
A Study of Inclusivity and Well-being at Workplace with Reference to Industrial Employees

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Abstract

Inclusivity is a policy of an organization to welcome, to accept and value all types of people irrespective of their religion, race, language or gender. Inclusion means the members of the society feel that they are valued, respected and included in the organization regardless of their background. They have the same opportunities as others and they are not overlooked or excluded. Well-being is defined as more than just the absence of mental illness; it is a holistic state of flourishing personal growth, encompassing high life satisfaction, positive emotions and deep sense of a meaningful life. The main aim of the present study is to examine the level of inclusivity and feeling of well-being of employees in the organization. A sample of 40 workers and 40 supervisors in all 80 respondents were selected at random from industries situated at Anand. Inclusive mindset and behavior assessment scale (2024) was used to measure inclusivity and the Mental Well-being scale constructed by Warwick-Edinburg (2006) was used to measure feeling of well-being. Frequency, mean core and 't' test was applied for the analysis of the data and to examine the level of inclusivity and the level of well-being prevailing among industrial employees. In the present study it was found that workers were experiencing less level of inclusivity compared to supervisors. Similarly, supervisors have shown higher level of well-being.

Keywords: Inclusivity, Well-being, Industrial Employees

Introduction

Inclusivity: Inclusivity in Psychology is the practice of creating environment and therapeutic space where all individuals-regardless of their background, their identity, or characteristics like race, religion, gender they all feel valued, respected and represented. It ensures that everyone is included in the group and organization. Inclusivity also includes recognizing, appreciating and accommodating diverse needs and perspectives. Removing systematic barriers that have historically caused certain groups to feel marginalized eliminated or excluded. Not only that inclusivity also included recognizing, appreciating and

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accommodating diverse needs and perspectives of all members of the society. Inclusivity helps in fostering an atmosphere where people feel secured, valued and given equal opportunities at workplace settings. It also includes irradiation of historic biases and discrimination based on caste, religion, region prevailing at workplace. Those nations and even organizations follow discrimination and diversity such organizations have failed to represent People of all backgrounds, gender, race and community, they are responsible for generation feeling of undervalued, ignored, erased, rejected and dejected. Without inclusion of all groups, the nation or the organization will not progress.

What is inclusion?

Inclusion refers to the act of practice of inclusion and accommodating people who have historically been excluded because of their race, religion, gender, caste, creeds or biases. Inclusion means making sure everyone feels valued and respected. In clinical field everyone should feel that they are given equal clinical treatment. It is important to listen to feedback from marginalized groups to improve inclusion.

How to promote inclusivity?

Inclusivity can be maintained by promoting equity, fairness and practicing open and respectful communication, for example in clinical settings, this means providing culturally competent care, equal medical treatment to all. Providing equal opportunity for growth and development. Providing equality, equity and giving equal opportunities to all. It also refers inclusion of all for inclusive development of the nation. Equal care should be taken for maintaining good mental health for developing nation and to develop each and every strata of the society for common good. It will help to build up a unique national identity and national personality. Inclusion can be maintained by creating a culture of belonging where everyone in the organization feels safe and can express themselves without fear. Inclusion covers every aspect of business from recruitment, placement & leadership. If the business policy is fair, you can attract and retain top talent, ignite people's creativity and see productivity level at the top level. An inclusive culture safeguards your business, preventing bullying, harassment and discrimination while building stronger and more cohesive teams.

Remedies to create inclusive workplace:

Following are some of the remedies to create inclusive workplace

1. Creating inclusive policies which begins with a commitment to fairness and equity at all levels.
2. Controlling bullying & harassment in line with legal standards.
3. The policy of the organization should not make anyone to feel undervalued.
4. Expand your policies to include family friendly initiatives. This will promote a truly inclusive workplace where everyone feels included and valued.
5. Barriers to inclusivity like biases & discriminatory attitude should be removed to establish balanced working environment.

It merits mentioning here that inclusion is a journey that requires time, dedication and efforts to achieve actionable and measurable outcomes.

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Strategies to measure the impact of inclusion in your organization:

1. Employee voice: Take views of inclusion, belonging in your organization. Everyone's voice should be counted or heard off.
2. Conducting interview: Conduct focus group interview to uncover employee experiences or opinion.
3. Present experiences: Compare the experience of marginalised group with those in the majority to pinpoint any disparities.
4. Employee - led groups: Stay connected with the present employees & internal network to know diverse perspectives.
5. Knowing issues of employees: Review and analyse employees issues, tracking trends in the areas like bullying & discrimination. Explore and address any underlying issues to build a supportive and inclusive workplace culture.
6. Improve hiring practice : Create an inclusive workplace culture and start with your recruitment process. Ensure inclusivity in the whole organization, ensure representation from every strata of the society.
7. Exit interview: Always conduct exit interview to know feelings of the employees regarding inclusion & representation. This will help in retention of employees.

When you fully embrace inclusion, you are not just strengthening your organization, but you are creating a vibrant, supportive culture where everyone belongs. If you are looking to enhance or improve inclusion efforts, the H. R. experts of the organization can help. So take help from H. R. persons or external experts to improve inclusivity in the organization.

Well-being at workplace:

Workplace Well-being encompasses the Physical, mental and emotional health of employees. It also involves managing stress and burnout for creating healthy work environment. It is the responsibility of the organization to provide healthier work environment often through activities like mindfulness sessions, access to health advice and to reevaluate ongoing wellness programmes. Workplace well-being is the holistic and ongoing programme to support employees to maintain good health within the work environment.

Key aspects of workplace well-being:

- Mental and Emotional Health: It includes Managing stress and burnout, promoting resilience.
- Physical Health: It includes providing safe and healthy work environment.
- Social and organizational Culture: Fostering positive relationships, teamwork, inclusion and supportive leadership.
- Work-Life Balance: It includes balancing work duties, work demands & personal life, home responsibilities and to fulfil demands of the son, daughter & grandparents.

How to create workplace well-being:

Workplace wellbeing can be increased by providing

- (1) Flexible working hours. Offering remote work options, freedom in scheduling their work to complete the daily target.

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- (2) By Providing Health Support: Offering regular employee health checking programs, providing help to get registration in gym for physical fitness. Healthy food can be provided in the canteen of the industry. The goal of the organization must be to encourage consistent, long-term support for employee health beyond a single day programme. This may include whole day dedicated to holistic wellbeing of employees, covering their physical, mental and social health, organization can even arrange lunchtime walks, or sports initiatives, providing access to medical and nutritional advice.
- (3) Cultural initiatives: Arranging some programs for cultural activities. Arranging “walk and talk” programs in a week, team-building, arranging recreational activities etc.
- (4) By celebrating some special days like health checkup day, physical fitness day, recreational day, arranging sports day etc.
- (5) By providing mental health support: Providing access to counsellors, hosting talks on mental health. Providing access to mindfulness and meditation access or hosting talk on mental health.
- (6) By celebrating social connectivity day: Arranging get-together programs to express their gratitude's towards colleagues, friends & well wishers. This will give a chance to share positive message or to share their positive emotions.

Why workplace wellbeing is important?

- (1) It helps to improve employee moral and productivity. A focus on wellbeing can lead to higher job satisfaction and more productive and efficient workforce.
- (2) It reduces burnout by providing a chance to ventilate their grievances, their grief, and prevent burnout.
- (3) It encourages a healthy work culture, it serves as a catalyst for embedding employee's wellbeing into the company's long term work activities & culture.
- (4) Financial support may be provided in case of long term illness & in constructing their own house through company's credit society.
- (5) Residential quarters may be provided at a nominal rent.

In short workplace wellness always improves health of workforce, and strengthens workplace culture. It also helps in retaining skilled employees, and also helps to reduce health risks, enhance productivity, and improve employee's quality of life and happiness. A positive workplace culture successfully create a space where employees feel comfortable, trusted, valued & empowered in their work (SIU 2014)

Workplace well-being and organizational culture encompasses every aspect from physical and mental health to teambuilding. It increases overall efficiency of the organization.

Objectives of the study:

- (1) To examine the level of feelings of inclusivity present among workers & supervisors in the organization.
- (2) To examine the feeling of well-being present among workers & supervisors of the organizations.

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Methodology:

Sample:

40 workers and 40 supervisors in all 80 respondents were selected at random working in different organizations situated at V.V. Nagar and Vitthal Udyognagar near Anand. The respondents were educated from H.S.C. to graduate level in both the categories viz., workers & supervisors. The average age of workers was 45.6 years while the average age of supervisors was 42.4 years. No major difference was found in education and age among respondents in both the categories. Both the groups were quite comparable.

Tool :

For the measurement of inclusivity, inclusive mindset and Behaviour Assessment test (IMBA) was used which was developed by Jone Smith and others (2022) in Developing Global Leaders Assessment centre, Cambridge University Press. This test measures fairness and equity prevailing in the organization, feeling of belongingness on the part of employees, safety and voice of employees against discrimination and voice against harassment as well as role of leaders in maintaining inclusive environment in the organization. It measures both mindset (attitude) and behavioural actions related to inclusion and diversity.

Validity: Statistically validated and the test is widely used in the research.

Reliability: Test retest reliability was carried out which is quite satisfactory.

Score range: 16-80 (Based on 5-point scale) starting from Strongly agree to strongly disagree.

- (1) Higher score indicates higher level of inclusivity and lower score indicates lower level of inclusivity.
- (2) For the measurement of **well-being**, the warwick-Edinburs mental well-being scale (2006) was used.

Validity & reliability: Statistically validated & widely used in the research work.

Score range 14-70 based on 5 point scale starting from "None of the time" to "All of the time." Higher score indicates higher level of mental well-being and lower score indicates lower level of mental well-being.

Hypotheses :

Following hypotheses are formulated

- (1) Workers and supervisors are expected to differ in the level of inclusivity.
- (2) Workers and supervisors are expected to differ in the level of mental-wellbeing.

Research Design:

The present research design is Ex-Post facto design, having 80 respondents from workers and supervisory categories. The respondents were selected at random from industrial organizations situated at Vitthal Udyognagar, Anand.

Analysis of Data :

In the present study the main purpose was to examine the level of inclusivity and well being prevailing among workers & supervisors working in the industrial organizations. So 't' test was applied to check the significant difference if any between the two groups under study, in relation to inclusivity & well-being.

Results and Discussion:

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Table No.1

Showing mean score & S.D. in the area of inclusivity & well-being in the Category of workers and supervisors

Category	Area of inclusivity			Area of well-being		
	N	M	S.D	N	M	S.D
Workers	40	53.50	3.18	40	41.42	2.78
Supervisors	40	64.81	3.74	40	48.64	3.16

From the table No.1 it could be seen that the mean score of workers category is 53.50 as against the mean score of 64.81 of supervisory category in the area of inclusivity. It should be remembered here that according to scoring pattern higher score indicates higher level of inclusivity and higher level of feelings of Well-being. Thus, from the result it could be said that the supervisory category is having more level of inclusivity compared to workers category. Similarly the supervisory category has shown higher level of feelings of well-being compared to workers category.

Table No.2

Showing mean score & S.D. and 't' value of inclusivity Score of workers & supervisors

Group	N	M	S.D	't' Value	Level of significance
Workers	40	53.50	3.18	16.93	0.01
Supervisors	40	64.81	3.74		

As can be seen from table No.2 that the 't' value of 16.93 is significant at 0.01 level. This means that two groups under study differ significantly in relation to the feeling of inclusivity. The mean score of workers category is 53.50 (SD 3.18) as against the mean score of 64.81 (S.D. 3.74) of supervisory category. It should be remembered here that, according to scoring pattern, higher score indicates higher level of inclusivity, and lower score indicates lower level of inclusivity. Thus, from the result it could be said that the supervisors have shown higher level of inclusivity compared to workers. It means supervisors feel that the organization follow the principles of inclusivity while workers have not shown more feeling of inclusivity as compared to supervisors. Hence the hypothesis that the workers and supervisors are expected to differ in the level of inclusivity is accepted.

The workers have shown lower level of feeling of inclusivity compared to supervisors. There may be some reasons behind that kind of feelings. They might have experienced some kind of discrimination in selection process or in promotion process. The higher level of officers might have shown some level of discrimination & biases in their dealing with workers category while this might not have been happened with supervisory category.

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Table No.3

Showing mean score & S.D. and 't' value of well-being

Score of workers & supervisors

Group	N	M	S.D	't' Value	Level of significance
Workers	40	41.42	2.78	10.87	0.01
Supervisors	40	48.64	3.16		

As can be seen from table No.3 that the 't' value of 10.87 is significant at 0.01 level. This means that the two groups under study differ significantly in relation to the feeling of well-being. The mean score of workers is 41.42 (SD 2.78) as against the mean score of 48.64 (SD 3.16) of supervisors. It should be remembered here that, according to scoring pattern, higher score indicates higher level of well-being and lower score indicates lower level of feelings of well-being. Thus, from the result it could be said that the supervisors have shown higher level of feeling of Well-being compared to workers. Hence the hypothesis that the workers and supervisors are expected to differ in the level of feeling of well-being is accepted.

The reasons for this kind of result may be that the supervisors might be feeling well regarding balanced work life, regarding their duties, personal life and might be happy regarding supportive leadership at top level; they may be happy regarding overall work environment while this may not be true in case of workers. The workers may not be happy regarding work life balance, regarding work environment and they may be experiences more work stress compared to supervisors.

Conclusion:

Workers under study were seen having lower level of feeling of inclusivity compared to supervisors. Supervisors have shown higher level of feeling of well-being while workers have shown lower level of feelings of well-being. Workers have shown lower level of feeling of inclusivity & lower level of feeling of well-being compared to supervisors under study.

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