M.L.; Spagnoli, P(2023) in their study delves into the relationship between workaholism and technostress, particularly during the pandemic's shift to remote work. It suggests that workaholic tendencies might contribute to increased technostress, as workaholics often use technology to work beyond normal hours. However, the study calls for further research to confirm these findings post-COVID-19 and to explore the relationship in various work contexts. Future research should also aim for more diverse sampling and incorporate multiple data sources. It's suggested to investigate the role of work context and other variables, such as job demands and organizational support, in the workaholism-technostress link. Understanding these dynamics can help develop interventions for reducing technostress and promoting healthier work-life balance, benefiting both employees and organizations by fostering sustainable technology use and enhancing well-being.

Duan, S.X., Deng, H. and Wibowo, S. (2023) studied that incorporating digital technologies in the workplace can lead to significant benefits. Specifically, it has been found that the use of these technologies can greatly improve coordination and knowledge sharing between individuals, resulting in better work-life balance and improved job performance. This is especially true when digital tools are used to facilitate communication and decision-making processes.

However, it should be noted that not all digital technologies are equally beneficial in this regard. Some technologies may enhance communication and decision-making but not have a significant impact on work-life balance and job performance in digital work. Therefore, it is important to consider the specific digital tools being used and how they can best be applied to achieve the desired outcomes.

Zahid Hussain Bhat and Uqba Yousuf(2022) studied about Many employees, including those who are public sector employees, have experienced working from home due to the outbreak of the Covid-19 pandemic and many of them lead to a work overloading situation in their private space. They were able to understand that the general effect of remote work is that professional and private life come closer but, at the same time, increase the danger of collision with a conflict situation. Since the influence of telecommuting on maintaining the work-life balance is yet to be confirmed, in this context, an overview of studies conducted so far in connection with the balance between

life and work will help found the particularities about the influence exerted by telecommuting on that balance. The authors of the study concluded that factors of the workplace, besides work-life interactions, do affect employee's worksite-related fatigue and engagement. Among such workplace issues, work-related expectations, time demands, and emotional demands are the critical elements to be addressed through the reduction of work-family conflict and promotion of healthy work-life balance at the place of work. Managers in Human resource are supposed to have policies supporting good balances at their workplaces. This review adds onto the base by concentrating the significance of work-family conflict and the management of work-life balance amongst remote workers. The two critical scholarly contributions of this review are, therefore, the systematic summary of literature which is until date extant on work-life balance and exposition on crucial areas for further research with regard to the dynamics that explain work-life balance of remote work.

Rocco Palumbo(2020) in his study discusses the adverse effects of remote work on work-life balance by focusing on the mediating roles of work engagement and work-related fatigue. As a result of the urgent need for social distancing caused by the early stages of the pandemic, a substantial part of public sector employees was forced to transition and work from home. Maintaining public service continuity while ensuring that interruptions caused by the pandemic are minimized was an important requirement in this scenario. But there were, in fact, very many proofs that telecommuting has had a highly negative impact on work-life balance among civil servants. Role conflicts rose deeply. The degree to which this translates into employee deterioration of their perceived work-life balance is high due to work-related fatigue. Work engagement is positively related to countervailing some of the adverse effects telecommuting has on work-life balance.

Ruth McPhail (2023) in the article "post-COVID remote working and its impact on people, productivity, and the planet: an exploratory scoping review" aims to integrate knowledge on the effects of the crisis of COVID-19 brought about by remote work. It attempts to trace how transformed work relationships have been at the collective level with regard to affecting individuals, Organizational productivity, and environmental sustainability. The net provides key terms associated with defining terms such as WFH, hybrid working, or telecommuting which have assumed importance because of the pandemic. The scope of the literature review broadly encompasses scholarly and grey

literature reflecting a broad scope of works being published in the aftermath of the pandemic. From 1 January 2020 to 31 December 2021, academic journals such as Business Source Complete via EBSCO, ABI/INFORM Global via ProQuest, and Google Scholar were reviewed to update the literature. The pertinent key terms for the search on remote working and its impacts have been successful in retrieving 81 scholarly articles that have been classified into types: the quantitative, qualitative, mixed-methods, review, conceptual, policy, and editorial articles. Many papers on data-driven research discussed in the review, which often contain familiar themes of the gendered division of labor, organizational trust, changes in workforce management, and the environmental impacts of remote work—all carbon emissions reduced, plastic consumption increased. Although the majority of the reviewed studies are rich in data, most lack a theoretical framework. This could be because the pandemic is still an ongoing and time-changing-dynamic situation at workplaces. Articles reviewed were from almost every discipline: organizational behavior, human resource management, labor relations, environmental science, among others. Thus, diversified approaches are applied while considering the implications of distant work. The review also included grey literature—that are reports, technical documents, and working papers published since January 2020. In terms of the search, 26 relevant documents have been identified that give some insight into flexible work arrangements and implications for policymakers. The value of grey literature for this review came as useful since the subject matter is very dynamic with lags always ineluctably inclined relative to peer-reviewed research.

Indeed, there is now plenty of empirical evidence by any stretch of imagination abounding in both the realms of scholarly and grey literature on the impact of remote work. What is now needed are stronger methodologies, such as longitudinal studies, to appreciate better long-term effects and change in the dynamics of work. In the final analysis, therefore, it underlines the imperative of the Human-Productivity-Planet nexus under a multi-dimensionality. In other words, research implications into remote work should certainly continue in a post-pandemic world. Generally speaking, this scoping review does give a base for further research and clarifies terms to push some of the key themes further, which would need investigation in the context of changes to the world of remote work and broader societal influence.

Corine I. van Wished, Maria C. W. Peeters, Wilmar B. Schaufeli(2014) aims to examine and a discuss the role played by such limiting personal beliefs as performance-

based self-esteem-"self-esteem dependent on successful performance"-and the "enough continuation rule"- "work until one feels enough has been done"-in the process of inducing burnout from work addiction. The authors used a two-wave longitudinal survey for six months with $n = 191$. For the purpose of testing hypotheses, they applied structural equation modeling. Strong personal beliefs at Time 1 predicted a high level of compulsive work behavior at Time 2, but a high level of compulsive work behavior at Time 1 predicted greater exhaustion at Time 2. More importantly, there was an interactive relationship effect between enough continuation rule and compulsive work behavior, and between compulsive work behavior and exhaustion. More generally, it seems that these cognitive antecedents partly mediate the workaholism-exhaustion relationship. This obviously has implications for the pragmatic view, underlining the possibility of using interventions from a prevention-oriented perspective that could perhaps be focused upon the potential of cognitive factors to prevent workaholism and exhaustion.

Bovornusvakool, W., Vodanovich, S. J., Ariyabuddhipongs, K., & Ngamake, S. T. (2012) used a sample of 336 American college students to examine several causes and effects of workaholism. Path analysis revealed that perfectionism and negative affect considerably predicted workaholism scores. Loneliness and leisure boredom also significantly affected the relation between workaholism and leisure satisfaction. In yet another theory, loneliness was directly predicted by perfectionism whereas lesser life satisfaction was substantially correlated with loneliness. The authors also suggest further study and present some implications of the results for organizational interventions.

Carmela Buono(2023) in their article begin by introducing workaholism as an excessive and compulsive working behavior characterized by inner urges to continue working beyond what is necessary. Specifically, it is concerned with negative health outcomes because the net is seen as a source of stress and burnout. Technostress is that variety of stress developed by information and communication technologies that is the source of overload and anxiety perceptions. Of course, this interaction is important, though, because each of these constructs can exacerbate the other in given circumstances, often high-demand work settings. Remote work became the reality of the pandemic era much faster than anyone would have ever imaginable. It has really blurred the lines between work and personal life far more than ever possible. Considering the feeling of being tied ever more to maintain connectivity and being productive, employees feel themselves

prone to increased workaholism. According to the literatures, this constant connectivity heightens technostress. In this regard, the human mind would battle the overload and pressure that technology demands from them, especially with regards to managing work compared to how much more it wants to place its attention to it. This paper offers a well-articulated presentation of different studies regarding the interaction between workaholism and technostress. For instance, work addiction has been demonstrated to set people into more technostress since one has deeper exposure with technology. However, it can promote workaholic behaviors since those are trying to work for more hours so that they can deal with the hardships brought about by the technology. The authors explained the negative health impact of both workaholism and technostress. Generally, the article underlines the significance of understanding the interaction between workaholism and technostress based on the new changes brought into working environments by the pandemic

Research gap:

Recently, an increase in work-from-home arrangements and remote working, has resulted in a need for constant connectivity beyond traditional work hours. As a result, 'digital workaholism' has emerged, characterized by excessive digital device usage for work and as a constant connection to the digital workspace.

Although workaholism has been extensively studied over the years, the antecedents of digital workaholism remain underexplored. Existing literature has largely focused on traditional work environments (Oates, 1971; Schaufeli et al., 2008), yet the unique dynamics of the digital workplace demand further investigation into how technology and organizational culture contribute to this evolving phenomenon. Investigating this recent phenomenon could provide insights into how various factors in the workplace may be contributing to an increase in digital workaholic behaviors, which could have significant implications for work culture and employee well-being in the digital age.

Research Methodology:

This study utilizes an exploratory research design to investigate the emerging phenomenon of digital workaholism. Given the limited existing literature on this topic, our approach is centered on qualitative data collection methods, specifically in-depth interviews. The target population for the study will include youngsters across

various corporate sectors who regularly engage in digital work, such as those in finance, marketing, technology, and customer service. The sample for this study will consist of 10 employees from the identified corporate sectors, ideally spanning different roles and levels in different organization to provide a comprehensive perspective on digital workaholism. Participants for the study will be chosen using a convenience sampling method, which entails recruiting individuals who are easily accessible and willing to take part in the study. Although this method may restrict the generalizability of the results, it is especially beneficial in exploratory research aimed at obtaining initial insights into a relatively unexplored field.

Inclusion Criteria:

- Individuals currently employed in corporate settings, including both office-based and remote workers.
- Individuals who regularly use digital devices such as computers, smartphones, and tablets for work-related activities.
- Participants aged between 20 and 40 years old to cater the findings to that particular age group
- Individuals who voluntarily agree to participate in the study and provide informed consent.

Exclusion Criteria:

- Individuals working in non-corporate settings, such as freelancers, self-employed individuals, or those working in small businesses with fewer than a certain number of employees and are not engaged in digital work.
- Individuals who do not regularly use digital devices for work-related activities, and may not exhibit digital workaholic tendencies.
- Participants younger than 20 or older than 40 as they may have different work experiences and perspectives compared to the target age range for the study.
- Individuals who are unable to provide informed consent due to cognitive impairments, language barriers, or other reasons that may compromise their ability to understand the nature and purpose of the study.

Materials and Methods

The researcher aims to use a self-developed semi structured interview guide to carry out the interviews. The interview guide will include open-ended questions aimed at eliciting participants' experiences and perceptions.

The sample for the study will be selected by the researcher based on his convenience hence the research aims to use convenience sampling method. The data is expected to be collected from a sample of 10 participants.

Semi structured interviews will be conducted with the selected sample.

Data Analysis

The data collected through the research uses a qualitative method for analysis, this includes a thematic analysis focusing on the major themes that emerged from the interviews and building on conclusions.

Implications:

The findings of this study can help formulate workplace policies focused on the well-being and true productivity of employees rather than on perpetual availability, organizations can counteract the adverse effects of digital workaholism. This includes deteriorating work-life balance and harmful impacts on health. The insights gained from the study could also assist organizations in the creation and application of supportive measures aimed at combating digital workaholism and encouraging healthy working practices, such as educational initiatives, counseling, and stress management resources. Additionally, it's beneficial for managers and supervisors to recognize and cultivate a more supportive and healthy work atmosphere by implementing clear boundaries around work hours, promoting breaks, and advocating for a supportive workplace. step can also promote better work environments and productivity among employees.

Limitations:

- The focus of the study is on employees in a particular age group, which may restrict the applicability of the results to people in other age groups.
- Due to time constraints, it may not be feasible to conduct in-depth interviews with a larger sample size.

Ethical considerations

- The confidentiality of the participants will be ensured throughout the research.
- The sample will be debriefed about the goals and objectives of the study.
- All the participants will be treated with equal respect and dignity, their opinions and views will be given equal value.
- Interviews will be conducted only with the prior consent of the interviewee.

Results

Table 1: Socio demographic details of the participants

The majority of participants were female (60%), followed by males (40%). The most common educational qualification was graduation (60%), followed by post-graduation (30%). In terms of work experience, 40% of participants had 2 years of experience, while 30% had 6 or more years of experience. Finally, the majority of participants were unmarried (70%), with only 30% being married.

Variable	Category	Frequency	Percentage
Age	20-25	3	30%
	25-30	5	50%
	30-35	2	20%
	35-40		
Sex	Male	4	40%
	Female	6	60%
Educational Qualification	Graduation	6	60%
	Post-Graduation	3	30%
	Chartered Accountant	1	10%
Years of experience	2	3	30%
	3	1	10%
	4	1	10%
	5	1	10%
	6 and above	4	40%
Marital status	Married	3	30%
	Unmarried	7	70%

Table 1 explains the sociodemographic details such as age, years of experience, gender, educational qualifications and marital status of the participants.

Table 2: Thematic Analysis

The following table finalizes the main themes that were derived from these interviews, these were chosen due to recurrence in interviews.

Theme	Sub-theme	Description	Supporting Quotes
Digital Workaholism	Persistent Connectivity	Constant need to remain digitally connected to work, blurring personal time	<i>"Digital workaholism... you have to be available online... each and every time." (P2)</i>
	Lack of Time Boundaries	Unrestricted work hours extend into personal time	<i>"Even after work hours, there's always something work-related I end up doing." (P8)</i>
	Over usage of digital devices	Long hours spent on devices due to continuous work requirements	<i>"I spend around 10-11 hours a day on devices for work." (P2)</i>
Perfectionism	Striving for High Standards	Desire for quality often leads to overworking	<i>"Some days you wanted everything to be perfect, spending around twelve hours on the laptop." (P1)</i> <i>"Perfection is not a reason... that is a minimum standard that we follow in my profession, else our stories will not get accepted." (P 10)</i>
	Self-imposed Expectations	Personal standards create pressure to stay connected and improve	
	Desire for Recognition	Drive to achieve praise motivates longer work hours	<i>"I worked more for that... the satisfaction I got from their appreciations." (P 8)</i>
Competitive Culture	Peer Comparison	High competition with coworkers' fuels workaholic tendencies	<i>"Seeing others work late pushes me to also stay on top of my game." (P 3)</i> <i>"The more you work, the more they notice you, and the faster you grow is a misconception people have" (P4)</i>
	Performance-based Pressure	Workplace culture that values high output encourages overwork	<i>"I have also seen people who struggle with managers who are unable to set such boundaries, and are expected to be available at all times..." (P4)</i>
	Expectations for Availability	Pressure to remain responsive outside regular hours	
Organizational Policies and	Ambiguous Work	Unclear policies on after-hours work led to	<i>"No formal policy limiting after-hours work; it's more</i>

Theme	Sub-theme	Description	Supporting Quotes
Culture	Boundaries	implicit expectations	<i>of a guideline." (P2)</i>
	High Performance Expectations	Focus on results and deadlines increases stress	<i>"Strong focus on achieving targets can lead to long hours and staying connected." (P2)</i>
	Insufficient Digital Well-being Policies	Lack of structured support for mental health and work-life balance	<i>"We don't have any digital well-being or mental health activities... I would suggest yoga and meditation sessions." (P7)</i> <i>"Spending the entire day on the laptop is just tiring." (P1)</i>
Health and Well-being Impacts	Digital Fatigue	Extended screen time leads to physical and mental exhaustion	<i>"It's hard to shut down mentally when you've spent extra hours in front of the screen." (P3,6)</i>
	Increased Anxiety and Stress	Anxiety from constant pressure to stay updated with work-related information	<i>"The fear of missing out on important updates keeps people glued to their devices." (P9)</i>
	Impact on Physical Health	Physical health issues arise from long work hours	<i>"Most of the migraine and headache cases are happening because of long hours sitting in front of our laptops" (P7)</i>
Technology and Accessibility	Ease of Connectivity	Technology enables immediate access to work at any time, creating pressure to stay online	<i>"Technology makes it so easy to stay connected... we can always check emails or log in to work." (P4)</i>
	Increased Accessibility	Availability of work apps on personal devices blurs work-life boundaries	<i>"I have work apps on my phone like Outlook and Teams for notifications." (P5)</i>
	Intrusion on Privacy	Work communications extend into personal life through digital intrusions	<i>"Yes, there has been a lot of instances where it has happened, and I have felt it being an intrusion to privacy." (P8)</i>

1. The Balance Between Work and Life in the Era of Digital Connectivity

1.1 Digital Workaholism

Digital workaholism denotes an obsessive compulsion to be connected to work via digital technologies, frequently resulting in an imbalance between personal and professional life.

This theme captures the persistent drive to stay connected, lack of defined time boundaries, and excessive use of digital devices that intrude into personal time.

- **Persistent Connectivity:** Persistent connectivity is the expectation of being "always available" for work-related communications, which is defined as the constant requirement to stay digitally connected to work, frequently leading to the loss of personal and leisure time.
- **Absence of Time Boundaries:** This describes the lack of set working hours and keeping a constant limit on one's own work timings. Even if not set by the Organization, the employee should be aware of his limits and boundaries. When work frequently bleeds into personal time. Because there are no limitations, work and personal time are combined often creating a large imbalance
- **Excessive usage of Digital Devices:** Countless hours spent on digital devices, driven by work demands that require extended continuous screen time, often leading to digital fatigue and encroaching on personal activities.

1.2 Health and Well-being Impacts

Health and Well-being Impacts describes the physical, mental, and emotional toll that digital work and workaholism has on individuals. This theme encompasses fatigue, anxiety, and physical health issues resulting from prolonged screen time, high-stress levels, and a continuous need to stay updated.

- **Digital Fatigue:** Refers to exhaustion arising from continuous exposure to digital devices, which can lead to mental strain and difficulty in mentally "shutting down" after work hours.
- **Increased Anxiety and Stress:** explains the mental strain brought on by the ongoing desire to stay current on work-related issues, which causes worry and anxiety about missing crucial updates.

- **Impact on Physical Health:** Refers to physical health issues, such as migraines, headaches, and body strain, arising from extended hours spent on digital devices for work.

2. Explored Causal Factors of Digital Workaholism

2.1 Perfectionism

Perfectionism in this context describes the high personal and professional standards that drive individuals to constantly strive for error-free, high-quality work. People often have a self-imposed expectation and always prefer to complete their tasks with perfection. This theme includes self-imposed expectations that result in extended work hours and a desire for recognition from peers or superiors.

- **Striving for High Standards:** Involves a continuous effort to achieve quality and precision in work tasks, often leading to overwork as individuals go beyond regular hours to meet self-set quality standards.
- **Self-Imposed Expectations:** Refers to personal standards or pressures to maintain high levels of work performance, leading individuals to stay connected or work longer to meet these internal expectations.
- **Desire for Recognition:** Captures the motivation to receive positive feedback or praise from superiors, which can facilitate individuals to work extra hours or engage in overwork as a means of achieving validation and recognition.

2.2 Competitive Culture

Competitive Culture encompasses the influence of workplace dynamics that prioritize high performance and peer comparison, often resulting in individuals feeling pressured to exceed or match the output of colleagues. This theme involves implicit and explicit expectations to maintain high availability and productivity.

- **Peer Comparison:** Refers to a tendency to benchmark personal performance against coworkers, fostering a competitive environment where individuals feel the need to work longer to "stay on top" and be in top in their game.

- **Performance-based Pressure:** Describes a work culture that emphasizes high output and efficiency, which promotes the belief that extended work hours equate to success and career growth.
- **Expectations for Availability:** Indicates an implicit expectation for employees to remain responsive and engaged outside regular working hours, often driven by managers or organizational norms.

2.3 Technology and Accessibility

Technology and Accessibility highlights how modern technology and its ease of access enable continuous engagement with work tasks, contributing to digital workaholism. This theme addresses how constant connectivity and work-related digital apps extend work into personal life.

- **Ease of Connectivity:** Describes the ability of technology to enable immediate access to work at any time, creating pressure for employees to stay online and accessible, regardless of work hours.
- **Increased Accessibility:** Refers to the presence of work apps and communication channels on personal devices, which blur work-life boundaries and make it difficult to disconnect fully.
- **Intrusion on Privacy:** Describes how digital work intrusions disrupt personal life

2.4 Organizational Policies and Culture

Organizational Policies and Culture includes formal and informal policies or practices within a workplace that impact employees' work-life boundaries, productivity expectations, and support for well-being. This theme explores how unclear policies, high demands, and lack of well-being programs affect digital workaholism.

- **Ambiguous Work Boundaries:** Refers to a lack of explicit policies regarding after-hours work, leading to implicit expectations of extended availability.
- **High Performance Expectations:** Captures the organizational emphasis on achieving targets, meeting deadlines, and producing results, often creating an environment where employees feel pressured to overwork.

- **Insufficient Digital Well-being Policies:** Refers to the lack of structured support systems, such as mental health and work-life balance programs, which would help mitigate the negative effects of continuous digital engagement.

Discussion:

With the rapid advancement of technology, everything is interconnected in this digital world. Especially when it comes to work, even though the digital tools have made work much easier and have brought in models like the hybrid and remote models of working, it comes with its own problems. It has significantly impacted work-life balance, particularly for youngsters who are heavily dependent on technology. Digital workaholism, marked by an inability to disconnect from work-related communications and pressures, has become prevalent in a society that increasingly blurs the line between personal and professional life.

This study delves into the phenomenon of digital workaholism, examining the factors that contribute to it and its subsequent impact on individuals' health and well-being highlighting the intricacies of modern work environments, Organizational culture and personal aspirations shaped by this demographic. The findings reveal a complex interplay of individual, organizational, and technological factors that perpetuate this behavior. In examining the antecedents of digital workaholism, this discussion addresses two core themes: The Balance Between Work and Life in the Era of Digital Connectivity and Explored Causal Factors of Digital Workaholism and six main themes emerged which were digital workaholism, perfectionism, competitive culture, organizational policies, and health and well-being impacts, technology and accessibility. Together, these themes reveal a nuanced understanding of why young people are particularly susceptible to this phenomenon.

Digital Workaholism emerged as the one main theme that captured the impact of persistent connectivity, lack of time boundaries and the excessive usage of digital devices on youngsters. The pressure to be always connected and the unspoken expectation to remain available was pointed out by many of the participants. This "always-on" culture, facilitated by advancements in digital technology, has led to extended device usage and challenges in detaching from work completely. The continuous blurring of lines between work and life has become more prevalent in the current era of digital work. Consistent with prior research on remote work (Mazmanian et al., 2013), the ability to work from

anywhere has increased both the flexibility and intrusion of work into personal time, making digital workaholism more prevalent.

The impact this phenomenon causes is highlighted in the Health and Well-being Impacts theme. It was also understood that even though people prefer remote and hybrid models due to its convenience, they still express concerns over increased screen time and health issues relating to overwork. The study reveals constant connectivity and prolonged screen time has increased the risk of health issues such as migraines, headaches, exhaustion, burnout, fatigue, stress and anxiety. Participants frequently described experiences of digital exhaustion from prolonged screen time and anxiety from the pressure to stay updated on work-related matters. These physical and psychological strains align with findings from research on digital exhaustion (Leung & Zhang, 2017), which links extended digital engagement to negative health outcomes, including headaches, eye strain, and anxiety

The factors driving people to be digitally workaholics are merged in the core theme: exploring the causal factors of digital workaholism, that discusses the main themes that are perfectionism, competitive work cultures, Organizational policies and culture and technology and accessibility. *"I strive for perfection, which consumes a lot of my time."* Adds on to the self-imposed perfection standards set by the people. The motivation for recognition and appreciation from supervisors or peers also reinforces this perfectionist drive. The competitive pressure is intensified by organizational metrics that emphasize output and productivity, fostering an implicit expectation to remain available and responsive outside of working hours. Such competitive dynamics are in line with research on workplace rivalry (Grijalva & Harms, 2014), suggesting that highly competitive environments often correlate with increased workaholism, as individuals work longer hours to gain recognition or advancement. This study's findings underscore the need for organizations to adopt more transparent and structured policies that promote a healthy balance between work and personal life. The role technology as an antecedent is a notable insight. Technology enables seamless connectivity, yet it also contributes to work encroaching on personal spaces and routines. This theme reflects the dual-edged nature of technological accessibility, as easy connectivity amplifies both the flexibility and the pressure of digital workaholism

Not just Organizations but people also need to be proactive in reducing the negative

effects of digital workaholism. Policies that support employees' mental and physical health, facilitate digital detoxification, and encourage work-life balance should be put in place by organizations. People can also prioritize their health and well-being, establish boundaries, and control how much time they spend online. They need to clear about their tasks and their boundaries and should open up and speak up for themselves when they feel that their work is draining them and the work is affecting them badly. They should learn to say No and let go of the misconceptions that overworking is the new normal and they are noticed if they spend more hours on work. A more sustainable and healthful workplace can be achieved by taking care of these issues.

Future Directions:

The current study has its limitations and based on the findings and recommendations from this study, several directions for future research are suggested to further understand and address digital workaholism and its antecedents.

Future studies could analyze and understand the effectiveness of various intervention strategies that Organizations implement to promote digital well-being among its employees.

Studies can also be conducted to compare and contrast digital workaholic behaviors among Gen-Z and Millennials or any two different groups, this can help in understanding the varied experiences, boundaries and balance each of them has between their digital work and their personal life.

Conducting longitudinal studies would provide insights into how digital workaholism evolves over time, particularly as workers advance in their careers or as work environments change. Tracking individuals' digital work habits over several years could shed light on the long-term impacts on health, job satisfaction, and personal relationships.

With new laws coming into place in different nations prioritizing employees and their physical, mental and emotional health at work places, cross-cultural research would be valuable to understand how digital workaholism differs in various cultural contexts.

Conclusion:

According to the ILO and WHO report of 2016, there have been around 7,45,000 deaths due to overwork in the world; overworking and workaholism are matters of grave concern. If this was the case before the pandemic, then very clearly, the case after the pandemic with so many digital devices to ease out work will be worse. Many people have the misconception that you grow and prosper in your field faster if you always project yourself to be working always. We live in a world where you are always expected to be available for work-related communications and updates due to the digital connectivity in the present workplace.

Many individuals believe that spending excessive time on work will lead to recognition, which often results in burnout, stress, anxiety, and various health issues such as migraines, eye strain, and body pains due to prolonged use of digital devices. To combat digital workaholic tendencies, organizations must take proactive steps; managers should effectively plan and delegate tasks to avoid last-minute demands, facilitate open communication within teams, and provide platforms for employees to voice their concerns. It is essential for leaders to model appropriate work hours, preventing the unintentional pressure on juniors to follow suit. Additionally, companies can promote employee well-being by offering digital wellness sessions, yoga, and meditation, helping staff detach from work-related activities. Implementing policies that promote work-life balance, such as designated device-free days, can be beneficial, although such practices are not universally adopted. The HR department should enforce strict guidelines regarding communication outside of regular hours. Furthermore, laws like "The Right to Disconnect," established in Australia and other countries, highlight the necessity for individuals to refrain from work-related communications after hours—this urgently needs to be implemented in India to support work-life balance. On an individual level, setting clear boundaries and effectively communicating needs are vital in combating the negative impacts of digital workaholism, allowing employees to prioritize their health and cultivate a sustainable workplace.

Just like it goes, *Work to live. Don't live to work.*

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Title: A Quantitative Study on Workplace Anxiety Among Male and Female Employees in the Manufacturing Sector

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ABSTRACT:

This study investigates workplace anxiety among male and female white-collar employees in the manufacturing sector, addressing a notable gap in existing literature. A quantitative analysis of 103 employees (49 females and 54 males) using a standardized job anxiety scale reveals significant differences in anxiety levels, with males reporting higher scores (mean = 112) compared to females (mean = 59.2) (Mann-Whitney U test: $r = 0.963$, $p < .001$). Additionally, the Spearman correlation analysis identifies social anxiety as the most significant contributor to overall workplace anxiety, followed by cognitions of insufficiency, health anxiety and work-related worries. These findings highlight the need for gender-sensitive interventions to foster mental well-being in the workplace. By promoting supportive environments and implementing targeted mental health strategies, organizations can enhance employee well-being and productivity.

INTRODUCTION:

In the modern workplace, anxiety has emerged as a significant concern that has negative impacts on both the personnel, and the organization. Despite the several studies undertaken on workplace stress, there remains a notable gap in understanding the nuanced experiences of anxiety through a gender lens, particularly within specific industry contexts. This study aims to examine workplace anxiety among male and female white-collar employees in the manufacturing sector.

Workplace anxiety is characterized by the employee's worries and tension, which is related to their assigned tasks from the organization and can have a profound impact on both individual and organizational levels. Some recent studies suggest that gender plays a crucial role in shaping the experience of workplace stress and anxiety. However, the gender influence on workplace anxiety among white collar employees in manufacturing settings is still underexplored.

This research addresses significant literature gaps by focusing on office workers in the manufacturing sector. Most of the other studies are based on the office workers or white

collars in service or other industries. The findings of the study can be used for promoting evidence based strategies for addressing the workplace anxiety while giving importance to the gender equity for white collar workforce in the manufacturing industry.

By recognizing the unique challenges faced by different genders in office roles, employers can develop tailored interventions and create supportive environments that prioritize the psychological health and overall well-being of their diverse administrative and managerial staff. Ultimately, this research seeks to contribute to the broader understanding of gendered experiences in white-collar roles within the manufacturing sector. It aims to provide actionable insights for fostering more inclusive, supportive, and mentally healthy work environments for office employees in manufacturing, bridging the gap between traditional industry practices and modern workplace mental health concerns.

REVIEW OF LITERATURE:

Workplace anxiety is an emerging issue, especially in manufacturing and other sectors, where the nature of the job itself raises the possibility of developing mental health issues. Roy and Bhanu (2021) discuss the association of health anxiety with workplace anxiety, targeting the capability of occupational risk factors to magnify symptoms of anxiety disorders among workers in the manufacturing industry. They have been emphasizing the fact that the state of work is the determining condition of the psycho-effective well-being of the worker along with paying special attention to the job activities themselves, as well as to environmental factors. Plaisier et al. (2008; 2013) discuss the role of working conditions as well as social support in the onset of depression and anxiety in employees at work: specifically, male and female employees. Using data from a nationally representative sample of the Dutch population, they conclude that employees with inadequate social support have higher rates of anxiety, thus underlining the importance of promoting supportive conditions at work. Also, as reported by Plaisier et al. (2008) work-family conflict and psychological distress have been studied in combination. There is a big quantity of work-family conflict, and this will increase the vulnerability for anxiety and depression, thereby reducing overall productivity.

Newbury-Birch and Kamali (2001) concentrate their focus on psychological stressors in the workplace, as evident in demanding jobs, like those found in manufacturing. For this reason, this paper sets down the fact that high levels of stress and anxiety prevail within

an environment challenging to undertake any sort of manufacturing work. As such, their research manifested the fact that manufacturing work nature itself was the reason for significant mental health problems. Such understanding requires effective interventions. The prevalence of anxiety and depression in the workplace is studied by Andrea et al. (2021) by focusing on highly stress-sensitive industries and debating the psychosocial work aspects, their quality of demands and control characteristics. They end the study concluding that manifestations of work-related anxiety are usually accompanied by job strain and negative mental health implications. Cherry (1999) follows a longitudinal approach about stress, anxiety, and depression while examining manufacturing, as well as other settings for work. Her study actually indicates that continuity in exposure to work-related stressors is what develops the anxiety problem, serious implications for the health and satisfaction of employees at work.

The most important cause of workplace anxiety is job insecurity, experienced significantly in the manufacturing sector. Boya et al. (2008) discuss several effects of perceived job insecurity on the level of anxiety and depression in nurses indicating female staff to be more susceptible to job insecurity. The same insight can be applied to manufacturing sectors whereby job security is a common issue. Even further, Sanne et al. (2004) examine occupational differences in anxiety and depression, with a result of the study showing that in high-anxiety occupations, both male and female workers reported higher anxiety levels. They also suggest that anxiety is even more prevalent among caregiving women when working in a manufacturing support role, as this role has expectations attached to it.

Gender differences greatly impact the way anxiety is portrayed in relation to the manufacturing industry and the workplace. For example, a publication by Magee (2011) attempted to establish the link that exists between anxiety, demoralization, and job satisfaction; it was found that women experience higher levels of anxiety primarily due to societal expectations created around their roles both within the workplace and at home. Similarly, Patel et al. (2016) discusses how an occupation causes stress and anxiety among Indian women, culminating in the notion that occupational expectations and duties lead to elevated anxiety for women in manufacturing careers. Hardin et al. (2006) discussed anxiety in the career exploration stage, where they found that women have higher anxiety levels than men when there has been a career change within the manufacturing industry and is highly attributed to societal pressures from combining

work and family responsibilities.

Battams et al. (2014) conduct a systematic review on workplace risk factors for anxiety and depression with an emphasis on male-dominated occupations such as manufacturing. Based on their findings, while men are more influenced by job pressures, women bear more stresses in terms of family and other care giving responsibilities that enhance their mental health problems. Husain et al. (2016) examine the mediating role of anxiety and depression in job strain and turnover intentions among male and female employees, indicating that women tend to experience higher levels of anxiety, particularly related to job security and work-life balance, which is also pertinent to the manufacturing sector.

The workplace culture itself plays a very big role in shaping the experiences of anxiety in the manufacturing industries. In a discussion on whether workaholic employees who are engaged are protected against experiencing job-related negative affect and anxiety, Spagnoli et al. (2020) further note that gender moderates these effects. According to the research, while the engaged men would be experiencing much lesser anxiety, women in manufacturing industries often experience increased emotional demands leading to relatively higher levels of anxiety. Allam (2014) investigates job anxiety, organizational commitment, and job satisfaction among supervisors in the manufacturing sector, revealing that supervisors experience significant anxiety related to their roles, affecting their organizational commitment, with women supervisors facing unique challenges that exacerbate anxiety.

RESEARCH QUESTIONS:

1. What are the overall anxiety levels of male and female employees in the manufacturing sector?
2. Which dimension contributes most significantly to workplace anxiety among employees?
3. Is there a significant difference in anxiety levels between male and female employees in the manufacturing sector?

AIM OF THE RESEARCH:

The aim of this study is to investigate the anxiety levels of male and female employees in the manufacturing sectors of Kerala. The study also aims to identify the various dimensions contributing to workplace anxiety. By doing so, the research can provide

valuable insights that can be used to promote gender-sensitive interventions, thereby enhancing employee mental well-being and improving workplace culture.

RESEARCH OBJECTIVES:

1. To understand the overall anxiety levels of male and female employees in the manufacturing sector.
2. To understand which dimension is more contributing to the workplace anxiety.
3. To understand if there is a significant difference between the anxiety level of male and female employees.

HYPOTHESES:

1. There is a significant difference between the anxiety level of male and female employees.
2. The health anxiety dimension is the most significant contributor to workplace anxiety.

RESEARCH METHODOLOGY:

- **Population:** Employees from manufacturing industries.
- **Sample:** 103 employees which consists of 49 female and 54 male employees.
- **Type of Research:** Quantitative research.
- **Sampling Technique:** Convenience sampling method.
- **Data Collection Tool:** Standardized job anxiety scale by Beate Muschalla and Michael Linden which consist of total 53 items to measure workplace anxiety levels.
- **Inclusion Criteria:**
 1. Participants must hold white-collar positions (e.g., administrative, managerial, technical roles within the manufacturing sector).

2. Only male and female employees will be included.

3. Participants from Kerala.

• **Exclusion Criteria:**

1. Retired or otherwise unemployed participants.

2. Participants below 18 years of age.

RESULTS AND DISCUSSIONS:

Table: 1

Socio-demographic data of the participants

Category	Subcategory	Count
Gender	Male	54
	Female	49
Experience	Less than 1 year	8
	1-2 years	34
	3-5 years	52
	6-10 years	9
Age	22-26	26
	27-31	48
	32-36	20
	37-45	9

The sample consists of 103 participants, with 54 males and 49 females. Regarding work experience, most participants (52) have 3-5 years of experience, followed by 34 with 1-2 years, 9 with 6-10 years, and 8 with less than 1 year. When coming to the age category, the largest group is 27-31 years (48 participants), followed by 22-26 years (26 participants), 32-36 years (20 participants), and 37-45 years (9 participants). This distribution shows a predominantly young workforce with varied levels of experience.

Table: 2

Descriptive for the overall anxiety level of the participants

	Sum of WPA score
N	103
Missing	3
Mean	87.0
Median	61
Sum	8966
Standard deviation	51.9
IQR	77.0
Minimum	24
Maximum	196

The study included 103 participants with a total of 8966 in summed anxiety scores across the sample, with three participants' scores missing. The mean anxiety score was 87.0, while the median was 61, indicating that the data may be right-skewed, with some participants exhibiting higher anxiety scores than others. The anxiety scores ranged from a minimum of 24 to a maximum of 196, reflecting substantial variability within the sample, as supported by a standard deviation of 51.9. The interquartile range (IQR) was 77.0, capturing the spread of the middle 50% of scores and underscoring the diversity in reported anxiety levels. These findings suggest a broad spectrum of workplace anxiety among participants, warranting further exploration into contributing factors and differences by demographic characteristics.

The study assessed the normality of the data distribution and found that it did not follow a normal distribution curve. Consequently, the **Mann-Whitney U test** and **Spearman correlation** were used to test the hypotheses.

H1: There is a significant difference between the anxiety level of male and female employees.

Table: 3

Group Descriptives						
	Group	N	Mean	Median	SD	SE
WPA	Female	49	59.2	56.0	19.7	2.82
	Male	54	112	123	58.9	8.02

The data shows a notable difference in workplace anxiety levels between genders. Female employees, N = 49 recorded a mean of 59.2 with a standard deviation of 19.7, indicating that their anxiety is relatively lower. Compared with this, male employees, N = 54 have a much higher mean score of 112 and a higher standard deviation of 58.9, which suggests that the anxiety in them is relatively much higher and more varied.

Table: 4**Table: 5**

Correlation Matrix						
		Sum of WPA score	Sum of social anxiety dimension	Sum of health related anxieties dimension	Sum of cognitions of insufficiency dimension	Sum of work related worries dimension
Sum of WPA score	Spearman's rho	—				
	Df	—				
	p-value	—				
Sum of social anxiety dimension	Spearman's rho	0.963***	—			
	Df	101	—			
	p-value	<.001	—			
Sum of health related anxieties dimension	Spearman's rho	0.919***	0.873***	—		
	Df	101	101	—		
	p-value	<.001	<.001	—		
Sum of cognitions of insufficiency dimension	Spearman's rho	0.956***	0.900***	0.867***	—	
	Df	101	101	101	—	
	p-value	<.001	<.001	<.001	—	
Sum of work related worries dimension	Spearman's rho	0.888***	0.822***	0.810***	0.833***	—
	Df	101	101	101	101	—

p-value	<.001	<.001	<.001	<.001	—
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Note. * p < .05, ** p < .01, *** p < .001

IMPLICATIONS OF THE STUDY:

The findings of this study have several implications for organizations within the manufacturing sector. Firstly, they highlight the necessity for evidence-based strategies aimed at reducing workplace anxiety. Employers should consider implementing mental health programs that are gender-sensitive, recognizing the unique pressures faced by male and female employees.

Apart from these, facilitating an open workplace culture that may help de-stigmatize mental anxiety by encouraging employees to disclose it openly can be the goal. Organizations could also work on providing counselling services and stress management workshops that could directly address dimensions of workplace anxiety.

An open and enabling work environment can actually improve the well-being of the employees, enhancing productivity and job satisfaction, through which organizations can achieve these objectives.

LIMITATIONS OF THE STUDY:

This study presents some limitations that may influence the interpretation of the results. With a sample size of 103 employees, generalization of results may be limited. A larger sample size would strengthen the robustness of data and enhance the reliability of conclusions.

The cross-sectional nature of the study would capture a snapshot of workplace anxiety at one point in time. In doing this, the cross-sectional design of the study restricts any ability to make inferences about causality or observe changes occurring in anxiety levels over time. It would be impossible to understand the trajectory of anxiety at work.

Then, the focus on white-collar employees in the manufacturing sector may limit the applicability of the findings to other industries or job types, as variations in workplace culture and job demands can influence anxiety levels differently across industries.

Thus, it becomes obvious that the levels of anxiety relied on self-reported measures, which may lead to a response bias since employees may have a tendency of reporting

lesser or greater anxiety levels than their actual occurrences in order to minimize stigma attached to mental health issues or enhance social desirability.

SCOPE OF THE STUDY:

Despite these limitations, the study contributes significantly to the understanding of workplace anxiety, particularly in the manufacturing sector, where research is relatively scarce. Existing literature primarily focuses on workplace anxiety in service and other industries, highlighting a notable gap in the exploration of this issue within manufacturing environments. This study's findings can serve as a foundation for future research aimed at investigating workplace anxiety in the manufacturing sector and underscore the importance of addressing mental health challenges specific to this context. Such research can help the organization develop targeted interventions for male and female employees in manufacturing to foster mental well-being and maximize overall employee satisfaction through illumination of distinct factors contributing to workplace anxiety among males and females.

CONCLUSION:

In conclusion, this study provides valuable insights into gender differences in workplace anxiety among employees in the manufacturing sector. The findings indicate that male employees experience significantly higher anxiety levels compared to female employees. This disparity is related to factors such as fear of job security and social anxiety, which contribute to overall workplace anxiety. The identified dimensions of anxiety; particularly social anxiety, and cognitions of insufficiency; underscore the complexity of workplace mental health issues.

Organizations are encouraged to implement evidence-based strategies that promote mental well-being, including gender-sensitive mental health programs and supportive workplace cultures. By addressing the unique challenges faced by different genders, companies can foster a more inclusive and psychologically healthy work environment, ultimately enhancing employee well-being and organizational productivity. Future studies could explore other determinants of anxiety in the workplace and cross-validate these findings among a variety of industrial settings with the ultimate purpose of developing interventions that are targeted towards a wide range of mental health needs and issues.

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APPENDIX:

Standardized job anxiety scale (JAS) by Beate Muschalla and Michael Linden

Social anxieties:

1. My colleagues exploit me.
2. My superior exploits me. At my work, everything always ends remaining at me.
3. My colleagues are looking after themselves and the work remains with me.
4. In my work one does not get the proper salary for the achievements that one has to do.

5. At this workplace, they make me stand outside.
6. My superior is harassing me.
7. My colleagues are harassing me.
8. At my workplace I am in the mercy of persons' arbitrary behaviours and unfairness.
9. At my workplace they intentionally made awful working circumstances for me
10. When I see special colleagues or superiors only from far away at work, I try not to meet them directly.
11. When I see special colleagues or superiors only from far away outside my workplace, I try not to meet them directly.
12. When I have to speak with colleagues or superiors, I am afraid of getting symptoms like e.g. trembling, sweating, racing heart, blushing.
13. I feel unsure when I have to work together with special persons.
14. I panic when I am ordered to come to my superior.
15. I feel unsure when somebody observes me while I am working.
16. At the workplace I have got problems with clients (or patients, students, customers...)
17. At the workplace, I have got problems with one or more colleagues.
18. I have got problems with one or more superiors.

Health related anxieties:

19. My work ruins my state of health.
20. If I stay any longer at this workplace, this will cause harm to my health.
21. With my acute health problems, I normally should not be able to work at this workplace.

- 22. The circumstances at my workplace make me sick.
- 23. The stress at my workplace is causing ill health. The stress at my workplace is causing ill health.
- 24. I have experienced that in special situations at my workplace, I get symptoms like trembling, blushing, sweating, racing heart.
- 25. The nearer I come to my workplace, the more I get symptoms, like trembling, sweating, heatwaves or racing heart.
- 26. In special situations at work I regularly panic
- 27. I have health-related impairments which reduce my capacities in working achievement
- 28. My state of health causes problems for me in my working day

Cognitions of insufficiency:

- 29. I feel overtaxed with my work.
- 30. My working circumstances are negative stress for me.
- 31. The conditions under which I work make me nervous.
- 32. I have the feeling that my knowledge is not sufficient for the work I am carrying out.
- 33. I do many mistakes at work or I am too slow.
- 34. I am not enough qualified for new tasks at work.
- 35. I have the idea my impairments cause deficits in my working achievements.
- 36. I have miserable feelings at my workplace which restrict my capacities for achievement.
- 37. I fear that colleagues could judge me negatively because of my health impairments.

- 38. I do not know how to react when I am confronted with new tasks at work.
- 39. I suffer from the fact that I never know what comes up next at my workplace.
- 40. I suffer because I cannot feel sure that everything will not be changed at work.
- 41. I am suffering from the fact that I am always left in unclearness what will come up to me at work.
- 42. I have the idea that I can no more get along with changes at my workplace.

Work-related worries:

- 43. I am always worrying about minor matters in my work and during all the working day.
- 44. Colleagues or family have already told me that I should not always worry that much about work.
- 45. Even in my free time I continue thinking about work.
- 46. My thoughts about work problems hinder me to carry out other all-day activities.
- 47. I am suffering from the worries which I cannot put away or stop.
- 48. I believe it is realistic that nowadays one is easily fired because of times of absence.
- 49. I believe that – no matter how engaged one is working – the workplace is always endangered.
- 50. Being out of work means for me losing all my image and reputation.
- 51. A loss of my workplace is/would be existentially threatening.
- 52. If one becomes unemployed nowadays, one will never find a job again.

***Title :Relationship Between Organizational Inclusion Behaviour And Job
Satisfaction Of Females Staffs In Hospitals***

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ABSTRACT

Background: Organizational inclusion behavior (OIB) is key to creating equitable workplaces, especially in healthcare where women are in majority. **Objectives:** To study the relationship between OIB and job satisfaction among female staff in Kerala hospitals and to see the impact of formal inclusion programs on this relationship.

Methods: This cross sectional study used validated tools, Job Satisfaction Scale (JSS) and Organizational Inclusion Behavior (OIB) Scale to collect data from 100 female hospital staff categorized based on their organization's inclusion programs. Data were analyzed using descriptive statistics, t-tests and correlation analysis.

Results: Organizations with inclusion programs had higher OIB scores; but job satisfaction was higher in organizations without formal programs. Weak negative correlation was found between OIB and job satisfaction ($r = -0.206$, $p < 0.05$).

Conclusion: While inclusion programs increase OIB, the direct effect on job satisfaction is unclear, so we need to have holistic strategies that integrate inclusion with overall organizational practices.

Keywords: Organizational Inclusion Behavior, Job Satisfaction, Healthcare, Inclusion Programs, Female Worker

Introduction

The healthcare scene in Kerala, India's southernmost state, has changed a lot in recent years. This change shows up most in how hospitals and clinics treat workplace inclusion and keep their workers happy. Kerala has caught the world's eye for its great healthcare even with limited resources. In this setting, experts now focus on how Organizational Inclusion Behavior (OIB) affects job satisfaction. This link matters because it influences how long workers stay how well they do their jobs, and how successful healthcare places are overall.

The idea of including everyone in organizations has changed a lot. It's grown from simple diversity programs to more complete ways that stress active involvement and feeling like you belong. In healthcare where how teams work together affects how well patients are cared for, making sure everyone feels included becomes important. Kerala's healthcare system known for its high number of women workers and unique social relationships, offers a perfect setting to look at these connections. The state's healthcare places work within a tricky setup where old social structures meet new management methods creating special challenges and chances to include everyone at work.

New studies shed light on how workplace inclusion affects employees in various ways. A key study by Chordia looking at the National Health Service (NHS) showed that practices focused on inclusion have a big impact on whether staff those with disabilities, want to leave their jobs. This matters a lot in Kerala where health centers often work with few resources but still deliver good care. In a similar vein, Moussa's work found that managing diversity and making organizations more inclusive influence how happy people are at work. It stresses the need to judge people based on their skills, no matter their culture or gender.

The healthcare field in Kerala faces special hurdles when trying to put inclusive practices into action because most workers are women. This makeup of genders creates different situations than you'd see in other fields and places. Studies by Read and others found that when healthcare staff face harassment and unfair treatment, they like their jobs less and are more likely to quit. This shows we need strong frameworks to include everyone. These findings matter even more when you look at Van Dijk's careful look at how organizations reward merit. He suggests that current workplace rules and culture often give advantages to powerful groups while making it harder for disadvantaged groups to

get ahead.

Research keeps showing that women and minority groups face more rudeness in public sector jobs. This matters a lot in Kerala's healthcare where about 70% of workers are women. Kooknar's deep study highlighted how important inclusive leadership is to boost engagement, respect, and value for all staff. It found that being open, easy to approach, and treating everyone are key values that shape how an organization works.

Organizational inclusion has an influence on more than just immediate job satisfaction, as it has an impact on different areas of organizational effectiveness. Shore and Chuang's trailblazing research pinpointed four key behaviors of inclusive leadership to keep workplace inclusion: showing inclusive practices, promoting participative decision-making supporting relational connections, and tackling exclusion. These discoveries line up with Kaliannan et al.'s (2023) recent study, which found positive links between inclusive talent management systems and signs of organizational effectiveness. In Kerala's healthcare scene where old-school hierarchical structures often mix with modern management methods, these leadership behaviors become even more complex and important.

New studies show ongoing gender bias in how bosses rate and give feedback to workers. Correll et al. (2020) found a big difference: women get vague nurturing comments, while men get more specific challenging feedback about their work. This creates real problems in healthcare where clear helpful feedback is key to help doctors and nurses grow and give patients the best care. Also, Ashikali, Groeneveld, and Kuipers (2020) found that inclusive leaders have a strong impact on how diverse teams feel about their work environment. Their research shows that when leaders include everyone, it creates a positive team atmosphere that goes beyond usual social groups.

This study looks at these patterns in Kerala's hospitals where several unique factors come together: high numbers of women working good health outcomes despite limited resources, a mix of old and new management styles complex social and job-related rankings, and a growing focus on workplace rights and inclusion. While there's a lot of research on organizational inclusion and job satisfaction, not many studies have looked at how they're connected in Kerala's healthcare world.

This study aims to assess how well formal inclusion programs work in Kerala's hospitals. It looks at the link between OIB and job satisfaction for female healthcare workers. The research also seeks to pinpoint factors that connect inclusion practices to job satisfaction. Lastly, it offers evidence-based advice to boost workplace inclusion in healthcare settings. The results matter a lot for healthcare management, policy-making, and our grasp of workplace inclusion in specific cultural contexts. By zeroing in on female healthcare workers in Kerala, this work adds to the growing research on gender equality in healthcare workplaces. It also tackles the unique hurdles and chances found in developing healthcare systems.

This study takes a close look at how inclusive behavior in organizations has an impact on job satisfaction. It aims to connect theory with practice when it comes to putting inclusive practices into action in Kerala's healthcare settings. The findings from this research will add to what we know in academia and also give useful advice to healthcare managers and policy makers. They can use this to create work environments that are more inclusive and fulfilling for women working in healthcare.

Methodology

This quantitative study looked at how organizational inclusion relates to job satisfaction for women working in hospitals. Researchers gathered data through an online survey given to 100 female hospital employees. They split the sample into two groups: 81 women from hospitals with inclusion programs and 19 from those without. To measure job satisfaction, the study used the 36-item Job Satisfaction Scale (JSS). For organizational inclusion, it applied the 23-item Organizational Inclusion Behavior (OIB) Scale, which has an impact on three aspects of inclusion. The team analyzed the data with Jamovi software. They calculated descriptive statistics to give an overview of the data. Pearson correlations helped them examine how different variables connected. They also used independent samples t-tests to compare job satisfaction and organizational inclusion scores between the two groups (hospitals with and without inclusion programs).

Sample and Data Collection

The sample consisted of 100 female staff members from different hospitals, and 81 respondents were from organizations with a formal inclusion program, while 19 were

from organizations with no such program. Data collection was carried out through an online Google Forms survey.

Results

TABLE.1

VARIABLE	CATEGORY	FREQUENC Y	PERCENTAGE
AGE	22-26	78	78%
	27-31	11	11%
	32-36	6	6%
	37-41	2	2%
	42-46	3	3%
GENDER	FEMALE	100	100%
	MALE		
MARITAL STATUS	MARRIED	19	19%
	UNMARRIED	81	81%
DESIGNATION	DOCTOR	30	30%
	NURSE	70	70%
YEARS OF EXPERIENCE	0-5	86	86%
	6-10	8	8%
	11-15	3	3%
	16-20	3	3%
QUALIFICATION	DIPLOMA	4	4%
	GRADUATION	76	76%
	POSTGRADUATIO	20	20%
	N	0	
	PHD	0	
	GRADUATION WITH DIPLOMA		

Analysis of Table.1

The sample population included 100 female healthcare providers with majority of them aged between 22 and 26 years (39 out of 100). 81 participants were single while the rest had just come into the field for not more than 5 years. The group of workers included nurses (70%) and doctors (30%). A great majority of them were graduates (76%) and relatively fewer were post graduates (20%) and diploma holders (4%). Based on the current profile, it may be surmised that the majority of healthcare practitioners in Kozhikode hospitals are less than 40 years of age and have not worked for long but are early into their careers and are well educated.

TABLE.2

Descriptives

	Does your organization have any inclusion program ?	JOB SATISFACTIO N SUM	OIB SUBTOTA L 1	OIB SUB TOTA L 2	OIB SUBTOTA L 3
N	1	81	81	81	81
	2	19	19	19	19
Missing	1	0	0	0	0
	2	0	0	0	0
Mean	1	131	33.4	37.2	47.0
	2	138	21.7	34.1	43.9
Median	1	129	34	37	45
	2	132	21	35	45
Standard deviation	1	10.3	2.44	2.07	3.35
	2	19.7	2.14	1.29	1.75
Minimum	1	89	21	32	42
	2	116	16	32	39
Maximum	1	184	37	42	55
	2	191	27	35	45
Shapiro- Wilk W	1	0.621	0.669	0.959	0.825
	2	0.833	0.853	0.672	0.652
Shapiro- Wilk p	1	<.001	<.001	0.012	<.001
	2	0.004	0.008	<.001	<.001

Analysis of Table.2

Descriptive statistics allow for a further description of the organization data with regard to the comparison of organizations with inclusion programs (coded as 1, n=81) and those

that do not have inclusion programs (coded as 2, n=19) by various measures, among them, job satisfaction and three OIB subtotals. Several interesting patterns and differences between these two groups emerge.

Job Satisfaction Analysis:

Table.2 shows organizations with no inclusion programs yielded slightly higher mean scores on the job satisfaction index (mean = 138; median = 132), although the organizations with inclusion programs yielded a mean of 131, while the median was 129. The scores show notable variability among organizations that have no inclusion programs (SD = 19.7) compared to those with programs (SD = 10.3). The range of satisfaction scores was also more extended in organizations without programs (116-191) compared to those with programs (89-184) and thus implied more homogeneous satisfaction levels within organizations that have formal inclusion initiatives.

Analysis of OIB Subtotal 1.

The first measurement of OIB had a mean score of 33.4 and a median at 34 for those organizations that already had inclusion programs while those that did not have inclusion programs had a mean score of 21.7 and a median of 21. Standard deviations were alike, 2.44 and 2.14 for the two groups, which meant the consistency of the responses was equally accurate. Scores for organizations with programs ranged between 21 and 37, while those for the organizations without programs were between 16 and 27. This indicates that organizational behaviour diversity was greater in the former.

OIB Subtotal 2 Analysis:

In respect to OIB measure 2, the mean difference was smaller between the two sets of organizations however, yet noticeable; programs organizations had a mean score at 37.2 with a median of 37 while the organizations without programs had a mean at 34.1 with a median of 35. Organisations with inclusion programs had more variability, SD = 2.07 than those without, SD = 1.29. Maximum scores were much higher, organisations with inclusion programs reached 42 whereas those without it reached only to 35; suggesting that inclusion programs may enhance higher achievement of this behavioural dimension.

Analysis of OIB Subtotal 3

In the third OIB measurement, groups with inclusion programs had a higher mean value of 47.0, while the median was 45, as opposed to groups without, whose mean was 43.9, and the median was also 45. The standard deviation was much higher in the groups with programs than without (3.35 vs 1.75), which could thus express more varied behavioural expressions. The scores range was wider for groups with programs, too, as well as from 42 to 55, whereas the groups without programs merely ranged from 39 to 45.

Normality Testing:

All Shapiro-Wilk tests have shown that the distributions are not normal in most measures for both groups ($p < .001$ for most cases). However, the OIB Subtotal 2 concerning organizations with inclusion programs had a marginally more normal result ($p = 0.012$), even though it is still significant at the conventional $\alpha = 0.05$ level. It therefore implies that the parametric statistical test should be employed with appropriate caution while analysing further, and the data may be appropriately analysed with the use of some non-parametric alternatives.

Table.3

Correlation Matrix

	JOB SATISFACTION SUM	OIB SUBTOTAL 3	OIB SUB TOTAL 2	SUBTOTAL 1
JOB SATISFACTION SUM	—			
OIB SUBTOTAL 3	-0.177	—		
OIB SUB TOTAL 2	-0.109	0.633***	—	
SUBTOTAL 1	-0.206*	0.331***	0.529***	—

Note. * $p < .05$, ** $p < .01$, *** $p < .001$

Analysis of Table 3: Correlation Matrix Results

The correlation matrix (Table 3) presents a comprehensive analysis of the relationships between job satisfaction and the three OIB (Organizational Inclusion Behaviour) subtotals, revealing several significant patterns and associations among the variables.

A notable finding is the weak negative correlation between job satisfaction and OIB Subtotal 1 ($r = -0.206$, $p < .05$). This statistically significant negative relationship, though modest in magnitude, suggests that as organizational inclusion behaviours measured in Subtotal 1 increase, there is a slight tendency for job satisfaction to decrease. This unexpected inverse relationship warrants careful consideration in understanding the complex dynamics between inclusion behaviours and employee satisfaction.

The analysis reveals no statistically significant correlations between job satisfaction and the other two OIB measures. The correlation between job satisfaction and OIB Subtotal 2 ($r = -0.109$) and OIB Subtotal 3 ($r = -0.177$) are both negative but fail to reach statistical significance, indicating that these aspects of organizational inclusion behaviour are not strongly related to overall job satisfaction levels.

Among the OIB measures themselves, strong positive intercorrelations are observed. The strongest relationship exists between OIB Subtotal 2 and OIB Subtotal 3 ($r = 0.633$, $p < .001$), indicating a substantial overlap between these two aspects of organizational inclusion behaviour. This strong positive correlation suggests that these measures might be capturing related or complementary aspects of inclusive organizational behaviour.

Similarly, OIB Subtotal 1 and OIB Subtotal 2 demonstrate a moderately strong positive correlation ($r = 0.529$, $p < .001$), indicating that organizations scoring high on one measure tend to score high on the other as well. This relationship suggests a consistent pattern in how organizations implement and maintain inclusive behaviours across different dimensions.

A moderate positive correlation is also observed between OIB Subtotal 1 and OIB Subtotal 3 ($r = 0.331$, $p < .001$). While this correlation is weaker than the other relationships between OIB measures, it still represents a significant positive association, suggesting that these aspects of organizational inclusion behaviour, while distinct, are meaningfully related.

The pattern of correlations among the OIB subtotals (all positive and significant at $p < .001$) suggests a coherent underlying construct of organizational inclusion behaviour, with each subtotal potentially measuring different but related aspects of this construct. However, the varying strengths of these correlations (ranging from 0.331 to 0.633) indicate that each subtotal likely captures unique aspects of organizational inclusion

behaviour.

The negative correlations between job satisfaction and all OIB measures, with only one reaching statistical significance, present an intriguing paradox that challenges simple assumptions about the relationship between organizational inclusion behaviours and employee satisfaction. This pattern suggests that the relationship between inclusion practices and job satisfaction may be more complex than previously theorized, potentially involving mediating or moderating variables not captured in this analysis.

These findings have important implications for understanding how different aspects of organizational inclusion behaviour relate to each other and to employee satisfaction, suggesting that organizations should take a nuanced approach when implementing inclusion initiatives, recognizing that different aspects of inclusion behaviour may have varying relationships with employee satisfaction and with each other.

Discussion

The results of the present study show intricate relationships between the organizational inclusion programs, the organizational inclusion behaviour (OIB), and job satisfaction that, in interesting ways, both align with and diverge from previous research.

Regression analysis findings indicated that organizations with inclusion programs had a significantly higher level of OIB for all three measures of OIB. This is in line with recent research by Jain and Colaco (2022) that emphasized the need to have strict anti-discrimination policies along with an environment conducive to diverse ideas that facilitate workplace inclusion. Here, our surprising result that organizations without the inclusion programs scored marginally higher at $M = 138$ than those with the programs ($M = 131$) forms an interesting contradiction to the literature so far.

This apparent paradox may be better understood from the study of Singh and Jain (2013) where various factors influence job satisfaction, including work environment and working conditions. The higher variability in job satisfaction scores among organizations without the inclusion programs ($SD = 19.7$ vs. $SD = 10.3$) indicates that other organizational factors are compensating for the absence of formal inclusion initiatives.

The relationship of inclusion programs with job satisfaction seems rather more complex than it was even expected. This has been reflected in Panigrahi and Joshi's finding at

Infosys, whereby the employees rated work relationships and teamwork highly but expressed lesser satisfaction with flexibility and some promotional opportunities. Our result shows that the formal inclusion programs are not enough to provide higher job satisfaction for the employees; thus, a more holistic approach is needed in the workplace toward inclusion.

The major correlation within our study between the measures of OIB is $r = 0.633$, $p < .001$, demonstrating consistency in patterns of behaviours across various inclusion dimensions. Indeed, the work by Dziuba, Ingaldi, and Zhuravskaya (2020) revealed that an employee's satisfaction with their job was clearly connected with greater organizational belonging and work responsibility. However, the weak negative correlation we found-between job satisfaction and OIB, $r = -0.206$, $p < .05$ -underscores the much more complex nature of relationships than understood in the past.

This study becomes more meaningful in conjunction with Chordiya (2022) in a study focused on federal employees that have disabilities. Even though Chordiya determined that employees who are disabled demonstrated lower levels of job satisfaction as well as inclusion, thereby demonstrating a higher tendency toward turnover, the current research suggests that formal inclusion programs may effectively encourage inclusive behaviour without necessarily leading to improved job satisfaction. With this discrepancy, there is a need to look at multiple dimensions while designing workplace inclusion initiatives.

In our research, we discovered the differences in OIB scores among measures, which according to Montuori et al. (2020) corresponded to the presence of personal aspects of influencing job satisfaction. In the mentioned case, they stated how a family status impacts job satisfaction, but, instead, our results have shown organizational inclusion behaviours that are influenced by a variety of contextual factors not included in the structures of formal programs.

A related study is the finding of Wilks and Neto (2013) that, even as age declines affective well-being, job satisfaction remains unchanged. Again, this contributes another level to interpreting our results. The higher variability in scores of job satisfaction among organizations that do not have inclusion programs might indicate a different age profile or other forms of diversity that are not accounted for within the context of the analysis used here.

These findings together indicate that though inclusion programs are successful in enhancing inclusive organizational behavior, inclusion programs are largely mediated by a large number of factors with regard to job satisfaction. According to Jain and Colaco, 2022, it appears that the effectiveness of inclusion initiatives depends not only on their presence but also on their integration with deeper organizational practices and culture.

In fact, the occurrence of differences in our own results in diverse organizational settings only echoes the finding of Panigrahi and Joshi as it "satisfaction varies across different aspects of work life." This strongly presents that effective inclusion initiatives have to be multi-dimensional on various organizational planes, along the lines of work-life flexibility to professional development avenues rather than being held onto mere behavioural measurement.

Conclusion

This research throws light on the complex relationship between organizational inclusion programs, inclusive behaviour, and job satisfaction. Although it has been noted that involvement programs have been effective in advancing organizational inclusiveness, the relation of involvement programs with job satisfaction seems to be more complex than previously understood. The results thus suggest that the successful implementation of these inclusion programs needs a very holistic approach considering a host of factors from organizations.

Higher OIB scores within organizations that have inclusion programs further prove the point that such programs do, in fact, drive organizational behaviour, but the relationship with job satisfaction is unfavourable, thus cautioning the manner in which such initiatives fit into the organization's culture and general employee experience.

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